



# Nonprofit Compensation Report

18th edition | September 2018



## FOREWORD

GuideStar's mission is to revolutionize philanthropy and nonprofit practice by providing information that advances transparency, enables users to make better decisions, and encourages charitable giving. At its website, [www.guidestar.org](http://www.guidestar.org), users access information on more than 2.7 million U.S. nonprofit organizations.

The *2018 GuideStar Nonprofit Compensation Report* reviews key employee compensation at more than 112,000 charitable nonprofit organizations. It relies exclusively upon data derived from the GuideStar database of digitized IRS Form 990 and 990-EZ information.

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I HAVE READ THIS LICENSE AGREEMENT AND AGREE TO ALL THE PROVISIONS ABOVE.

Welcome to the *2018 GuideStar Nonprofit Compensation Report*. This year's report, the 18th in our annual series, is derived from information on more than 159,000 individual positions at more than 112,000 tax-exempt organizations. The executive summary presents findings based not only on this report but also on data for previous years.

The *GuideStar Nonprofit Compensation Report* remains the only large-scale analysis of its kind based entirely on data reported to the IRS. It also continues to be the most comprehensive nonprofit compensation study available.

Accurate, complete, and authoritative information on the nonprofit sector is more important than ever. The Pension Protection Act of 2006 increased the penalties for excessive benefit transactions, including overpayment of nonprofit executives. Meanwhile, Congress, donors, and the media continue to scrutinize nonprofit salaries.

Nonprofits must demonstrate to oversight agencies, grantmakers of all types (government, corporations, and private foundations), and individual donors that the salaries and benefits they offer are justified. They must document their compensation practices and be prepared to help their supporters understand why these practices are appropriate. The *GuideStar Nonprofit Compensation Report* is a valuable tool for achieving these goals.

This volume was conceived, designed, and compiled for 17 years by Chuck McLean, GuideStar's senior research fellow. It was his "baby," and in this past year he entrusted it to me. Without Chuck's solid documentation and guidance at various stages of the process this summer, the 18th edition would not be in your hands. It has been humbling to learn how he put it together, never mind the whys and wherefores of certain decisions he had to make regarding the coding of the data. And, although I have tried to replicate all of the steps in this transitional year, like every year there were places where decisions needed to be made. For good or bad, I made those decisions. I would also like to take time to acknowledge and thank Carol Brouwer, who groomed and pulled the initial data set for this report and served as a sage sounding board for me as the work progressed.

In the year ahead, with a deeper understanding of the data and the report, I will be laying out plans for the 2019 edition. Feedback and comments on changes made this year, which are outlined in the executive summary, or any other aspects of the report are very much welcome. Please e-mail your thoughts to [holly.ivel@guidestar.org](mailto:holly.ivel@guidestar.org).

Thank you for acquiring the *2018 GuideStar Nonprofit Compensation Report*.

Holly C.S. Ivel  
Director of Data Services  
August 29, 2018

# Highlights of the 2018 GuideStar Nonprofit Compensation Report

## Executive Summary

The 2018 GuideStar Nonprofit Compensation Report is based on 159,114 observations from 112,609 Forms 990 and 990-EZ filed by 501(c) organizations with the IRS for fiscal year 2016. Among the highlights:

### More observations in the \$250,000 or less budget band

- Over several years, lack of resources prevented GuideStar from keying Form 990-EZ data. GuideStar returned to keying Form 990-EZ data in the past year, allowing us to include compensation data from those filings wherever they met our criteria. Of the 159,114 observations in this year's report, 9,788 came from EZ filings. This figure represents a 24 percent boost in the number of filings for organizations in the \$250,000 or less band.

### Section 501(c)(3) organizations broken out from other nonprofits

- Historically, the majority of organizations in the *Compensation Report* were grouped by NTEE codes (National Taxonomy of Exempt Entities codes, which classify nonprofits by mission). Section 501(c)(3) charitable organizations were most likely to have NTEE codes. Organizations that didn't have an NTEE code were grouped in the report according to their IRS subsection codes. In recent years, however, more nonprofit organizations received NTEE code assignments, resulting in the inclusion of more non-(c)(3)s in the NTEE code groupings and fewer in the breakout of other subsection codes.
- In response to requests for a return to greater visibility into non-501(c)(3) nonprofits, we have created separate sections at the national, state, and MSA (metropolitan statistical area) levels. Data for 501(c)(3) organizations are grouped by NTEE code. Data for non-(c)(3)s is presented in sections titled, "Other Subsection Groups."
  - Non-501(c)(3)s account for 22,088 filings, or 19 percent of total filings.
  - The largest number of filings for Other Subsections are under 501(c)(4) civic leagues, social welfare organizations, and location associations of employees; 501(c)(6) business leagues, chambers of commerce, real estate boards, etc.; 501(c)(7) social and recreational clubs; and 501(c)(14) state chartered credit unions and mutual reserve funds. Section 501(c)(6) business leagues account for almost 48 percent of non-(c)(3)s in the report.

### Modest increases in compensation in most budget bands

- Median compensation increased modestly in 2016 compared to 2015 in all but the bottom and top budget bands.
- We believe the negative trends in the lowest budget bands result in part from the 36 percent increase in the number of observations in this category, a result of the inclusion of more Form 990-EZ filings in the analysis.
- The highest budget band show a significant year-over-year increase, 4.9 percent for women and 8.4 percent for men.

### **Continued narrowing of the gender gap**

- Median compensation of females continued to lag behind that of males when considering comparable positions at similar organizations. The gap ranged from 4 percent for CEOs at organizations with budgets of \$250 thousand or less to 20 percent at organizations with budgets of greater than \$50 million.
- Although the gap persists, all budget bands showed a decline in the size of the gap from 2015 to 2016, with the size of the gap at mid-sized nonprofits showing the greatest reduction.
- Year-over-year median compensation changes are positive and higher for females than males in all but the top two budget bands, in which that trend is reversed.

### **Leadership by Gender**

- Since 2005, women have made gains in the percentage of CEOs in organizations of all sizes. Gains have been most dramatic at organizations with budgets between \$25 million and \$50 million, where female leadership increased from 20 percent to 30 percent.
- Between 2015 and 2016, however, we saw virtually no change in the percentage of women leading organizations in any budget category.

### **Incumbent Compensation**

- The median percentage increases in 2016 were either in line with or slightly lower than the median percentage increases in 2015.
- The highest pay increases—3 to 4 percent—continued to be seen in organizations with budgets of \$2.5 million and up.
- Women showed higher median percent increases than men in all budget bands except the highest two, which is in line with what we saw in the pay gap analysis.

### **Trends by Program Area for 501(c)(3) Organizations**

- As was the case last year and has been for some time, health and science organizations had the highest overall median salaries. Arts, religion, and animal-related organizations brought up the rear.

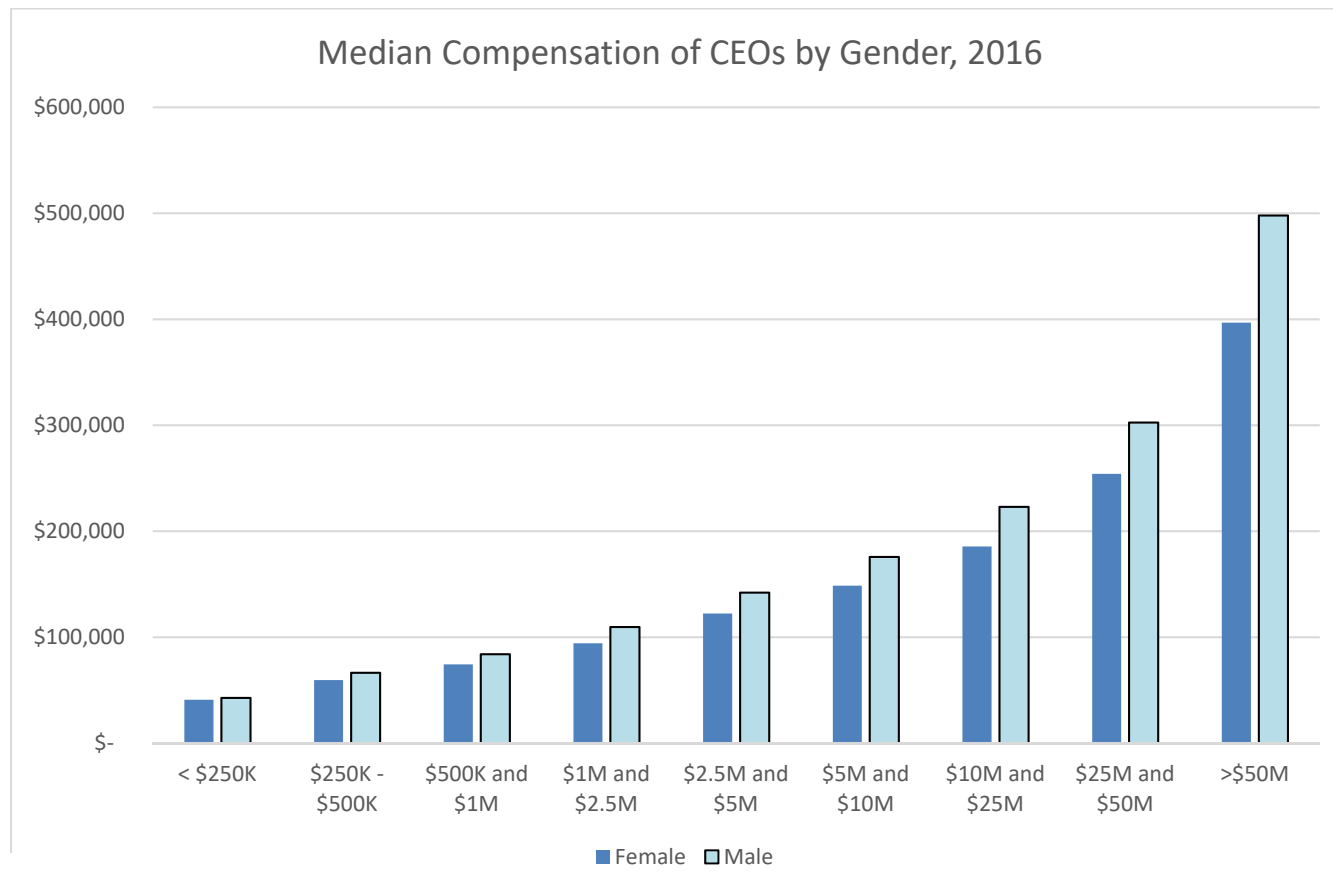
### **Trends by Role**

- Dedicated HR and IT leadership roles or roles with explicit HR or IT responsibilities appear to emerge as organizations get larger.
- The number of these job observations doubles between the \$1 million-\$2.5 million band and the \$2.5 million-\$5 million band. That number doubles again between the \$5 million-\$10 million band and again between \$5 million-\$10 million and \$10 million and \$25 million.

Several of these topics are explored in more detail below.

## Compensation by Gender

As past reports have found, there are still significant differences between the compensation of males and females. The median compensation of female CEOs was lower than that of males at organizations of all sizes, ranging from a 4 percent difference at organizations with budgets of less than \$250 thousand to 20 percent at organizations with budgets over \$50 million.



The pay gap between males and females appears to be *slowly* declining in all but the largest nonprofits.

- The gap is smallest at organizations with budgets of less than \$500 thousand.
- Mid-sized organizations with budgets between \$2.5 million and \$25 million show a larger decline in the size of the gap between pay for men and women in the last year.
- The pay gaps show no clear trend of abating at the largest organizations.

**Female Gap in Median CEO Compensation  
2005-2016**

Budget Size	2005	2015	2016
<\$250 thousand	22%	7%	4%
\$250 thousand-\$500 thousand	18%	12%	10%
\$500 thousand-\$1 million	17%	14%	12%
\$1 million-\$2.5 million	19%	15%	14%
<b>\$2.5 million-\$5 million</b>	<b>19%</b>	<b>18%</b>	<b>14%</b>
<b>\$5 million-\$10 million</b>	<b>21%</b>	<b>19%</b>	<b>15%</b>
<b>\$10 million-\$25 million</b>	<b>20%</b>	<b>21%</b>	<b>17%</b>
\$25 million-\$50 million	17%	17%	16%
>\$50 million	25%	21%	20%

The chart below shows the annualized change in CEO median salary from 2015 to 2016.

- Compensation in the lowest budget band of \$250 thousand or less appears to have gone down. We think this is largely driven by the 36 percent increase in the number of observations available this year because of the inclusion of more 990-EZ filings. For 2015 we had 13,587 observations in this band, compared to 18,491 observations for 2016.
- Other budget bands show more modest gains year over year, with female median salary increases being stronger until the top two budget bands, in which that trend is reversed.
- The highest budget band shows significant jumps in median salary year over year.



**Annualized Change in CEO Median Salary  
2015-2016**

Budget Size	Female	Male
\$250 thousand or less	-4.3%	-6.2%
Between \$250 thousand and \$500 thousand	1.2%	0.6%
Between \$500 thousand and \$1 million	1.5%	0.2%
Between \$1 million and \$2.5 million	-0.1%	0.9%
Between \$2.5 million and \$5 million	3.2%	1.4%
Between \$5 million and \$10 million	1.6%	0.8%
Between \$10 million and \$25 million	2.6%	1.7%
Between \$25 million and \$50 million	1.9%	4.2%
Greater than \$50 million	4.9%	8.4%

### Leadership by Gender

In the 11 years from 2005 to 2016, the percentage of female CEOs grew in all budget groups. As has been the case in the past, however, their representation still declined steadily as organization size increased. Women still represent the majority of CEOs at smaller organizations. We saw virtually no change between 2015 and 2016 numbers.

**Percentage of Female CEOs, 2005-2016**

Budget Size	2005	2016
\$250 thousand or less	53%	57%
Between \$250 thousand and \$500 thousand	54%	56%
Between \$500 thousand and \$1 million	47%	54%
Between \$1 million and \$2.5 million	42%	49%
Between \$2.5 million and \$5 million	36%	44%
Between \$5 million and \$10 million	31%	38%
Between \$10 million and \$25 million	26%	34%
Between \$25 million and \$50 million	20%	30%
Greater than \$50 million	14%	22%

## Incumbent Compensation

The median increase in compensation of incumbent CEOs was either the same or slightly lower in 2016 than in 2015, regardless of gender or organization size.

- Although median increases are still lower than those observed before the recession of the last decade, 2016 was the second year since then in which we saw increases of 4 percent or more. As has typically been the case, increases were higher at larger organizations.
- In all but the highest two budget bands, females received higher increases than males. This finding aligns with the trend noted above regarding a decreasing gender gap in pay across all budget bands except the highest two.

**Median Increase in Incumbent CEO Compensation by Gender  
2015-2016**

Budget Size	Female	Male
\$250 thousand or less	1.3%	0.0%
Between \$250 thousand and \$500 thousand	2.5%	1.6%
Between \$500 thousand and \$1 million	2.8%	2.3%
Between \$1 million and \$2.5 million	2.9%	2.5%
Between \$2.5 million and \$5 million	3.1%	2.9%
Between \$5 million and \$10 million	3.3%	3.2%
Between \$10 million and \$25 million	3.9%	3.4%
Between \$25 million and \$50 million	4.3%	4.4%
Greater than \$50 million	4.0%	4.2%

## Trends by Program Area for 501(c)(3) Organizations

Not surprisingly, the type of work that tends to be associated with specialized knowledge and/or large organizations led the way in median compensation.

### 5 Program Areas with Highest Median CEO Compensation

2016

Program Area (NTEE Major)	Median
Science and Technology Research Institutes, Services	\$156,104.00
Health—General and Rehabilitative	\$144,270.50
Medical Research	\$137,678.00
Social Science Research Institutes, Services	\$126,500.00
Mutual/Membership Benefit Organizations, Other	\$123,088.50

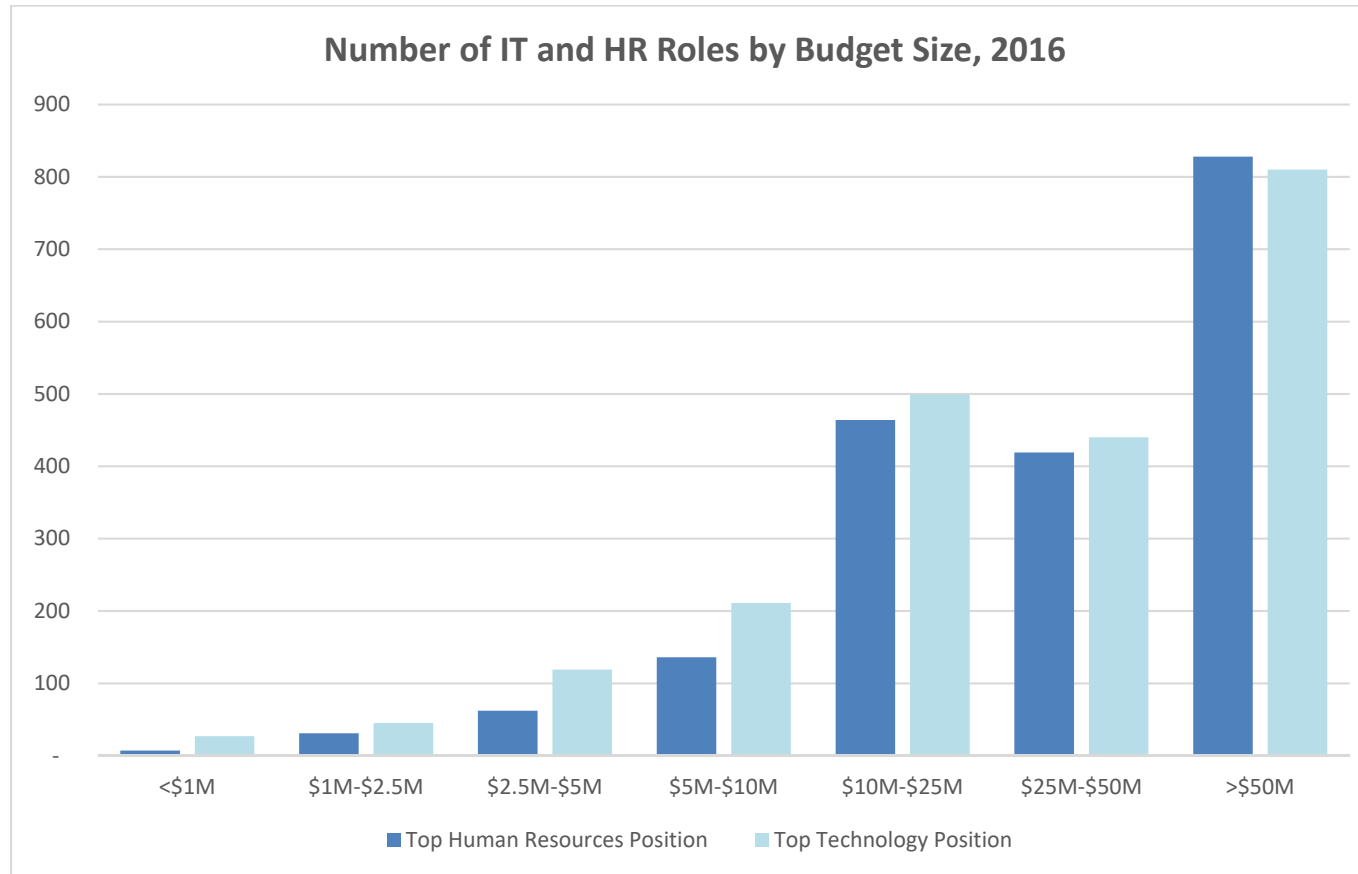
### 5 Program Areas with Lowest Median CEO Compensation

2016

Program Area (NTEE Major)	Median
Religion-Related, Spiritual Development	\$55,627.00
Animal-Related	\$63,177.00
Arts, Culture, and Humanities	\$69,225.00
Food, Agriculture, and Nutrition	\$70,062.00
Recreation, Sports, Leisure, Athletics	\$72,263.00

## Trends in HR and IT Roles by Budget Size

Dedicated HR and IT leadership roles or roles with explicit HR or IT responsibilities appear to emerge as organizations get larger.



## ***Compensation Report Overview and Methodology***

The *2018 GuideStar Nonprofit Compensation Report* draws exclusively from data reported on Forms 990 and 990-EZ. These are information returns filed annually with the Internal Revenue Service (IRS) by most tax-exempt organizations—the 990 is used by organizations with annual revenues of \$200,000 or more, and the 990-EZ by organizations with annual revenues of \$200,000 or less and EOY assets of less than \$500,000. Organizations are instructed to supply compensation information for all officers, directors, trustees, and up to 20 key employees who earn at least \$150,000. Additionally, information is provided for certain other employees who earn at least \$100,000.

The report considers 159,114 observations from 112,609 forms filed with the Internal Revenue Service by section 501(c) nonprofits for fiscal year 2016. Statistics are reported on total compensation; for the purposes of this report, total compensation is defined as the sum of Form 990, Part VII, Line 1a, Columns D, E, and F, or Form 990-EZ, Part IV, Columns C, D, and E, and Part VI, Columns C, D, and E. Individuals with total compensation of less than \$15,000 were not included in order to make the cleansing and processing of the data more manageable. The vast majority of the filings examined for this report, 94 percent, were 990s; only 6 percent were EZs.

The *2018 GuideStar Nonprofit Compensation Report* also reports statistics on annual increases in total compensation. Because these statistics are driven by direct comparison with 2015 data for individuals who held the same positions at the same organizations, this data is less rich. It includes 91,377 observations from 69,520 organizations.

### **Job Categories**

The report shows the following job categories broken down by various combinations of gender, geography, organization type, and organization size. Because of the way organizations are required to report compensation on Form 990, only one position is available for most organizations, that of CEO/Executive Director. The report is extremely robust in that area, less so in the others. The chart below lists the number of individuals in the report who were classified into each job category and provides a few examples of the types of job titles mapped to each one.

The machine coding of the information into these job categories was relatively straightforward after extensive data cleansing, except in the case of CEO/Executive Director. Heads of organizations might be called President, CEO, Administrator, or some other title. When someone with such a title was the most highly compensated person reported on an organization's return, the default coding was into the

CEO/Executive Director category. In other cases, more care had to be taken. For example, physicians and football coaches frequently make more money than the heads of their organizations.

<b>Job Category</b>	<b>Examples of Titles Included in the Category</b>
CEO/Executive Director (103,339)	CEO
	Executive Director
	President
Top Administrative Position (6,870)	Administrative Director
	Chief Administrative Officer
	Finance and Administration Director
	General Manager
	Vice President of Administration
Top Business Position (3,052)	Business Affairs Director
	Business Development Director
	Business Manager
	Chief Business Development Officer
	Sales Director
Top Development Position (3,185)	Advancement Director
	Chief Development Officer
	Major Gifts Officer
Top Education/Training Position (1,166)	Academic Vice President/Provost
	Chief Learning Officer
	Dean of Academic Affairs
	Director of Educational Services
	Vice President of Human Resources and Training

Top Facilities Position (871)	Director of Facilities
	Director of Plant/Grounds Services
	Vice President of Facilities Operations
	Vice President of Facilities Management
Top Financial Position (22,208)	Assistant Treasurer and CFO
	Associate Vice President of Finance
	CFO
	Senior Vice President of Finance and Administration
Top HR Position (1,947)	Human Resources Director
	Vice President of Human Resources
	Vice President of Human Resources and Training
Top Legal Position (1,560)	Chief Legal Counsel
	General Counsel
	Legal Affairs Vice President
	Legal Affairs Officer
Top Marketing Position (1,275)	Chief Marketing and Brand Officer
	Director of Marketing
	Director of Marketing and Communications
Top Operations Position (8,233)	Chief Operations Officer
	COO
	Operations Director
Top Program Position (2,290)	Program Coordinator
	Program Director
	Executive Director of Programs
	Vice President of Programs

Top Public Relations/Communications Position (967)	Director of Communications
	Director of Marketing and Communications
	Director of Public Relations
Top Technology Position (2,151)	Chief Information Officer
	Chief Technology Officer
	Director of Information Systems
	Vice President of Information Technology

Note: a single position might be coded into more than one job category. For example, if a person's title was Director of Finance and Administration, and no other person at the organization was more highly compensated in either area, the position was coded as both the top financial position and the top administrative position.

### Gender

In the tables where the data is split out by gender, gender has been assigned using a third-party software program.

### Output Display

For each combination of variables with at least 5 observations, information is displayed. When there are fewer than 10 observations, only the average and median values are displayed. For between 10 and 20 observations, we display the average and the 25th, median (50th percentile), and 75th percentiles. For more than 20 observations, the 10th and 90th percentiles are also displayed. These percentile values approximate the distribution of compensation within a given category. As an example, if the 25th percentile value is \$43,278, this means that about 25 percent of employees in the category made less than \$43,278 and about 75 percent made more than that.

In cases where there are few observations, the median is likely to be the most reliable statistic. Still, this report does not use sampling but draws instead from every fiscal year 2016 Form 990 available to the author on August 1, 2018, on which compensation information was reported and could be codified. In most categories where the number of observations is small, it is because the number of such organizations in the entire population is as small or almost as small.



In general, the report is not useful for comparisons across categories, especially when the number of observations is small. For example, in the \$250,000 to \$500,000 budget group, the median salary for the top legal position is \$77,400, versus \$61,736 for CEOs. The CEO median, however, is based on 15,380 organizations, whereas that for the top legal position is based on only 18 organizations, and the CEO is more highly compensated (or is also in the top legal position) in 11 of those 18.

Besides job category, results are displayed for various combinations of gender, organization size, geography, and organization type. As noted above, gender was determined using a third-party software program.

### **Organization Budget Size**

Organization size is represented here by annual expenses. Two different groupings are used, depending on the amount of information available for a particular table:

- Four groups: \$500,000 or less; \$500,001 to \$1,000,000; \$1,000,001 to \$5,000,000; and greater than \$5,000,000
- Nine groups: \$250,000 or less; \$250,001 to \$500,000; \$500,001 to \$1,000,000; \$1,000,001 to \$2,500,000; \$2,500,001 to \$5,000,000; \$5,000,001 to \$10,000,000; \$10,000,001 to \$25,000,000; \$25,000,001 to \$50,000,000; and greater than \$50,000,000

### **Geography**

Two different geographical groupings are used: state (including Puerto Rico), and metropolitan statistical area.

#### **Metropolitan Statistical Area (MSA)**

Data is displayed only for MSAs for which sufficient data is available, a total of 337. The level of detail available varies greatly, with larger MSAs obviously having more information available than smaller ones. The following MSAs have 500 or more observations:

Albany-Schenectady-Troy, NY  
Atlanta, GA  
Austin-San Marcos, TX  
Baltimore, MD  
Bergen-Passaic, NJ

Birmingham, AL  
Boston, MA  
Buffalo-Niagara Falls, NY  
Charlotte-Gastonia-Rock Hill, NC-SC  
Chicago, IL

Cincinnati, OH-KY-IN  
Cleveland, OH  
Colorado Springs, CO  
Columbus, OH  
Dallas-Fort Worth, TX

Denver-Boulder, CO  
Detroit, MI  
Fort Worth, TX  
Grand Rapids-Muskegon-Holland, MI  
Greensboro—Winston-Salem—High Point, NC  
Harrisburg-Lebanon-Carlisle, PA  
Hartford, CT  
Honolulu, HI  
Houston, TX  
Indianapolis, IN  
Jacksonville, FL  
Kansas City, MO-KS  
Los Angeles-Long Beach, CA  
Louisville, KY-IN  
Madison, WI  
Memphis, TN-AR-MS  
Miami, FL

Milwaukee, WI  
Minneapolis-St. Paul, MN-WI  
Nashville, TN  
Nassau-Suffolk, NY  
New Orleans, LA  
New York, NY-NJ  
Newark, NJ  
Norfolk-Virginia Beach-Newport News, VA-NC  
Oakland, CA  
Oklahoma City, OK  
Orange County, CA  
Orlando, FL  
Philadelphia, PA-NJ  
Phoenix-Mesa, AZ  
Pittsburgh, PA  
Portland, OR-WA  
Providence-Fall River-Warwick, RI-MA

Raleigh-Durham-Chapel Hill, NC  
Richmond-Petersburg, VA  
Riverside-San Bernardino-Ontario, CA  
Rochester, NY  
Sacramento, CA  
Salt Lake City-Ogden, UT  
San Antonio, TX  
San Diego, CA  
San Francisco-Oakland, CA  
San Jose, CA  
Seattle-Everett, WA  
St. Louis, MO-IL  
Tampa-St. Petersburg-Clearwater, FL  
Washington, DC-MD-VA  
West Palm Beach-Boca Raton, FL

A full list of the MSAs included in the report is in Appendix A.

## Organization Type

There are two primary organization type groupings in this report, (a) 501(c)(3) organizations and (b) other subsections.

Section 501(c)(3) organizations are classified using the National Taxonomy of Exempt Entities (NTEE), a hierarchical system developed by the National Center for Charitable Statistics (NCCS) and used to group nonprofit organizations. Some 90,521 filings fall into this category.

The report uses three levels of hierarchy for 501(c)(3)s: NTEE major group (general), NTEE decile group (more specific), and NTEE centile group (most specific). For example, the Museum of Modern Art belongs to the NTEE major group “Arts, Culture, and Humanities”; the NTEE decile group “Museum, Museum Activities”; and the NTEE centile group “Art Museums.” More information

about the NTEE system, including definitions, is available at the NCCS website (<http://nccs.urban.org/classification/NTEE.cfm>).  
Note: N.E.C. below means “not elsewhere classified.”

A full list of the major, decile, and centile NTEE codes used in this report can be found in Appendix B.

Nonprofit organizations that fall outside the 501(c)(3) category are listed by their IRS subsections in the “Other Subsections” portions of the report. Of the 112,609 filings in this report, 22,088 fall into this category. Five subsections make up the majority of the non-(c)(3) filings:

IRS Subsection	Filing Count
501(c)(6)—Business Leagues, Chambers of Commerce	10,535
501(c)(5)—Labor, Agriculture, and Horticultural Organizations	4,485
501(c)(14)—State Chartered Credit Unions	1,689
501(c)(4)—Civil Leagues, Social Welfare Organizations	1,656
501(c)(7)—Social and Recreational Clubs	1,621

## All Organizations Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
\$250 thousand or less							
CEO/Executive Director	18,491	\$45,651	\$20,678	\$29,244	\$41,585	\$57,000	\$74,765
Top Administrative Position	514	\$34,731	\$17,911	\$23,226	\$31,352	\$41,900	\$55,495
Top Business Position	118	\$59,244	\$23,159	\$31,507	\$53,345	\$77,578	\$108,307
Top Development Position	37	\$38,557	\$18,934	\$24,791	\$33,333	\$44,535	\$61,462
Top Education Position	41	\$49,134	\$17,885	\$25,136	\$41,140	\$66,966	\$90,352
Top Facilities Position	14	\$26,695		\$20,057	\$24,100	\$31,478	
Top Finance Position	772	\$35,011	\$16,852	\$20,000	\$28,103	\$43,782	\$60,558
Top Legal Position	10	\$55,350		\$30,064	\$42,563	\$78,609	
Top Marketing Position	11	\$31,672		\$19,466	\$35,000	\$39,063	
Top Operations Position	189	\$37,297	\$19,419	\$25,479	\$34,632	\$46,882	\$56,330
Top PR/Communications Position	6	\$34,205			\$31,997		
Top Program Position	371	\$36,269	\$19,975	\$25,128	\$33,775	\$42,746	\$55,621
Top Technology Position	5	\$42,527			\$48,000		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15,380	\$68,091	\$32,104	\$45,873	\$61,736	\$81,964	\$109,044
Top Administrative Position	536	\$48,469	\$23,406	\$30,845	\$43,866	\$59,247	\$76,327
Top Business Position	215	\$90,232	\$33,333	\$57,589	\$87,002	\$112,952	\$150,903
Top Development Position	37	\$52,070	\$22,563	\$34,725	\$46,400	\$58,886	\$84,739
Top Education Position	73	\$79,570	\$27,914	\$47,777	\$72,506	\$107,405	\$133,373
Top Facilities Position	15	\$36,751		\$29,104	\$35,000	\$41,698	
Top Finance Position	811	\$51,391	\$19,200	\$27,232	\$43,458	\$62,806	\$95,000
Top Legal Position	18	\$88,585		\$52,532	\$77,400	\$122,077	
Top Marketing Position	9	\$67,149			\$48,000		
Top Operations Position	235	\$54,555	\$25,820	\$34,432	\$48,000	\$64,000	\$88,754
Top PR/Communications Position	11	\$48,077		\$39,437	\$41,858	\$47,484	
Top Program Position	197	\$46,862	\$26,065	\$32,349	\$42,828	\$56,645	\$71,406
Top Technology Position	5	\$48,048			\$34,000		

## All Organizations Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$500 thousand and \$1 million							
CEO/Executive Director	16,466	\$87,786	\$42,375	\$58,337	\$78,000	\$104,848	\$144,039
Top Administrative Position	567	\$63,031	\$28,803	\$40,000	\$54,096	\$76,768	\$107,114
Top Business Position	402	\$107,218	\$45,251	\$71,880	\$103,922	\$139,367	\$169,750
Top Development Position	61	\$81,368	\$30,683	\$48,000	\$68,557	\$115,284	\$141,308
Top Education Position	82	\$102,806	\$41,160	\$64,089	\$100,524	\$136,655	\$163,903
Top Facilities Position	22	\$54,824	\$28,308	\$35,866	\$53,719	\$63,900	\$85,605
Top Finance Position	1,174	\$66,457	\$25,000	\$38,855	\$57,470	\$83,211	\$120,924
Top Legal Position	27	\$126,024	\$65,400	\$94,515	\$120,000	\$160,053	\$184,532
Top Marketing Position	19	\$70,038		\$36,229	\$61,792	\$93,734	
Top Operations Position	404	\$74,564	\$31,803	\$46,784	\$64,863	\$89,333	\$125,420
Top PR/Communications Position	10	\$82,203		\$48,650	\$63,940	\$118,994	
Top Program Position	178	\$65,928	\$31,583	\$41,102	\$60,000	\$82,083	\$108,737
Top Technology Position	17	\$118,240		\$60,000	\$117,296	\$158,240	
Between \$1 million and \$2.5 million							
CEO/Executive Director	19,459	\$117,118	\$56,808	\$75,840	\$101,000	\$139,547	\$194,250
Top Administrative Position	952	\$94,052	\$43,765	\$62,560	\$84,225	\$118,182	\$155,601
Top Business Position	645	\$128,424	\$52,342	\$78,894	\$125,614	\$166,082	\$204,714
Top Development Position	191	\$110,753	\$50,528	\$76,780	\$113,729	\$129,046	\$157,221
Top Education Position	125	\$106,986	\$48,758	\$64,615	\$103,897	\$143,222	\$178,557
Top Facilities Position	18	\$101,817		\$74,129	\$91,787	\$115,916	
Top Finance Position	2,551	\$87,241	\$37,313	\$52,517	\$74,850	\$108,422	\$150,776
Top Human Resources Position	31	\$82,624	\$34,271	\$54,255	\$75,404	\$118,170	\$136,733
Top Legal Position	102	\$152,190	\$103,645	\$123,885	\$144,649	\$166,648	\$206,764
Top Marketing Position	40	\$112,698	\$44,516	\$73,106	\$110,520	\$134,715	\$158,987
Top Operations Position	834	\$100,504	\$48,623	\$65,006	\$89,950	\$125,279	\$163,875
Top PR/Communications Position	48	\$121,221	\$76,908	\$107,496	\$116,882	\$138,151	\$165,612
Top Program Position	256	\$99,328	\$44,425	\$63,375	\$96,721	\$125,009	\$152,026

## All Organizations Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$1 million and \$2.5 million							
Top Technology Position	45	\$133,874	\$60,684	\$109,764	\$132,926	\$169,101	\$189,684
Between \$2.5 million and \$5 million							
CEO/Executive Director	11,308	\$156,694	\$75,907	\$100,355	\$131,862	\$184,115	\$259,853
Top Administrative Position	1,013	\$129,160	\$65,082	\$88,630	\$120,594	\$157,365	\$204,056
Top Business Position	495	\$142,638	\$56,997	\$88,114	\$135,891	\$177,773	\$237,233
Top Development Position	311	\$124,724	\$74,788	\$105,794	\$125,000	\$143,993	\$168,975
Top Education Position	132	\$141,415	\$71,260	\$113,556	\$135,156	\$166,960	\$209,758
Top Facilities Position	130	\$141,336	\$106,656	\$117,573	\$132,478	\$153,811	\$182,998
Top Finance Position	3,151	\$104,493	\$52,138	\$70,899	\$93,978	\$125,985	\$163,122
Top Human Resources Position	62	\$118,576	\$56,603	\$73,545	\$111,446	\$134,598	\$152,349
Top Legal Position	163	\$178,076	\$113,944	\$131,918	\$162,585	\$205,700	\$264,872
Top Marketing Position	106	\$145,273	\$98,025	\$116,737	\$136,943	\$166,569	\$188,759
Top Operations Position	1,054	\$127,601	\$63,620	\$86,867	\$118,492	\$155,918	\$200,265
Top PR/Communications Position	123	\$137,110	\$105,190	\$114,900	\$130,721	\$154,550	\$182,474
Top Program Position	277	\$122,206	\$63,726	\$99,717	\$122,899	\$147,241	\$175,030
Top Technology Position	119	\$147,205	\$103,246	\$116,955	\$138,027	\$160,019	\$212,605
Between \$5 million and \$10 million							
CEO/Executive Director	8,451	\$196,020	\$93,969	\$121,476	\$163,616	\$228,227	\$320,581
Top Administrative Position	1,151	\$172,089	\$90,125	\$115,613	\$151,093	\$209,662	\$277,873
Top Business Position	395	\$152,597	\$70,699	\$103,031	\$137,276	\$189,009	\$262,008
Top Development Position	486	\$139,345	\$92,893	\$113,261	\$133,184	\$157,574	\$192,695
Top Education Position	133	\$148,680	\$87,949	\$122,142	\$141,686	\$176,816	\$205,993
Top Facilities Position	260	\$177,430	\$121,107	\$138,285	\$168,749	\$207,541	\$243,043
Top Finance Position	3,879	\$121,386	\$65,239	\$84,958	\$111,040	\$141,879	\$182,400
Top Human Resources Position	136	\$125,371	\$67,172	\$86,397	\$117,316	\$142,703	\$181,242
Top Legal Position	220	\$193,938	\$123,395	\$139,067	\$170,591	\$220,142	\$280,359
Top Marketing Position	148	\$142,389	\$103,665	\$115,045	\$133,034	\$163,514	\$208,098

## All Organizations Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$5 million and \$10 million							
Top Operations Position	1,280	\$148,052	\$79,388	\$105,231	\$131,277	\$173,813	\$223,915
Top PR/Communications Position	179	\$149,222	\$112,711	\$125,249	\$138,872	\$170,825	\$195,549
Top Program Position	289	\$135,230	\$84,309	\$109,737	\$126,810	\$158,987	\$190,379
Top Technology Position	211	\$150,083	\$105,562	\$121,104	\$140,247	\$168,051	\$198,170
Between \$10 million and \$25 million							
CEO/Executive Director	7,377	\$254,818	\$117,599	\$154,257	\$208,714	\$294,181	\$418,454
Top Administrative Position	1,090	\$190,483	\$107,476	\$129,536	\$165,688	\$226,484	\$309,296
Top Business Position	360	\$176,454	\$100,644	\$124,481	\$153,934	\$206,548	\$278,951
Top Development Position	876	\$152,756	\$109,916	\$123,058	\$145,475	\$174,739	\$211,866
Top Education Position	233	\$145,996	\$93,611	\$115,653	\$136,988	\$169,681	\$216,508
Top Facilities Position	189	\$174,034	\$109,616	\$121,854	\$157,027	\$211,349	\$270,388
Top Finance Position	4,746	\$146,858	\$82,584	\$105,557	\$134,713	\$173,252	\$220,903
Top Human Resources Position	464	\$130,308	\$80,895	\$111,005	\$128,505	\$148,562	\$173,048
Top Legal Position	237	\$230,498	\$132,182	\$158,529	\$201,897	\$269,880	\$366,630
Top Marketing Position	391	\$159,132	\$108,580	\$123,346	\$145,689	\$180,362	\$221,782
Top Operations Position	1,832	\$173,067	\$97,887	\$121,179	\$152,702	\$198,681	\$269,712
Top PR/Communications Position	281	\$168,540	\$117,382	\$132,092	\$154,347	\$197,742	\$232,553
Top Program Position	373	\$150,313	\$105,272	\$119,003	\$141,318	\$173,062	\$212,968
Top Technology Position	499	\$157,647	\$112,470	\$123,420	\$145,031	\$174,082	\$217,331
Between \$25 million and \$50 million							
CEO/Executive Director	2,983	\$364,406	\$150,630	\$206,403	\$286,631	\$420,100	\$612,473
Top Administrative Position	474	\$223,159	\$117,602	\$143,639	\$183,518	\$251,968	\$366,258
Top Business Position	179	\$188,274	\$119,132	\$139,125	\$167,251	\$198,819	\$307,232
Top Development Position	536	\$179,026	\$119,071	\$135,990	\$166,405	\$214,355	\$258,932
Top Education Position	140	\$170,130	\$113,427	\$135,595	\$153,263	\$192,936	\$237,961
Top Facilities Position	101	\$157,162	\$118,904	\$131,629	\$149,162	\$167,729	\$215,282
Top Finance Position	2,287	\$191,255	\$107,271	\$134,587	\$172,882	\$224,306	\$289,492

## All Organizations Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$25 million and \$50 million							
Top Human Resources Position	419	\$161,807	\$109,118	\$126,963	\$150,201	\$183,741	\$230,923
Top Legal Position	168	\$268,715	\$137,639	\$178,456	\$225,920	\$311,851	\$469,175
Top Marketing Position	261	\$183,049	\$119,174	\$137,934	\$166,791	\$206,317	\$265,773
Top Operations Position	983	\$219,098	\$121,652	\$149,982	\$191,316	\$254,530	\$344,255
Top PR/Communications Position	108	\$196,638	\$123,646	\$148,818	\$174,151	\$214,670	\$292,408
Top Program Position	170	\$172,009	\$118,917	\$134,343	\$158,199	\$196,814	\$240,529
Top Technology Position	440	\$176,898	\$117,582	\$134,531	\$162,495	\$205,655	\$251,722
Greater than \$50 million							
CEO/Executive Director	3,422	\$710,608	\$218,524	\$314,900	\$477,916	\$772,353	\$1,302,017
Top Administrative Position	573	\$316,699	\$147,773	\$191,703	\$269,436	\$371,975	\$547,673
Top Business Position	243	\$275,388	\$140,865	\$177,466	\$230,546	\$348,844	\$469,793
Top Development Position	650	\$245,255	\$134,484	\$166,972	\$217,249	\$283,842	\$378,550
Top Education Position	207	\$248,425	\$131,465	\$158,747	\$200,064	\$284,300	\$353,917
Top Facilities Position	122	\$233,174	\$142,110	\$165,412	\$198,233	\$271,711	\$373,627
Top Finance Position	2,836	\$337,480	\$143,112	\$186,252	\$259,596	\$381,091	\$588,574
Top Human Resources Position	828	\$284,600	\$135,356	\$175,610	\$241,154	\$334,487	\$477,707
Top Legal Position	615	\$393,323	\$179,417	\$228,336	\$312,328	\$476,226	\$687,053
Top Marketing Position	290	\$263,836	\$140,030	\$175,661	\$228,147	\$309,573	\$427,934
Top Operations Position	1,422	\$376,742	\$152,700	\$203,222	\$286,257	\$416,871	\$663,613
Top PR/Communications Position	201	\$266,558	\$134,482	\$179,455	\$231,580	\$325,360	\$434,622
Top Program Position	179	\$223,255	\$129,274	\$161,981	\$206,443	\$260,961	\$323,681
Top Technology Position	810	\$283,250	\$137,554	\$172,653	\$231,107	\$338,584	\$492,592



## All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
\$250 thousand or less								
CEO/Executive Director								
	F	9,588	\$44,246	\$21,131	\$29,999	\$40,922	\$54,905	\$70,538
	M	7,336	\$47,949	\$20,350	\$28,863	\$42,791	\$60,521	\$80,746
	U	1,567	\$43,492	\$19,833	\$26,980	\$40,000	\$54,815	\$71,181
Top Administrative Position								
	F	318	\$33,520	\$17,747	\$23,049	\$30,665	\$40,327	\$52,269
	M	142	\$36,181	\$18,597	\$23,426	\$32,287	\$43,934	\$57,608
	U	54	\$38,053	\$18,591	\$23,759	\$32,822	\$47,181	\$61,179
Top Business Position								
	F	23	\$34,414	\$21,804	\$25,736	\$32,400	\$42,561	\$48,025
	M	90	\$65,749	\$23,395	\$38,313	\$66,136	\$86,134	\$112,502
	U	5	\$56,365			\$43,200		
Top Development Position								
	F	21	\$35,791	\$18,224	\$24,013	\$36,000	\$44,535	\$50,917
	M	14	\$43,751		\$25,511	\$32,417	\$43,400	
Top Education Position								
	F	18	\$35,761		\$20,317	\$26,059	\$38,711	
	M	19	\$65,365		\$48,266	\$63,559	\$77,963	
Top Facilities Position								
	M	13	\$26,295		\$20,000	\$24,000	\$30,511	
Top Finance Position								
	F	432	\$33,118	\$16,852	\$20,031	\$27,450	\$42,056	\$54,540
	M	281	\$37,708	\$16,900	\$20,000	\$28,900	\$46,647	\$66,779
	U	59	\$36,027	\$16,840	\$19,472	\$29,693	\$41,995	\$60,954

## All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
\$250 thousand or less								
Top Legal Position								
	F	5	\$80,915			\$86,900		
	M	5	\$29,785			\$30,000		
Top Marketing Position								
	F	5	\$36,138			\$38,795		
Top Operations Position								
	F	103	\$35,353	\$19,508	\$25,473	\$32,400	\$41,958	\$51,886
	M	72	\$40,084	\$19,491	\$26,492	\$37,819	\$50,437	\$61,124
	U	14	\$37,271		\$25,599	\$28,468	\$43,882	
Top Program Position								
	F	249	\$35,682	\$19,678	\$24,563	\$33,231	\$42,780	\$54,706
	M	90	\$38,583	\$21,942	\$26,988	\$35,499	\$43,301	\$64,266
	U	32	\$34,327	\$19,563	\$25,466	\$32,728	\$36,872	\$53,367
Between \$250 thousand and \$500 thousand								
CEO/Executive Director								
	F	7,978	\$64,069	\$32,145	\$45,000	\$59,573	\$77,500	\$99,740
	M	6,160	\$73,897	\$32,742	\$48,400	\$66,511	\$90,000	\$123,357
	U	1,242	\$65,130	\$30,000	\$43,155	\$59,891	\$78,144	\$105,878
Top Administrative Position								
	F	281	\$46,257	\$24,200	\$31,508	\$41,460	\$56,056	\$71,245
	M	215	\$51,536	\$21,993	\$30,330	\$45,919	\$64,994	\$83,128
	U	40	\$47,523	\$23,254	\$28,792	\$39,700	\$52,784	\$71,943

## All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$250 thousand and \$500 thousand								
Top Business Position								
	F	32	\$52,436	\$21,045	\$29,167	\$43,719	\$68,905	\$91,554
	M	169	\$97,425	\$47,313	\$68,574	\$92,570	\$124,962	\$153,095
	U	14	\$89,790		\$60,264	\$74,881	\$106,467	
Top Development Position								
	F	21	\$47,696	\$24,005	\$36,000	\$45,535	\$57,692	\$64,075
	M	10	\$65,504		\$44,495	\$52,614	\$82,948	
	U	6	\$44,992			\$41,385		
Top Education Position								
	F	29	\$49,946	\$24,880	\$28,540	\$47,777	\$60,646	\$78,421
	M	41	\$102,797	\$52,001	\$75,790	\$96,267	\$124,845	\$141,996
Top Facilities Position								
	M	11	\$37,804		\$29,104	\$35,360	\$44,240	
Top Finance Position								
	F	403	\$47,063	\$19,286	\$27,301	\$41,235	\$57,687	\$78,230
	M	347	\$57,847	\$20,119	\$28,323	\$47,087	\$75,585	\$112,100
	U	61	\$43,265	\$16,800	\$22,500	\$35,000	\$52,493	\$77,755
Top Legal Position								
	F	7	\$93,969			\$65,000		
	M	7	\$97,619			\$86,750		
Top Marketing Position								
	F	6	\$40,699			\$35,091		

## All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$250 thousand and \$500 thousand								
Top Operations Position								
	F	129	\$53,263	\$26,815	\$34,113	\$46,143	\$60,833	\$87,206
	M	83	\$59,151	\$25,937	\$34,989	\$52,364	\$69,972	\$96,372
	U	23	\$45,216	\$25,592	\$31,956	\$42,736	\$57,063	\$63,927
Top PR/Communications Position								
	F	9	\$40,872			\$41,767		
Top Program Position								
	F	112	\$47,659	\$26,584	\$32,557	\$43,407	\$57,408	\$71,769
	M	59	\$44,936	\$26,614	\$32,378	\$42,000	\$53,405	\$68,602
	U	26	\$47,797	\$25,887	\$31,155	\$44,539	\$61,709	\$70,176
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	8,175	\$80,958	\$41,811	\$56,304	\$74,300	\$96,482	\$126,925
	M	7,045	\$96,415	\$43,950	\$61,387	\$84,000	\$118,999	\$163,668
	U	1,246	\$83,791	\$40,205	\$54,996	\$74,988	\$100,535	\$129,989
Top Administrative Position								
	F	298	\$57,213	\$29,977	\$39,744	\$50,221	\$66,562	\$91,362
	M	236	\$70,508	\$27,571	\$40,856	\$61,455	\$88,763	\$124,695
	U	33	\$62,096	\$20,038	\$34,690	\$56,887	\$76,867	\$119,623
Top Business Position								
	F	61	\$58,202	\$27,588	\$37,470	\$50,400	\$65,259	\$92,669
	M	324	\$117,189	\$64,578	\$83,424	\$112,710	\$143,978	\$174,388
	U	17	\$93,061		\$64,760	\$89,985	\$115,328	

## All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$500 thousand and \$1 million								
Top Development Position								
	F	34	\$69,371	\$28,353	\$43,547	\$65,975	\$79,438	\$126,839
	M	22	\$93,876	\$42,264	\$45,776	\$71,230	\$123,166	\$163,762
	U	5	\$107,919			\$115,284		
Top Education Position								
	F	17	\$63,927		\$41,777	\$50,960	\$76,084	
	M	61	\$113,825	\$42,204	\$78,523	\$109,966	\$147,289	\$198,793
Top Facilities Position								
	M	15	\$54,018		\$32,987	\$47,570	\$69,671	
Top Finance Position								
	F	561	\$55,246	\$23,800	\$36,422	\$49,501	\$67,415	\$90,911
	M	511	\$80,274	\$28,260	\$45,099	\$69,608	\$104,797	\$143,987
	U	102	\$58,894	\$22,777	\$32,525	\$56,344	\$76,632	\$99,712
Top Legal Position								
	F	5	\$96,615			\$106,814		
	M	19	\$136,183		\$107,234	\$131,678	\$167,329	
Top Marketing Position								
	F	10	\$58,488		\$28,416	\$47,750	\$60,094	
	M	7	\$85,117			\$79,592		
Top Operations Position								
	F	196	\$71,289	\$32,675	\$46,730	\$62,325	\$80,779	\$119,096
	M	173	\$80,406	\$30,238	\$47,900	\$70,243	\$100,000	\$136,500
	U	35	\$64,030	\$31,961	\$43,404	\$59,493	\$72,490	\$86,852

## All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$500 thousand and \$1 million								
Top PR/Communications Position								
	F	5	\$66,604			\$63,292		
	M	5	\$97,801			\$101,697		
Top Program Position								
	F	98	\$65,357	\$33,130	\$42,391	\$57,613	\$80,868	\$107,634
	M	62	\$69,891	\$26,688	\$38,125	\$62,162	\$91,872	\$126,514
	U	18	\$55,386		\$40,450	\$55,317	\$67,775	
Top Technology Position								
	M	14	\$126,562		\$77,104	\$119,295	\$168,199	
Between \$1 million and \$2.5 million								
CEO/Executive Director								
	F	8,800	\$105,481	\$55,676	\$72,499	\$94,305	\$125,000	\$167,987
	M	9,281	\$128,643	\$59,461	\$80,501	\$109,608	\$156,687	\$218,133
	U	1,378	\$113,816	\$53,000	\$73,308	\$100,324	\$136,403	\$184,115
Top Administrative Position								
	F	379	\$83,577	\$39,491	\$56,345	\$75,834	\$106,071	\$135,311
	M	498	\$103,106	\$46,910	\$67,207	\$94,782	\$125,907	\$169,261
	U	75	\$86,867	\$41,099	\$55,892	\$76,006	\$108,765	\$139,170
Top Business Position								
	F	129	\$79,491	\$43,453	\$52,147	\$65,413	\$86,987	\$140,771
	M	487	\$141,707	\$74,144	\$97,648	\$139,086	\$175,041	\$211,937
	U	29	\$123,033	\$36,345	\$55,730	\$106,298	\$161,757	\$220,451

## All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$1 million and \$2.5 million								
Top Development Position								
	F	114	\$110,022	\$50,858	\$76,698	\$114,640	\$129,160	\$156,297
	M	67	\$109,751	\$48,511	\$72,395	\$112,201	\$125,733	\$148,821
	U	10	\$125,803		\$102,660	\$116,179	\$137,732	
Top Education Position								
	F	50	\$78,806	\$41,515	\$53,316	\$69,170	\$98,089	\$139,793
	M	68	\$126,594	\$58,245	\$86,575	\$128,442	\$160,773	\$186,147
	U	7	\$117,783			\$123,432		
Top Facilities Position								
	M	18	\$101,817		\$74,129	\$91,787	\$115,916	
Top Finance Position								
	F	1,233	\$74,896	\$36,343	\$49,822	\$66,708	\$91,371	\$122,242
	M	1,136	\$101,142	\$39,976	\$59,112	\$88,890	\$128,774	\$175,996
	U	182	\$84,100	\$40,919	\$49,836	\$74,902	\$106,545	\$137,105
Top Human Resources Position								
	F	21	\$84,956	\$43,236	\$56,624	\$75,592	\$109,114	\$133,472
	M	8	\$86,374			\$82,546		
Top Legal Position								
	F	32	\$150,502	\$109,049	\$124,000	\$148,456	\$160,261	\$201,756
	M	65	\$155,071	\$102,062	\$121,589	\$145,547	\$167,042	\$213,632
	U	5	\$125,543			\$142,324		
Top Marketing Position								
	F	17	\$114,978		\$69,345	\$110,000	\$115,048	
	M	17	\$105,438		\$68,883	\$121,680	\$133,947	
	U	6	\$126,810			\$119,101		

## All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$1 million and \$2.5 million								
Top Operations Position								
	F	437	\$95,183	\$50,000	\$63,846	\$86,410	\$119,551	\$149,372
	M	341	\$106,797	\$46,661	\$66,047	\$94,908	\$131,444	\$186,261
	U	56	\$103,703	\$46,507	\$64,733	\$89,960	\$126,179	\$191,739
Top PR/Communications Position								
	F	22	\$123,231	\$80,290	\$107,819	\$115,625	\$136,672	\$162,979
	M	23	\$122,109	\$75,743	\$111,181	\$121,816	\$138,642	\$167,778
Top Program Position								
	F	150	\$95,075	\$45,930	\$59,733	\$88,817	\$123,894	\$148,026
	M	79	\$109,994	\$43,118	\$70,836	\$105,297	\$132,743	\$170,202
	U	27	\$91,753	\$54,490	\$66,003	\$88,952	\$118,601	\$132,798
Top Technology Position								
	F	6	\$95,217			\$92,965		
	M	33	\$142,122	\$67,376	\$116,345	\$142,041	\$173,840	\$195,378
	U	6	\$127,167			\$134,478		
Between \$2.5 million and \$5 million								
CEO/Executive Director								
	F	4,614	\$140,004	\$73,037	\$94,228	\$122,342	\$164,272	\$224,935
	M	5,914	\$170,430	\$80,785	\$105,656	\$142,148	\$200,839	\$285,321
	U	780	\$151,268	\$71,915	\$96,165	\$126,670	\$182,620	\$253,882
Top Administrative Position								
	F	379	\$111,017	\$59,518	\$76,826	\$104,225	\$136,934	\$171,673
	M	578	\$141,315	\$76,429	\$103,372	\$129,360	\$172,200	\$218,991
	U	56	\$126,500	\$63,880	\$81,913	\$109,670	\$147,356	\$226,579



## All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$2.5 million and \$5 million								
Top Business Position								
	F	151	\$94,893	\$45,257	\$60,966	\$84,223	\$124,083	\$151,990
	M	306	\$169,899	\$88,647	\$123,900	\$165,304	\$203,423	\$247,979
	U	38	\$112,841	\$59,937	\$72,283	\$111,266	\$136,320	\$154,337
Top Development Position								
	F	183	\$124,642	\$75,664	\$105,266	\$123,527	\$143,018	\$166,343
	M	95	\$127,008	\$74,874	\$108,549	\$129,780	\$149,844	\$175,822
	U	33	\$118,596	\$64,772	\$91,686	\$119,800	\$137,494	\$172,434
Top Education Position								
	F	50	\$124,103	\$75,893	\$115,033	\$127,367	\$141,171	\$164,105
	M	68	\$154,765	\$79,612	\$117,937	\$147,265	\$191,633	\$234,581
	U	14	\$138,398		\$81,443	\$145,621	\$171,013	
Top Facilities Position								
	M	126	\$142,542	\$107,514	\$118,993	\$133,456	\$155,573	\$183,446
Top Finance Position								
	F	1,566	\$95,636	\$51,570	\$68,331	\$88,104	\$116,019	\$145,863
	M	1,344	\$115,099	\$53,378	\$74,244	\$101,921	\$140,001	\$188,301
	U	241	\$102,900	\$51,766	\$72,785	\$97,085	\$126,482	\$151,798
Top Human Resources Position								
	F	45	\$97,985	\$52,729	\$72,059	\$89,789	\$131,800	\$138,239
	M	13	\$172,953		\$108,715	\$128,202	\$176,217	
Top Legal Position								
	F	50	\$172,832	\$122,199	\$129,972	\$157,565	\$190,292	\$248,195
	M	98	\$177,640	\$112,342	\$131,774	\$166,111	\$210,091	\$266,130
	U	15	\$198,401		\$144,926	\$180,364	\$205,573	

## All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$2.5 million and \$5 million								
Top Marketing Position								
	F	63	\$139,284	\$93,881	\$115,239	\$129,189	\$155,937	\$177,406
	M	34	\$155,355	\$109,149	\$128,504	\$143,285	\$172,034	\$221,605
	U	9	\$149,105			\$139,104		
Top Operations Position								
	F	539	\$123,236	\$63,001	\$87,182	\$116,884	\$153,246	\$187,895
	M	435	\$135,385	\$69,226	\$88,281	\$122,922	\$166,030	\$222,796
	U	80	\$114,682	\$49,268	\$77,297	\$108,794	\$149,865	\$190,589
Top PR/Communications Position								
	F	69	\$130,474	\$93,628	\$111,966	\$126,003	\$149,941	\$173,954
	M	49	\$141,803	\$110,120	\$121,778	\$136,776	\$160,335	\$182,815
	U	5	\$182,683			\$147,164		
Top Program Position								
	F	149	\$119,163	\$54,569	\$89,075	\$121,902	\$146,821	\$179,871
	M	94	\$128,059	\$80,838	\$104,410	\$130,512	\$150,269	\$174,030
	U	34	\$119,359	\$65,112	\$102,469	\$120,822	\$144,614	\$160,993
Top Technology Position								
	F	14	\$134,800		\$116,175	\$139,945	\$159,070	
	M	91	\$149,744	\$105,108	\$117,611	\$138,071	\$158,880	\$213,928
	U	14	\$143,105		\$114,098	\$133,364	\$157,805	
Between \$5 million and \$10 million								
CEO/Executive Director								
	F	3,008	\$171,406	\$89,548	\$112,931	\$148,551	\$201,699	\$274,217
	M	4,882	\$212,600	\$98,453	\$128,280	\$175,745	\$246,479	\$346,959
	U	561	\$183,714	\$90,376	\$119,400	\$156,124	\$215,679	\$292,913

## All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$5 million and \$10 million								
Top Administrative Position								
	F	351	\$134,288	\$80,770	\$102,223	\$125,260	\$153,327	\$195,895
	M	717	\$192,023	\$98,021	\$127,355	\$178,393	\$238,430	\$311,470
	U	83	\$159,741	\$83,188	\$112,277	\$141,319	\$195,246	\$260,455
Top Business Position								
	F	136	\$121,273	\$62,533	\$83,513	\$118,612	\$144,631	\$186,363
	M	238	\$172,097	\$87,309	\$114,085	\$157,984	\$216,316	\$295,713
	U	21	\$134,456	\$51,762	\$79,390	\$116,061	\$165,663	\$263,939
Top Development Position								
	F	267	\$135,706	\$95,378	\$111,697	\$127,449	\$154,058	\$183,385
	M	176	\$146,567	\$84,609	\$118,364	\$138,664	\$166,680	\$211,457
	U	43	\$132,380	\$97,660	\$109,369	\$135,077	\$146,076	\$173,296
Top Education Position								
	F	65	\$137,749	\$70,760	\$116,328	\$136,363	\$158,921	\$192,188
	M	56	\$160,667	\$110,062	\$126,387	\$148,799	\$187,301	\$233,403
	U	12	\$151,949		\$109,182	\$142,433	\$184,876	
Top Facilities Position								
	F	6	\$132,931			\$122,813		
	M	251	\$178,967	\$122,142	\$138,984	\$170,567	\$210,418	\$243,260
Top Finance Position								
	F	1,846	\$111,864	\$62,734	\$81,375	\$105,764	\$132,867	\$164,947
	M	1,743	\$130,567	\$67,522	\$90,248	\$117,146	\$151,017	\$202,526
	U	290	\$126,826	\$68,005	\$87,391	\$117,387	\$150,945	\$189,033

## All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$5 million and \$10 million								
Top Human Resources Position								
	F	97	\$115,185	\$66,062	\$80,914	\$112,243	\$140,357	\$175,413
	M	27	\$168,979	\$85,695	\$104,372	\$132,168	\$185,964	\$342,466
	U	12	\$109,593		\$105,861	\$118,910	\$129,494	
Top Legal Position								
	F	73	\$188,546	\$123,170	\$139,146	\$167,060	\$218,926	\$254,341
	M	122	\$197,363	\$123,855	\$142,107	\$172,729	\$223,682	\$292,910
	U	25	\$192,970	\$121,997	\$131,701	\$176,568	\$215,222	\$326,223
Top Marketing Position								
	F	84	\$137,430	\$79,096	\$111,076	\$131,637	\$162,340	\$197,801
	M	48	\$151,181	\$109,542	\$118,745	\$131,156	\$175,078	\$217,087
	U	16	\$142,049		\$127,434	\$144,862	\$154,578	
Top Operations Position								
	F	620	\$141,128	\$77,923	\$101,138	\$126,486	\$165,947	\$206,524
	M	557	\$157,381	\$83,763	\$109,695	\$138,691	\$184,277	\$247,808
	U	103	\$139,280	\$76,947	\$107,929	\$127,891	\$158,554	\$203,003
Top PR/Communications Position								
	F	91	\$146,137	\$106,847	\$119,478	\$136,595	\$170,747	\$205,077
	M	74	\$153,059	\$117,244	\$128,933	\$149,008	\$170,970	\$193,012
	U	14	\$148,999		\$133,220	\$146,419	\$166,802	
Top Program Position								
	F	153	\$131,184	\$82,541	\$109,737	\$123,596	\$153,724	\$190,041
	M	106	\$143,545	\$96,401	\$112,985	\$137,052	\$165,268	\$204,783
	U	30	\$126,482	\$82,401	\$107,381	\$127,090	\$148,484	\$159,306

## All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$5 million and \$10 million								
Top Technology Position								
	F	16	\$138,711		\$116,967	\$127,382	\$165,250	
	M	169	\$151,298	\$107,237	\$120,772	\$138,147	\$166,028	\$198,086
	U	26	\$149,181	\$88,644	\$133,920	\$156,315	\$176,467	\$191,495
Between \$10 million and \$25 million								
CEO/Executive Director								
	F	2,327	\$215,654	\$111,039	\$139,258	\$185,508	\$252,761	\$358,146
	M	4,577	\$272,588	\$124,443	\$163,548	\$223,032	\$315,519	\$451,020
	U	473	\$275,531	\$112,853	\$157,293	\$207,575	\$303,558	\$435,500
Top Administrative Position								
	F	399	\$157,796	\$102,458	\$118,812	\$146,613	\$182,658	\$228,498
	M	613	\$211,540	\$113,334	\$139,100	\$188,823	\$253,704	\$340,696
	U	78	\$192,213	\$100,407	\$127,002	\$164,100	\$232,994	\$317,562
Top Business Position								
	F	124	\$148,219	\$91,471	\$119,001	\$139,834	\$176,964	\$203,396
	M	218	\$192,756	\$104,782	\$128,298	\$163,514	\$227,696	\$312,498
	U	18	\$173,523		\$129,551	\$161,037	\$205,940	
Top Development Position								
	F	536	\$149,528	\$110,483	\$122,155	\$140,725	\$168,819	\$201,683
	M	279	\$156,785	\$108,482	\$124,629	\$151,644	\$176,558	\$220,697
	U	61	\$162,693	\$114,892	\$127,303	\$159,558	\$191,450	\$218,539
Top Education Position								
	F	118	\$148,259	\$103,834	\$117,739	\$136,557	\$167,757	\$208,643
	M	99	\$144,113	\$87,098	\$111,583	\$138,099	\$169,929	\$212,194
	U	16	\$140,962		\$117,898	\$129,763	\$149,261	

## All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$10 million and \$25 million								
Top Facilities Position								
	F	7	\$132,740			\$137,619		
	M	178	\$176,741	\$110,173	\$122,344	\$160,183	\$214,893	\$274,479
Top Finance Position								
	F	2,029	\$136,296	\$78,698	\$100,762	\$125,259	\$161,165	\$202,505
	M	2,357	\$155,041	\$86,784	\$109,627	\$142,303	\$182,676	\$237,610
	U	360	\$152,816	\$84,026	\$112,500	\$142,383	\$175,604	\$229,288
Top Human Resources Position								
	F	337	\$130,856	\$82,320	\$111,917	\$129,217	\$149,911	\$171,555
	M	87	\$130,134	\$84,320	\$108,701	\$125,380	\$146,471	\$174,233
	U	40	\$126,073	\$74,389	\$110,542	\$127,580	\$142,390	\$180,453
Top Legal Position								
	F	75	\$209,741	\$126,661	\$145,325	\$175,498	\$246,182	\$344,252
	M	136	\$245,365	\$133,911	\$164,478	\$220,836	\$298,344	\$375,448
	U	26	\$212,613	\$160,042	\$176,921	\$206,387	\$235,823	\$282,193
Top Marketing Position								
	F	220	\$154,551	\$109,969	\$122,371	\$144,438	\$174,751	\$202,692
	M	145	\$169,621	\$109,572	\$129,432	\$156,047	\$197,708	\$242,576
	U	26	\$139,396	\$89,129	\$116,796	\$124,734	\$147,949	\$198,810
Top Operations Position								
	F	823	\$157,650	\$92,920	\$116,712	\$144,868	\$179,741	\$237,328
	M	879	\$186,129	\$103,677	\$124,935	\$160,747	\$215,587	\$299,250
	U	130	\$182,351	\$106,218	\$122,133	\$160,055	\$226,805	\$277,083

## All Organizations Compensation National by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$10 million and \$25 million							
Top PR/Communications Position							
F	144	\$161,866	\$115,430	\$129,881	\$150,706	\$180,388	\$216,012
M	117	\$174,946	\$119,768	\$137,679	\$159,489	\$210,765	\$240,989
U	20	\$179,120	\$118,286	\$129,452	\$180,686	\$201,980	\$244,705
Top Program Position							
F	211	\$145,070	\$99,000	\$114,966	\$138,805	\$171,635	\$199,676
M	130	\$161,261	\$113,159	\$128,084	\$147,309	\$187,437	\$235,284
U	32	\$140,402	\$111,491	\$118,619	\$132,082	\$149,442	\$180,535
Top Technology Position							
F	67	\$154,574	\$116,005	\$122,729	\$144,035	\$159,599	\$201,439
M	375	\$156,501	\$111,472	\$123,105	\$145,746	\$174,465	\$217,544
U	57	\$168,799	\$112,763	\$126,869	\$147,923	\$176,451	\$222,829
Between \$25 million and \$50 million							
CEO/Executive Director							
F	823	\$305,778	\$140,236	\$180,775	\$254,053	\$349,700	\$508,099
M	1,957	\$384,891	\$158,665	\$219,733	\$302,648	\$440,744	\$650,934
U	203	\$404,614	\$149,407	\$198,697	\$292,349	\$436,732	\$701,325
Top Administrative Position							
F	163	\$174,218	\$111,054	\$127,669	\$161,530	\$199,559	\$266,954
M	279	\$255,098	\$130,148	\$156,272	\$209,546	\$296,298	\$427,351
U	32	\$193,985	\$118,822	\$146,490	\$188,381	\$215,867	\$272,514
Top Business Position							
F	60	\$165,693	\$104,559	\$134,035	\$152,468	\$191,767	\$241,537
M	109	\$202,573	\$129,221	\$144,542	\$176,538	\$215,369	\$323,989
U	10	\$167,894		\$132,497	\$152,714	\$174,641	

## All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$25 million and \$50 million								
Top Development Position								
	F	286	\$170,476	\$117,080	\$132,567	\$158,656	\$198,540	\$240,528
	M	207	\$191,137	\$119,960	\$141,565	\$173,096	\$231,516	\$282,931
	U	43	\$177,587	\$135,630	\$144,270	\$173,015	\$209,109	\$231,312
Top Education Position								
	F	68	\$168,246	\$114,270	\$134,687	\$152,190	\$192,510	\$233,480
	M	66	\$169,574	\$109,518	\$134,535	\$153,271	\$194,985	\$240,660
	U	6	\$197,609			\$163,132		
Top Facilities Position								
	F	13	\$138,819		\$120,278	\$146,368	\$150,944	
	M	83	\$160,940	\$120,086	\$134,943	\$150,310	\$169,648	\$224,332
	U	5	\$142,142			\$137,041		
Top Finance Position								
	F	832	\$177,815	\$102,631	\$127,456	\$164,683	\$207,131	\$263,014
	M	1,297	\$198,628	\$110,274	\$139,416	\$177,319	\$231,985	\$297,179
	U	158	\$201,510	\$111,169	\$128,827	\$182,566	\$235,743	\$321,342
Top Human Resources Position								
	F	286	\$162,959	\$108,263	\$126,754	\$153,745	\$186,774	\$234,800
	M	98	\$166,547	\$117,661	\$132,165	\$151,992	\$188,711	\$231,366
	U	35	\$139,121	\$108,001	\$121,104	\$137,176	\$149,274	\$166,721
Top Legal Position								
	F	74	\$241,940	\$136,610	\$163,931	\$220,290	\$284,094	\$409,880
	M	84	\$298,197	\$144,132	\$184,049	\$247,769	\$355,219	\$556,239
	U	10	\$219,203		\$173,460	\$192,260	\$244,678	



## All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$25 million and \$50 million								
Top Marketing Position								
	F	154	\$175,556	\$118,865	\$136,388	\$160,302	\$202,944	\$249,155
	M	93	\$197,064	\$120,703	\$146,979	\$173,471	\$217,578	\$298,171
	U	14	\$172,363		\$141,825	\$168,798	\$188,561	
Top Operations Position								
	F	371	\$207,529	\$112,370	\$143,338	\$179,303	\$230,871	\$320,948
	M	540	\$224,584	\$125,850	\$155,469	\$200,978	\$260,001	\$357,599
	U	72	\$237,565	\$137,708	\$150,759	\$190,786	\$275,534	\$332,679
Top PR/Communications Position								
	F	59	\$200,450	\$125,637	\$149,281	\$176,533	\$222,770	\$320,405
	M	42	\$195,111	\$123,213	\$144,951	\$175,543	\$212,167	\$288,892
	U	7	\$173,663			\$170,378		
Top Program Position								
	F	86	\$168,677	\$116,019	\$126,586	\$156,017	\$196,814	\$238,233
	M	70	\$173,888	\$121,522	\$136,236	\$162,908	\$194,426	\$240,529
	U	14	\$183,086		\$146,049	\$157,334	\$205,593	
Top Technology Position								
	F	64	\$179,256	\$118,145	\$135,076	\$161,747	\$216,789	\$269,911
	M	332	\$173,075	\$116,454	\$134,531	\$162,439	\$203,739	\$239,735
	U	44	\$202,310	\$121,308	\$135,309	\$164,250	\$223,790	\$295,987
Greater than \$50 million								
CEO/Executive Director								
	F	690	\$549,842	\$184,351	\$261,096	\$396,768	\$607,307	\$1,000,940
	M	2,503	\$746,835	\$235,923	\$332,355	\$497,936	\$798,384	\$1,370,694
	U	229	\$799,047	\$206,422	\$320,918	\$529,181	\$930,696	\$1,389,990

## All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greater than \$50 million								
Top Administrative Position								
	F	160	\$274,704	\$126,426	\$162,786	\$230,964	\$320,565	\$448,457
	M	356	\$331,673	\$157,250	\$205,089	\$289,775	\$380,012	\$587,500
	U	57	\$341,052	\$158,431	\$196,424	\$249,039	\$411,181	\$561,904
Top Business Position								
	F	82	\$261,092	\$139,722	\$172,787	\$203,924	\$311,317	\$469,804
	M	143	\$280,101	\$147,029	\$183,755	\$231,456	\$347,904	\$459,688
	U	18	\$303,076		\$204,762	\$283,574	\$381,335	
Top Development Position								
	F	276	\$230,103	\$127,911	\$158,404	\$211,001	\$276,061	\$363,822
	M	329	\$258,623	\$139,796	\$180,168	\$224,086	\$293,834	\$394,665
	U	45	\$240,449	\$123,433	\$156,827	\$194,618	\$271,619	\$386,046
Top Education Position								
	F	87	\$226,912	\$123,295	\$148,553	\$193,951	\$238,302	\$323,456
	M	93	\$241,037	\$134,949	\$161,171	\$201,601	\$295,048	\$367,330
	U	27	\$343,193	\$157,571	\$189,302	\$217,929	\$317,430	\$584,340
Top Facilities Position								
	F	11	\$239,609		\$177,113	\$209,726	\$252,192	
	M	103	\$232,659	\$142,799	\$165,628	\$195,810	\$272,032	\$373,308
	U	8	\$230,955			\$223,351		
Top Finance Position								
	F	814	\$281,211	\$131,930	\$169,448	\$224,624	\$331,813	\$494,087
	M	1,799	\$361,636	\$152,966	\$196,566	\$274,382	\$405,599	\$632,530
	U	223	\$348,001	\$138,441	\$193,503	\$267,919	\$394,688	\$673,370

## All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greater than \$50 million								
Top Human Resources Position								
	F	479	\$264,367	\$133,184	\$172,204	\$229,621	\$319,603	\$439,789
	M	279	\$314,532	\$137,717	\$186,254	\$248,893	\$358,073	\$559,643
	U	70	\$303,746	\$155,385	\$177,901	\$258,083	\$355,183	\$466,848
Top Legal Position								
	F	238	\$368,766	\$175,833	\$223,002	\$309,551	\$447,194	\$650,042
	M	321	\$418,037	\$176,628	\$235,542	\$336,499	\$499,439	\$724,990
	U	56	\$356,028	\$196,364	\$222,891	\$277,460	\$421,523	\$597,542
Top Marketing Position								
	F	159	\$257,651	\$139,039	\$175,117	\$219,977	\$297,881	\$422,111
	M	111	\$270,294	\$141,792	\$173,791	\$230,140	\$315,241	\$411,817
	U	20	\$277,162	\$164,653	\$183,158	\$245,565	\$335,656	\$462,467
Top Operations Position								
	F	415	\$362,644	\$147,080	\$202,578	\$286,228	\$392,316	\$598,966
	M	898	\$382,663	\$157,201	\$205,513	\$291,100	\$428,903	\$695,609
	U	109	\$381,635	\$143,986	\$186,604	\$274,440	\$414,832	\$739,759
Top PR/Communications Position								
	F	109	\$266,694	\$132,765	\$178,572	\$223,512	\$332,076	\$434,942
	M	75	\$261,932	\$142,569	\$184,583	\$234,688	\$321,803	\$433,856
	U	17	\$286,093		\$182,082	\$236,651	\$328,549	
Top Program Position								
	F	67	\$217,264	\$137,852	\$164,309	\$213,499	\$252,551	\$303,350
	M	88	\$238,784	\$137,997	\$164,989	\$210,311	\$289,646	\$363,385
	U	24	\$183,042	\$124,702	\$137,282	\$179,408	\$214,173	\$260,814

## All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greater than \$50 million								
Top Technology Position								
	F	127	\$305,567	\$146,966	\$181,458	\$236,757	\$367,330	\$517,326
	M	600	\$277,262	\$135,246	\$170,659	\$228,435	\$329,706	\$475,682
	U	83	\$292,386	\$147,132	\$190,422	\$242,404	\$334,361	\$544,772

## 501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	568	\$41,709	\$19,200	\$26,280	\$38,400	\$51,427	\$65,811
Top Administrative Position	7	\$27,326			\$24,123		
Top Finance Position	34	\$31,643	\$15,870	\$19,580	\$25,000	\$41,597	\$52,750
Top Operations Position	18	\$35,583		\$29,200	\$36,250	\$40,000	
Top Program Position	10	\$31,719		\$24,836	\$28,337	\$38,727	
Between \$500 thousand and \$1 million							
CEO/Executive Director	313	\$61,977	\$31,688	\$43,277	\$59,248	\$73,160	\$93,428
Top Finance Position	22	\$49,334	\$23,920	\$31,751	\$43,790	\$59,226	\$86,978
Top Operations Position	12	\$40,124		\$31,043	\$41,313	\$48,087	
Between \$1 million and \$5 million							
CEO/Executive Director	460	\$97,063	\$52,946	\$70,022	\$90,272	\$116,102	\$148,915
Top Administrative Position	8	\$76,216			\$72,036		
Top Development Position	8	\$99,367			\$112,365		
Top Finance Position	35	\$68,452	\$33,217	\$46,146	\$67,911	\$87,714	\$106,998
Top Operations Position	13	\$116,554		\$99,412	\$108,000	\$125,534	
Greater than \$5 million							
CEO/Executive Director	190	\$256,146	\$115,147	\$149,111	\$213,753	\$318,537	\$422,475
Top Administrative Position	17	\$133,551		\$111,733	\$135,984	\$167,459	
Top Development Position	56	\$161,885	\$112,958	\$126,394	\$146,280	\$169,798	\$227,090
Top Facilities Position	6	\$156,956			\$154,624		
Top Finance Position	119	\$143,057	\$74,334	\$100,969	\$135,764	\$172,146	\$216,343
Top Human Resources Position	22	\$170,677	\$120,773	\$136,400	\$141,022	\$172,731	\$225,301
Top Legal Position	7	\$232,281			\$207,313		
Top Marketing Position	16	\$201,491		\$140,565	\$197,349	\$236,046	
Top Operations Position	67	\$190,833	\$107,891	\$122,085	\$158,891	\$229,685	\$274,438
Top PR/Communications Position	17	\$183,065		\$140,231	\$160,720	\$199,745	

## 501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Animal-Related</b>							
Greater than \$5 million							
Top Program Position	5	\$158,419			\$156,753		
Top Technology Position	9	\$193,721			\$173,428		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	3,568	\$48,596	\$22,749	\$31,735	\$45,074	\$60,210	\$77,012
Top Administrative Position	107	\$39,486	\$19,096	\$27,504	\$37,925	\$48,461	\$60,011
Top Business Position	14	\$31,791		\$26,445	\$31,488	\$36,150	
Top Development Position	12	\$44,830		\$31,125	\$41,244	\$46,507	
Top Education Position	14	\$39,771		\$25,837	\$32,630	\$54,113	
Top Finance Position	115	\$38,908	\$18,082	\$24,050	\$33,900	\$47,161	\$65,920
Top Operations Position	42	\$42,385	\$19,447	\$25,967	\$34,647	\$50,245	\$65,239
Top Program Position	41	\$35,849	\$20,817	\$27,220	\$33,775	\$40,500	\$54,166
Top Technology Position	5	\$33,497			\$34,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	1,531	\$76,825	\$40,000	\$55,000	\$71,625	\$90,442	\$115,311
Top Administrative Position	37	\$71,083	\$32,395	\$47,672	\$71,381	\$86,307	\$107,914
Top Business Position	7	\$40,844			\$37,470		
Top Education Position	5	\$45,551			\$41,097		
Top Finance Position	43	\$60,204	\$33,720	\$41,745	\$60,000	\$68,023	\$96,046
Top Operations Position	33	\$70,578	\$39,866	\$51,395	\$60,000	\$94,575	\$107,321
Top Program Position	11	\$61,894		\$48,440	\$60,000	\$64,331	
Between \$1 million and \$5 million							
CEO/Executive Director	2,134	\$120,463	\$60,000	\$80,502	\$108,100	\$146,977	\$193,350
Top Administrative Position	107	\$95,323	\$53,346	\$66,264	\$89,400	\$118,061	\$150,474
Top Business Position	27	\$91,354	\$42,026	\$55,582	\$67,872	\$126,341	\$161,464

## 501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
Top Development Position	69	\$118,706	\$67,990	\$107,688	\$114,891	\$135,170	\$162,542
Top Education Position	6	\$75,571			\$62,830		
Top Finance Position	295	\$87,753	\$46,296	\$64,044	\$80,985	\$108,394	\$135,071
Top Marketing Position	7	\$83,840			\$93,735		
Top Operations Position	84	\$110,157	\$54,031	\$71,996	\$96,350	\$129,734	\$164,642
Top PR/Communications Position	6	\$140,218			\$120,361		
Top Program Position	19	\$137,011		\$112,335	\$130,428	\$170,780	
Top Technology Position	9	\$134,114			\$127,584		
Greater than \$5 million							
CEO/Executive Director	812	\$310,429	\$135,332	\$182,659	\$249,185	\$373,103	\$532,808
Top Administrative Position	107	\$199,907	\$105,486	\$124,204	\$156,406	\$217,120	\$269,994
Top Business Position	23	\$187,101	\$81,507	\$120,575	\$176,426	\$227,757	\$289,169
Top Development Position	310	\$177,927	\$117,157	\$129,976	\$159,918	\$204,863	\$266,346
Top Education Position	37	\$153,600	\$120,332	\$140,692	\$153,576	\$161,463	\$183,691
Top Facilities Position	20	\$145,895	\$103,901	\$118,332	\$146,758	\$178,699	\$197,419
Top Finance Position	512	\$161,633	\$85,751	\$111,270	\$146,678	\$190,536	\$262,053
Top Human Resources Position	49	\$157,515	\$111,793	\$128,750	\$148,554	\$181,389	\$212,421
Top Legal Position	31	\$257,054	\$150,186	\$181,557	\$217,834	\$278,159	\$486,310
Top Marketing Position	124	\$163,949	\$107,164	\$122,654	\$150,568	\$190,010	\$245,112
Top Operations Position	207	\$205,085	\$113,584	\$129,208	\$172,650	\$240,148	\$336,455
Top PR/Communications Position	50	\$162,683	\$108,111	\$121,122	\$147,250	\$192,700	\$226,072
Top Program Position	35	\$164,426	\$108,242	\$119,212	\$151,548	\$190,141	\$229,517
Top Technology Position	74	\$167,621	\$114,563	\$128,092	\$146,933	\$195,447	\$241,867

## 501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	451	\$59,113	\$30,000	\$40,000	\$55,000	\$73,343	\$90,000
Top Finance Position	5	\$55,617			\$52,285		
Top Legal Position	6	\$52,810			\$48,405		
Top Operations Position	9	\$60,201			\$42,666		
Top Program Position	8	\$49,053			\$43,470		
Between \$500 thousand and \$1 million							
CEO/Executive Director	261	\$92,756	\$52,656	\$68,776	\$87,777	\$110,305	\$139,167
Top Finance Position	11	\$66,217		\$47,819	\$50,000	\$80,318	
Top Legal Position	5	\$131,304			\$113,958		
Top Operations Position	8	\$63,698			\$65,809		
Between \$1 million and \$5 million							
CEO/Executive Director	395	\$136,972	\$73,890	\$92,979	\$124,449	\$170,887	\$221,795
Top Administrative Position	12	\$115,381		\$88,973	\$114,120	\$142,862	
Top Development Position	13	\$123,236		\$105,902	\$126,503	\$133,233	
Top Finance Position	54	\$109,351	\$54,137	\$75,817	\$109,128	\$137,065	\$156,289
Top Legal Position	34	\$152,178	\$105,928	\$121,855	\$145,416	\$187,142	\$208,447
Top Operations Position	34	\$131,999	\$62,977	\$99,573	\$122,178	\$157,317	\$189,477
Top PR/Communications Position	8	\$131,858			\$130,574		
Top Program Position	10	\$127,295		\$99,561	\$124,880	\$143,580	
Greater than \$5 million							
CEO/Executive Director	119	\$236,126	\$129,786	\$166,571	\$217,152	\$290,250	\$384,111
Top Administrative Position	13	\$137,886		\$133,582	\$136,781	\$147,499	
Top Development Position	27	\$176,593	\$112,761	\$132,437	\$167,506	\$209,550	\$251,461
Top Finance Position	74	\$152,970	\$90,256	\$115,330	\$141,214	\$174,680	\$204,605
Top Legal Position	46	\$193,809	\$124,286	\$147,345	\$182,801	\$223,206	\$274,775
Top Operations Position	39	\$195,675	\$112,929	\$145,029	\$185,118	\$213,096	\$287,443



## 501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy							
Greater than \$5 million							
Top PR/Communications Position	22	\$187,976	\$122,511	\$132,334	\$168,160	\$210,611	\$256,895
Top Program Position	16	\$165,962		\$140,667	\$171,301	\$185,518	
Top Technology Position	6	\$175,978			\$179,381		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	1,441	\$60,922	\$27,234	\$40,000	\$55,167	\$74,135	\$99,000
Top Administrative Position	18	\$44,280		\$28,622	\$38,552	\$61,008	
Top Finance Position	31	\$42,452	\$19,280	\$25,705	\$38,400	\$51,749	\$78,168
Top Operations Position	18	\$50,215		\$35,062	\$48,375	\$60,667	
Top Program Position	25	\$35,615	\$21,333	\$26,282	\$33,328	\$39,000	\$50,737
Between \$500 thousand and \$1 million							
CEO/Executive Director	681	\$96,203	\$51,010	\$66,889	\$87,478	\$117,875	\$151,982
Top Administrative Position	8	\$52,184			\$49,716		
Top Finance Position	32	\$67,075	\$32,717	\$42,460	\$56,074	\$83,908	\$110,082
Top Operations Position	21	\$90,637	\$45,096	\$48,358	\$72,357	\$123,875	\$162,661
Top Program Position	6	\$53,308			\$54,590		
Between \$1 million and \$5 million							
CEO/Executive Director	988	\$140,780	\$68,551	\$89,348	\$123,930	\$173,533	\$236,423
Top Administrative Position	34	\$127,733	\$79,164	\$94,018	\$126,400	\$141,460	\$200,867
Top Business Position	13	\$140,565		\$137,666	\$141,358	\$166,980	
Top Development Position	12	\$109,455		\$66,594	\$121,027	\$132,575	
Top Finance Position	200	\$99,809	\$49,591	\$71,153	\$94,504	\$124,408	\$151,016
Top Legal Position	13	\$155,129		\$124,554	\$154,808	\$175,500	
Top Marketing Position	10	\$153,825		\$132,426	\$149,727	\$171,052	
Top Operations Position	83	\$127,257	\$74,049	\$91,847	\$123,734	\$148,582	\$193,826

## 501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
Top PR/Communications Position	6	\$108,357			\$118,863		
Top Program Position	26	\$123,297	\$82,769	\$101,983	\$125,063	\$146,094	\$161,287
Greater than \$5 million							
CEO/Executive Director	431	\$242,672	\$91,294	\$114,421	\$183,173	\$289,188	\$443,084
Top Administrative Position	35	\$159,876	\$72,450	\$109,121	\$139,492	\$174,414	\$262,510
Top Business Position	20	\$187,985	\$125,682	\$141,130	\$188,832	\$197,833	\$270,628
Top Development Position	29	\$169,074	\$111,919	\$127,657	\$149,542	\$220,342	\$233,112
Top Education Position	5	\$154,977			\$143,891		
Top Finance Position	248	\$151,437	\$71,012	\$90,084	\$127,297	\$185,106	\$249,589
Top Human Resources Position	21	\$171,160	\$103,289	\$109,673	\$156,106	\$225,595	\$284,647
Top Legal Position	18	\$335,006		\$190,045	\$280,255	\$375,362	
Top Marketing Position	18	\$209,791		\$144,576	\$190,473	\$260,085	
Top Operations Position	88	\$185,947	\$94,357	\$127,611	\$170,942	\$247,790	\$280,309
Top PR/Communications Position	14	\$151,244		\$133,624	\$146,977	\$160,599	
Top Program Position	37	\$160,769	\$108,089	\$126,923	\$147,709	\$180,993	\$232,194
Top Technology Position	29	\$194,210	\$122,877	\$143,367	\$176,645	\$228,274	\$321,622
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	708	\$57,112	\$30,000	\$39,404	\$53,368	\$69,795	\$90,020
Top Administrative Position	8	\$47,108			\$41,390		
Top Finance Position	15	\$47,035		\$28,000	\$42,384	\$55,277	
Top Legal Position	8	\$78,473			\$75,875		
Top Operations Position	9	\$49,012			\$50,769		
Top Program Position	20	\$38,126	\$22,812	\$30,913	\$36,766	\$43,404	\$57,646
Between \$500 thousand and \$1 million							

## 501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Crime, Legal-Related</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	328	\$86,001	\$49,310	\$62,413	\$79,373	\$100,486	\$134,813
Top Finance Position	23	\$63,663	\$41,925	\$46,807	\$59,783	\$71,673	\$106,949
Top Legal Position	6	\$107,679			\$106,558		
Top Operations Position	7	\$71,156			\$61,248		
Between \$1 million and \$5 million							
CEO/Executive Director	455	\$121,312	\$67,939	\$86,642	\$109,530	\$145,548	\$188,057
Top Administrative Position	17	\$104,145		\$65,278	\$101,297	\$138,999	
Top Business Position	5	\$93,888			\$97,987		
Top Development Position	5	\$170,477			\$159,490		
Top Finance Position	81	\$90,325	\$41,603	\$59,272	\$81,553	\$114,272	\$128,538
Top Legal Position	49	\$144,129	\$109,533	\$119,148	\$136,290	\$154,785	\$185,788
Top Operations Position	14	\$108,139		\$81,508	\$105,352	\$137,055	
Top Program Position	9	\$118,207			\$112,527		
Greater than \$5 million							
CEO/Executive Director	183	\$189,882	\$107,394	\$138,288	\$167,488	\$209,029	\$292,972
Top Administrative Position	23	\$133,934	\$100,945	\$106,718	\$132,246	\$151,152	\$175,937
Top Development Position	11	\$142,377		\$116,957	\$130,735	\$162,389	
Top Finance Position	86	\$125,881	\$74,744	\$91,512	\$112,992	\$148,579	\$183,907
Top Human Resources Position	6	\$113,336			\$98,618		
Top Legal Position	67	\$156,232	\$113,902	\$129,710	\$147,519	\$167,900	\$203,798
Top Operations Position	33	\$150,906	\$92,111	\$117,885	\$135,584	\$183,606	\$224,722
Top PR/Communications Position	6	\$165,572			\$163,555		
Top Program Position	18	\$143,305		\$118,680	\$139,865	\$168,734	
Top Technology Position	7	\$122,040			\$122,799		

## 501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	718	\$56,630	\$23,959	\$36,000	\$53,635	\$72,630	\$89,512
Top Administrative Position	10	\$58,288		\$35,337	\$41,076	\$59,868	
Top Finance Position	16	\$36,890		\$19,500	\$33,904	\$54,625	
Top Operations Position	11	\$41,217		\$25,760	\$39,520	\$53,610	
Top Program Position	17	\$48,121		\$39,173	\$45,528	\$62,450	
Between \$500 thousand and \$1 million							
CEO/Executive Director	311	\$89,486	\$45,278	\$60,130	\$85,147	\$105,869	\$136,591
Top Administrative Position	6	\$75,495			\$65,190		
Top Finance Position	16	\$50,816		\$33,762	\$57,101	\$62,051	
Top Operations Position	7	\$91,405			\$64,491		
Between \$1 million and \$5 million							
CEO/Executive Director	588	\$140,727	\$65,016	\$87,913	\$118,270	\$167,887	\$242,621
Top Administrative Position	14	\$144,358		\$90,951	\$115,479	\$184,242	
Top Development Position	22	\$128,404	\$103,508	\$111,430	\$124,150	\$135,015	\$174,602
Top Education Position	9	\$120,561			\$125,150		
Top Finance Position	78	\$122,469	\$52,613	\$65,214	\$82,369	\$125,276	\$204,612
Top Marketing Position	7	\$175,522			\$128,724		
Top Operations Position	41	\$131,305	\$53,176	\$74,316	\$124,167	\$162,369	\$204,373
Top Program Position	14	\$118,102		\$103,287	\$124,081	\$133,986	
Greater than \$5 million							
CEO/Executive Director	334	\$361,006	\$129,199	\$161,688	\$238,914	\$418,099	\$774,245
Top Administrative Position	33	\$183,562	\$110,922	\$134,905	\$158,303	\$181,770	\$283,532
Top Business Position	12	\$144,988		\$116,342	\$136,940	\$185,675	
Top Development Position	52	\$170,396	\$107,116	\$125,569	\$151,559	\$200,924	\$257,983
Top Education Position	12	\$251,149		\$146,741	\$156,340	\$234,966	
Top Finance Position	196	\$210,579	\$99,585	\$122,765	\$156,692	\$234,438	\$367,843

## 501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines							
Greater than \$5 million							
Top Human Resources Position	26	\$197,959	\$119,397	\$141,539	\$174,518	\$227,992	\$271,088
Top Legal Position	15	\$312,267		\$251,158	\$314,863	\$385,131	
Top Marketing Position	20	\$184,465	\$127,289	\$154,162	\$176,845	\$218,929	\$269,676
Top Operations Position	95	\$221,508	\$101,632	\$126,944	\$176,158	\$293,812	\$368,972
Top PR/Communications Position	18	\$200,506		\$140,477	\$177,557	\$219,938	
Top Program Position	23	\$145,293	\$110,373	\$119,223	\$127,803	\$159,038	\$215,017
Top Technology Position	28	\$204,622	\$137,811	\$156,574	\$174,527	\$230,082	\$312,323
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	2,549	\$54,401	\$24,000	\$33,500	\$49,455	\$68,000	\$90,168
Top Administrative Position	112	\$40,554	\$21,717	\$27,040	\$35,485	\$50,187	\$64,494
Top Business Position	6	\$47,461			\$46,986		
Top Development Position	8	\$41,297			\$30,606		
Top Education Position	24	\$47,960	\$24,062	\$26,521	\$39,347	\$61,374	\$80,996
Top Finance Position	136	\$43,633	\$18,764	\$24,083	\$35,501	\$49,124	\$79,413
Top Operations Position	32	\$46,912	\$24,117	\$30,668	\$39,067	\$50,001	\$65,409
Top Program Position	67	\$41,662	\$19,834	\$28,299	\$37,583	\$52,707	\$66,724
Between \$500 thousand and \$1 million							
CEO/Executive Director	1,597	\$82,011	\$38,875	\$52,853	\$72,649	\$100,070	\$133,637
Top Administrative Position	92	\$54,328	\$32,245	\$39,804	\$50,316	\$65,375	\$79,719
Top Business Position	19	\$48,897		\$36,902	\$45,214	\$57,521	
Top Development Position	8	\$84,110			\$71,581		
Top Education Position	14	\$67,703		\$46,694	\$66,250	\$78,103	
Top Finance Position	101	\$59,112	\$22,860	\$34,814	\$46,200	\$68,997	\$107,800
Top Operations Position	43	\$79,845	\$32,065	\$46,687	\$68,668	\$96,514	\$156,134

## 501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
Top Program Position	26	\$73,412	\$36,765	\$43,435	\$73,432	\$86,117	\$95,777
Between \$1 million and \$5 million							
CEO/Executive Director	4,107	\$122,100	\$59,399	\$78,839	\$108,815	\$149,609	\$200,056
Top Administrative Position	269	\$87,745	\$44,879	\$59,687	\$80,525	\$108,692	\$141,321
Top Business Position	158	\$74,950	\$40,346	\$49,673	\$70,709	\$92,206	\$119,778
Top Development Position	63	\$111,475	\$53,440	\$82,818	\$111,832	\$132,224	\$160,994
Top Education Position	90	\$103,380	\$53,490	\$69,038	\$103,647	\$132,374	\$163,801
Top Facilities Position	5	\$80,337			\$63,912		
Top Finance Position	573	\$83,493	\$37,510	\$51,958	\$75,493	\$108,575	\$135,289
Top Legal Position	5	\$151,970			\$167,507		
Top Marketing Position	6	\$125,810			\$123,088		
Top Operations Position	234	\$112,609	\$48,709	\$75,906	\$106,277	\$140,526	\$187,724
Top PR/Communications Position	8	\$118,728			\$123,137		
Top Program Position	83	\$111,539	\$56,976	\$79,794	\$112,703	\$140,636	\$157,925
Top Technology Position	16	\$122,582		\$108,154	\$124,660	\$155,738	
Greater than \$5 million							
CEO/Executive Director	4,069	\$293,343	\$110,704	\$150,861	\$222,524	\$349,250	\$528,778
Top Administrative Position	457	\$187,819	\$92,229	\$120,904	\$165,955	\$225,533	\$311,817
Top Business Position	335	\$159,845	\$76,056	\$105,898	\$138,307	\$184,035	\$249,415
Top Development Position	942	\$187,306	\$112,635	\$133,725	\$166,328	\$220,783	\$280,677
Top Education Position	436	\$167,207	\$100,894	\$123,007	\$152,272	\$193,908	\$267,225
Top Facilities Position	113	\$179,688	\$114,717	\$132,814	\$159,595	\$200,410	\$259,473
Top Finance Position	2,202	\$176,181	\$84,463	\$114,099	\$153,989	\$211,662	\$290,275
Top Human Resources Position	179	\$181,766	\$92,904	\$124,280	\$155,166	\$221,715	\$309,520
Top Legal Position	177	\$311,398	\$157,106	\$182,772	\$251,154	\$377,812	\$565,612
Top Marketing Position	101	\$183,139	\$111,465	\$131,014	\$169,901	\$221,976	\$280,388

## 501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities							
Greater than \$5 million							
Top Operations Position	618	\$189,666	\$101,027	\$123,892	\$158,113	\$214,231	\$292,600
Top PR/Communications Position	111	\$194,568	\$115,489	\$134,846	\$176,738	\$220,373	\$306,106
Top Program Position	123	\$173,093	\$108,478	\$128,359	\$157,082	\$198,943	\$269,305
Top Technology Position	360	\$191,328	\$114,893	\$133,522	\$161,416	\$217,252	\$289,029
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	269	\$54,464	\$21,898	\$33,000	\$51,400	\$69,029	\$92,812
Top Administrative Position	9	\$70,109			\$85,904		
Top Education Position	24	\$88,676	\$47,374	\$57,257	\$82,164	\$120,863	\$141,526
Top Finance Position	10	\$55,750		\$41,046	\$48,162	\$64,636	
Top Operations Position	6	\$88,776			\$56,118		
Top Program Position	9	\$41,524			\$38,488		
Between \$500 thousand and \$1 million							
CEO/Executive Director	173	\$84,313	\$49,598	\$60,402	\$77,783	\$99,509	\$127,046
Top Administrative Position	6	\$83,356			\$80,449		
Top Education Position	29	\$120,735	\$75,602	\$95,316	\$117,710	\$147,949	\$160,218
Top Finance Position	13	\$74,303		\$56,091	\$80,080	\$87,009	
Top Operations Position	5	\$75,047			\$46,353		
Top Program Position	6	\$99,478			\$86,720		
Between \$1 million and \$5 million							
CEO/Executive Director	514	\$112,696	\$61,399	\$79,454	\$100,831	\$129,904	\$176,720
Top Administrative Position	26	\$131,148	\$44,685	\$70,053	\$127,374	\$175,759	\$215,580
Top Business Position	10	\$77,299		\$53,620	\$56,108	\$95,138	
Top Development Position	5	\$110,584			\$108,864		
Top Education Position	52	\$159,752	\$87,868	\$119,583	\$154,411	\$194,195	\$263,220

## 501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
Top Finance Position	113	\$85,466	\$43,306	\$65,024	\$79,276	\$104,334	\$128,666
Top Operations Position	35	\$90,575	\$53,104	\$64,908	\$91,588	\$115,493	\$133,246
Top Program Position	15	\$102,267		\$58,816	\$92,249	\$124,313	
Greater than \$5 million							
CEO/Executive Director	362	\$214,961	\$98,699	\$126,818	\$169,100	\$253,663	\$380,130
Top Administrative Position	31	\$175,936	\$97,954	\$126,221	\$159,415	\$197,118	\$270,026
Top Business Position	14	\$141,364		\$119,112	\$138,222	\$180,891	
Top Development Position	15	\$138,735		\$111,966	\$148,646	\$155,764	
Top Education Position	19	\$198,386		\$153,694	\$203,545	\$247,766	
Top Finance Position	221	\$137,084	\$74,809	\$91,513	\$122,695	\$165,319	\$218,603
Top Human Resources Position	33	\$155,179	\$99,026	\$115,000	\$148,125	\$185,273	\$231,502
Top Legal Position	7	\$239,516			\$227,880		
Top Marketing Position	14	\$165,421		\$121,339	\$148,192	\$181,187	
Top Operations Position	94	\$176,787	\$102,866	\$125,731	\$161,124	\$214,272	\$262,846
Top Program Position	22	\$157,803	\$114,992	\$124,487	\$159,778	\$175,419	\$198,413
Top Technology Position	27	\$152,851	\$114,915	\$120,238	\$145,560	\$172,082	\$195,741
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	1,084	\$57,324	\$26,039	\$38,985	\$54,159	\$71,222	\$87,912
Top Administrative Position	15	\$37,380		\$27,999	\$33,363	\$41,475	
Top Finance Position	23	\$39,063	\$17,202	\$21,723	\$33,458	\$49,982	\$59,980
Top Operations Position	9	\$43,947			\$47,143		
Top Program Position	23	\$44,200	\$23,568	\$28,413	\$42,034	\$49,024	\$62,440
Between \$500 thousand and \$1 million							
CEO/Executive Director	506	\$85,064	\$50,877	\$65,000	\$80,013	\$100,459	\$125,640



## 501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection and Beautification							
Between \$500 thousand and \$1 million							
Top Finance Position	14	\$76,569		\$42,420	\$63,824	\$90,440	
Top Operations Position	6	\$96,704			\$89,722		
Between \$1 million and \$5 million							
CEO/Executive Director	759	\$129,196	\$69,360	\$91,282	\$121,546	\$156,920	\$197,127
Top Administrative Position	22	\$103,700	\$65,210	\$83,712	\$102,536	\$117,002	\$141,248
Top Development Position	23	\$119,346	\$58,403	\$103,648	\$120,672	\$138,136	\$174,354
Top Finance Position	103	\$93,855	\$48,760	\$70,795	\$96,010	\$112,829	\$133,721
Top Legal Position	7	\$140,125			\$127,480		
Top Marketing Position	7	\$110,002			\$121,680		
Top Operations Position	44	\$100,706	\$55,675	\$72,981	\$103,387	\$132,436	\$144,019
Top Program Position	24	\$135,985	\$83,066	\$114,999	\$134,876	\$152,951	\$180,999
Greater than \$5 million							
CEO/Executive Director	212	\$262,222	\$118,339	\$161,795	\$219,125	\$316,336	\$445,356
Top Administrative Position	22	\$165,993	\$98,518	\$124,658	\$141,878	\$193,732	\$266,266
Top Development Position	57	\$194,944	\$126,559	\$139,826	\$170,695	\$217,272	\$276,696
Top Education Position	6	\$173,277			\$149,663		
Top Finance Position	116	\$166,497	\$95,599	\$111,929	\$146,748	\$193,816	\$268,231
Top Human Resources Position	13	\$187,426		\$133,260	\$158,021	\$212,123	
Top Legal Position	25	\$220,518	\$140,714	\$170,175	\$194,468	\$275,030	\$329,271
Top Marketing Position	16	\$192,190		\$133,832	\$186,083	\$211,449	
Top Operations Position	53	\$178,663	\$111,056	\$135,445	\$162,059	\$196,281	\$240,333
Top PR/Communications Position	23	\$188,972	\$116,686	\$143,605	\$179,924	\$198,825	\$310,302
Top Program Position	26	\$176,890	\$115,641	\$124,521	\$158,449	\$214,853	\$250,789
Top Technology Position	16	\$180,537		\$133,280	\$157,504	\$190,996	

## 501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture and Nutrition							
\$500 thousand or less							
CEO/Executive Director	429	\$47,195	\$20,456	\$30,432	\$43,333	\$59,473	\$75,455
Top Administrative Position	6	\$36,991			\$35,191		
Top Finance Position	6	\$30,031			\$24,523		
Top Operations Position	13	\$36,738		\$18,700	\$37,414	\$52,000	
Top Program Position	15	\$30,478		\$25,677	\$28,213	\$32,063	
Between \$500 thousand and \$1 million							
CEO/Executive Director	194	\$63,965	\$34,775	\$46,264	\$62,484	\$78,842	\$95,262
Top Finance Position	15	\$51,656		\$21,645	\$45,000	\$72,163	
Between \$1 million and \$5 million							
CEO/Executive Director	373	\$93,007	\$46,210	\$62,292	\$84,038	\$113,505	\$148,173
Top Administrative Position	12	\$108,168		\$77,082	\$105,032	\$127,956	
Top Finance Position	34	\$70,605	\$25,569	\$45,882	\$77,617	\$88,733	\$101,559
Top Operations Position	11	\$119,281		\$75,796	\$110,136	\$135,562	
Top Program Position	8	\$87,132			\$96,152		
Greater than \$5 million							
CEO/Executive Director	290	\$158,610	\$73,877	\$98,628	\$136,828	\$183,338	\$284,846
Top Administrative Position	14	\$168,283		\$99,424	\$128,973	\$194,641	
Top Development Position	43	\$150,886	\$80,744	\$117,974	\$143,772	\$176,381	\$232,984
Top Finance Position	113	\$119,338	\$67,432	\$83,169	\$106,414	\$147,895	\$179,576
Top Human Resources Position	10	\$136,251		\$116,232	\$133,089	\$140,398	
Top Marketing Position	10	\$186,300		\$150,820	\$181,739	\$205,837	
Top Operations Position	64	\$136,155	\$70,372	\$101,227	\$131,582	\$161,213	\$211,260
Top PR/Communications Position	6	\$149,782			\$145,291		
Top Program Position	10	\$154,661		\$103,618	\$151,136	\$178,883	
Top Technology Position	9	\$145,066			\$144,495		

## 501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	1,153	\$57,619	\$25,000	\$35,360	\$51,923	\$72,017	\$95,628
Top Administrative Position	26	\$38,867	\$17,726	\$25,200	\$33,447	\$44,625	\$65,223
Top Development Position	5	\$53,948			\$30,257		
Top Finance Position	58	\$46,186	\$18,649	\$23,760	\$34,913	\$56,767	\$86,011
Top Operations Position	19	\$49,905		\$33,832	\$47,917	\$59,614	
Top Program Position	23	\$47,818	\$25,069	\$35,640	\$41,015	\$55,759	\$64,221
Between \$500 thousand and \$1 million							
CEO/Executive Director	650	\$91,495	\$49,180	\$62,925	\$81,626	\$108,371	\$146,041
Top Administrative Position	15	\$66,239		\$46,678	\$58,905	\$88,276	
Top Development Position	5	\$90,614			\$82,500		
Top Finance Position	37	\$63,110	\$25,844	\$34,254	\$60,000	\$67,094	\$108,175
Top Operations Position	28	\$72,625	\$35,584	\$49,751	\$67,203	\$92,417	\$110,992
Top Program Position	8	\$67,707			\$62,501		
Between \$1 million and \$5 million							
CEO/Executive Director	1,600	\$140,114	\$65,061	\$85,779	\$116,399	\$163,269	\$231,540
Top Administrative Position	162	\$92,804	\$54,995	\$65,727	\$84,870	\$110,317	\$141,011
Top Business Position	18	\$85,870		\$52,926	\$73,408	\$108,971	
Top Development Position	53	\$136,849	\$71,142	\$112,201	\$129,946	\$154,881	\$189,986
Top Finance Position	395	\$104,053	\$39,874	\$60,617	\$86,436	\$121,019	\$181,268
Top Human Resources Position	16	\$155,697		\$101,527	\$131,535	\$148,972	
Top Legal Position	11	\$200,709		\$112,867	\$145,547	\$302,849	
Top Marketing Position	9	\$155,105			\$150,034		
Top Operations Position	147	\$123,103	\$55,945	\$75,003	\$113,646	\$153,687	\$209,861
Top PR/Communications Position	10	\$119,900		\$115,224	\$128,428	\$149,334	
Top Program Position	41	\$126,412	\$68,923	\$111,881	\$129,841	\$146,927	\$165,689
Top Technology Position	22	\$170,228	\$79,310	\$129,916	\$145,215	\$209,967	\$239,605

## 501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	3,299	\$479,984	\$123,970	\$168,704	\$257,264	\$482,752	\$973,978
Top Administrative Position	553	\$210,784	\$104,316	\$123,807	\$156,083	\$227,305	\$361,726
Top Business Position	92	\$279,032	\$110,870	\$131,003	\$217,968	\$361,078	\$533,786
Top Development Position	231	\$208,225	\$111,877	\$132,027	\$168,133	\$238,255	\$359,079
Top Education Position	46	\$337,512	\$112,565	\$134,406	\$211,499	\$392,505	\$638,337
Top Facilities Position	46	\$264,459	\$128,919	\$153,844	\$249,882	\$327,694	\$403,106
Top Finance Position	2,568	\$270,684	\$88,502	\$119,933	\$173,955	\$301,512	\$546,055
Top Human Resources Position	534	\$285,002	\$112,251	\$150,041	\$234,600	\$350,488	\$511,603
Top Legal Position	191	\$471,445	\$200,702	\$260,282	\$373,623	\$580,883	\$837,203
Top Marketing Position	103	\$246,603	\$118,840	\$153,360	\$209,907	\$283,213	\$414,735
Top Operations Position	1,185	\$325,491	\$106,445	\$143,988	\$222,526	\$371,758	\$623,624
Top PR/Communications Position	65	\$244,103	\$124,103	\$144,596	\$191,803	\$288,124	\$413,181
Top Program Position	80	\$181,394	\$113,401	\$127,300	\$155,735	\$217,772	\$285,843
Top Technology Position	388	\$304,035	\$121,308	\$161,791	\$236,391	\$381,049	\$594,124
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	890	\$54,627	\$25,035	\$36,000	\$50,719	\$67,430	\$86,590
Top Administrative Position	23	\$48,486	\$30,552	\$34,919	\$45,574	\$59,285	\$71,282
Top Finance Position	38	\$55,358	\$19,831	\$21,673	\$44,145	\$51,763	\$71,912
Top Operations Position	16	\$41,998		\$26,870	\$33,891	\$45,594	
Top Program Position	20	\$38,862	\$19,729	\$26,627	\$33,904	\$52,604	\$64,380
Between \$500 thousand and \$1 million							
CEO/Executive Director	603	\$74,435	\$41,918	\$55,095	\$68,749	\$87,810	\$109,889
Top Administrative Position	22	\$61,297	\$40,113	\$48,861	\$59,462	\$69,233	\$79,888
Top Finance Position	30	\$68,796	\$39,150	\$45,076	\$57,019	\$78,789	\$115,091

## 501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Housing, Shelter</b>							
Between \$500 thousand and \$1 million							
Top Operations Position	7	\$87,764			\$85,491		
Top Program Position	7	\$74,110			\$64,288		
Between \$1 million and \$5 million							
CEO/Executive Director	1,250	\$111,826	\$58,766	\$75,702	\$98,213	\$129,132	\$174,720
Top Administrative Position	74	\$93,134	\$47,495	\$66,888	\$95,879	\$112,424	\$130,980
Top Business Position	9	\$72,190			\$56,101		
Top Development Position	16	\$118,999		\$110,809	\$117,709	\$133,578	
Top Finance Position	234	\$93,162	\$47,165	\$63,846	\$86,592	\$118,522	\$145,772
Top Human Resources Position	5	\$163,024			\$112,512		
Top Legal Position	6	\$132,862			\$136,982		
Top Operations Position	77	\$120,516	\$55,648	\$79,348	\$115,795	\$146,000	\$170,851
Top Program Position	25	\$100,348	\$59,912	\$70,447	\$104,040	\$135,974	\$140,328
Greater than \$5 million							
CEO/Executive Director	570	\$204,940	\$100,968	\$128,333	\$171,348	\$228,611	\$343,644
Top Administrative Position	66	\$125,812	\$83,100	\$102,016	\$126,071	\$134,793	\$158,093
Top Business Position	30	\$142,172	\$102,500	\$116,735	\$140,397	\$170,808	\$189,753
Top Development Position	47	\$164,559	\$99,088	\$115,273	\$126,329	\$177,978	\$220,330
Top Facilities Position	18	\$137,783		\$116,310	\$128,156	\$143,707	
Top Finance Position	322	\$147,191	\$75,368	\$98,015	\$128,740	\$166,300	\$237,449
Top Human Resources Position	50	\$146,259	\$103,455	\$113,148	\$134,034	\$159,505	\$186,495
Top Legal Position	16	\$199,222		\$131,491	\$167,282	\$224,785	
Top Marketing Position	24	\$138,414	\$104,737	\$118,937	\$137,058	\$155,341	\$176,678
Top Operations Position	110	\$163,305	\$86,948	\$104,631	\$139,042	\$187,191	\$291,796
Top PR/Communications Position	5	\$118,160			\$125,780		
Top Program Position	27	\$137,887	\$84,860	\$115,008	\$138,799	\$158,812	\$191,807
Top Technology Position	20	\$169,025	\$118,629	\$122,766	\$150,637	\$167,535	\$218,042

## 501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	4,571	\$49,200	\$22,850	\$32,603	\$45,541	\$60,486	\$77,157
Top Administrative Position	139	\$37,728	\$18,264	\$25,128	\$33,920	\$43,604	\$59,991
Top Business Position	5	\$26,919			\$21,000		
Top Development Position	15	\$35,659		\$24,391	\$32,176	\$44,934	
Top Education Position	5	\$37,592			\$26,510		
Top Finance Position	128	\$36,889	\$17,409	\$22,046	\$31,885	\$42,954	\$57,763
Top Operations Position	61	\$42,944	\$21,190	\$28,870	\$37,135	\$52,325	\$70,000
Top Program Position	122	\$39,748	\$22,710	\$28,398	\$37,313	\$46,543	\$61,606
Between \$500 thousand and \$1 million							
CEO/Executive Director	2,585	\$70,588	\$39,063	\$51,399	\$65,388	\$84,000	\$105,105
Top Administrative Position	80	\$51,802	\$27,485	\$39,401	\$49,057	\$61,151	\$78,019
Top Business Position	8	\$56,265			\$59,658		
Top Development Position	9	\$77,204			\$77,060		
Top Finance Position	148	\$51,040	\$27,888	\$36,370	\$46,887	\$60,000	\$75,584
Top Operations Position	63	\$57,566	\$28,201	\$37,722	\$51,485	\$68,113	\$86,334
Top Program Position	41	\$54,649	\$28,800	\$35,906	\$52,199	\$63,365	\$85,033
Between \$1 million and \$5 million							
CEO/Executive Director	5,387	\$102,162	\$57,125	\$73,252	\$94,030	\$119,565	\$153,397
Top Administrative Position	157	\$83,960	\$41,684	\$58,308	\$79,083	\$104,841	\$127,972
Top Business Position	57	\$79,333	\$41,910	\$51,962	\$69,890	\$89,609	\$156,310
Top Development Position	70	\$108,144	\$53,158	\$73,397	\$102,235	\$131,988	\$163,539
Top Education Position	11	\$96,120		\$56,648	\$70,000	\$122,696	
Top Facilities Position	5	\$104,534			\$117,191		
Top Finance Position	975	\$76,899	\$40,412	\$54,051	\$71,442	\$89,533	\$113,714
Top Human Resources Position	30	\$94,398	\$48,910	\$61,489	\$88,395	\$126,670	\$137,395
Top Legal Position	11	\$118,425		\$111,282	\$115,865	\$133,018	

## 501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
Top Marketing Position	6	\$129,213			\$133,530		
Top Operations Position	250	\$90,866	\$46,861	\$64,161	\$86,059	\$106,497	\$129,039
Top PR/Communications Position	6	\$83,720			\$73,814		
Top Program Position	106	\$82,948	\$42,233	\$53,729	\$72,953	\$105,297	\$124,722
Top Technology Position	8	\$133,107			\$125,307		
Greater than \$5 million							
CEO/Executive Director	4,135	\$192,718	\$96,403	\$122,612	\$164,901	\$227,728	\$315,951
Top Administrative Position	282	\$138,510	\$94,282	\$111,037	\$130,435	\$158,448	\$192,719
Top Business Position	98	\$147,137	\$83,035	\$110,191	\$140,054	\$167,986	\$205,604
Top Development Position	296	\$145,581	\$100,256	\$118,577	\$136,271	\$163,210	\$196,827
Top Education Position	23	\$129,323	\$101,481	\$117,510	\$127,464	\$146,018	\$165,338
Top Facilities Position	64	\$140,599	\$112,244	\$120,373	\$135,363	\$153,335	\$168,836
Top Finance Position	2,500	\$129,192	\$66,977	\$89,747	\$116,323	\$155,029	\$202,606
Top Human Resources Position	372	\$145,309	\$87,244	\$116,863	\$134,191	\$166,241	\$213,935
Top Legal Position	61	\$203,401	\$125,955	\$153,255	\$180,372	\$221,391	\$285,331
Top Marketing Position	166	\$144,129	\$108,284	\$120,658	\$135,441	\$157,476	\$188,682
Top Operations Position	919	\$159,530	\$89,914	\$114,988	\$145,783	\$188,469	\$245,465
Top PR/Communications Position	42	\$134,246	\$105,233	\$116,108	\$127,331	\$153,273	\$171,559
Top Program Position	278	\$137,988	\$95,644	\$112,091	\$128,652	\$158,523	\$199,743
Top Technology Position	176	\$148,628	\$112,188	\$121,267	\$136,243	\$165,129	\$205,126
International, Foreign Affairs and National Security							
\$500 thousand or less							
CEO/Executive Director	564	\$53,002	\$20,443	\$29,911	\$44,145	\$65,533	\$92,144
Top Administrative Position	9	\$41,598			\$45,333		
Top Finance Position	23	\$59,628	\$20,632	\$28,554	\$40,847	\$71,314	\$144,289

## 501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs and National Security							
\$500 thousand or less							
Top Operations Position	11	\$53,634		\$38,996	\$50,000	\$70,300	
Between \$500 thousand and \$1 million							
CEO/Executive Director	217	\$89,602	\$36,251	\$55,258	\$79,941	\$110,000	\$152,011
Top Administrative Position	6	\$59,233			\$36,485		
Top Finance Position	16	\$52,262		\$20,933	\$43,400	\$71,910	
Top Operations Position	9	\$69,347			\$72,979		
Between \$1 million and \$5 million							
CEO/Executive Director	389	\$144,379	\$54,509	\$84,041	\$122,004	\$176,764	\$252,740
Top Administrative Position	20	\$141,865	\$54,481	\$85,329	\$121,466	\$167,541	\$283,865
Top Development Position	18	\$125,459		\$110,695	\$119,620	\$159,823	
Top Finance Position	65	\$100,947	\$43,181	\$69,864	\$98,172	\$122,817	\$152,461
Top Operations Position	36	\$108,208	\$49,462	\$63,321	\$107,836	\$141,309	\$176,655
Top Program Position	17	\$128,845		\$118,488	\$131,263	\$148,012	
Greater than \$5 million							
CEO/Executive Director	245	\$288,217	\$114,422	\$172,144	\$251,069	\$367,989	\$476,874
Top Administrative Position	22	\$167,765	\$108,944	\$124,167	\$160,308	\$216,008	\$233,929
Top Business Position	9	\$228,700			\$225,229		
Top Development Position	41	\$197,201	\$126,346	\$144,961	\$190,938	\$228,591	\$277,456
Top Finance Position	143	\$191,014	\$96,538	\$140,726	\$178,543	\$226,169	\$293,658
Top Human Resources Position	23	\$203,578	\$130,961	\$148,060	\$178,980	\$250,285	\$286,592
Top Legal Position	18	\$237,085		\$185,545	\$223,695	\$289,349	
Top Marketing Position	17	\$211,869		\$120,198	\$199,681	\$216,472	
Top Operations Position	73	\$224,024	\$101,421	\$149,184	\$205,470	\$285,372	\$364,667
Top PR/Communications Position	21	\$187,714	\$134,242	\$151,743	\$177,236	\$210,656	\$252,214
Top Program Position	39	\$182,811	\$132,318	\$146,026	\$173,022	\$213,329	\$253,597
Top Technology Position	21	\$176,853	\$135,729	\$143,623	\$167,683	\$184,958	\$227,646



## 501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Medical Research</b>							
\$500 thousand or less							
CEO/Executive Director	119	\$71,102	\$25,045	\$38,461	\$62,500	\$95,041	\$121,464
Top Finance Position	8	\$53,098			\$42,325		
Between \$500 thousand and \$1 million							
CEO/Executive Director	67	\$115,370	\$45,598	\$71,905	\$97,910	\$146,345	\$190,583
Between \$1 million and \$5 million							
CEO/Executive Director	156	\$165,696	\$62,331	\$98,776	\$152,028	\$209,321	\$286,708
Top Administrative Position	5	\$137,807			\$126,780		
Top Development Position	6	\$146,347			\$134,822		
Top Finance Position	27	\$128,322	\$62,784	\$81,537	\$117,458	\$141,717	\$212,320
Top Operations Position	16	\$138,490		\$121,303	\$137,334	\$156,236	
Top Program Position	7	\$112,920			\$109,853		
Greater than \$5 million							
CEO/Executive Director	132	\$464,811	\$154,435	\$224,218	\$339,132	\$563,862	\$773,246
Top Administrative Position	17	\$227,102		\$112,971	\$164,179	\$270,636	
Top Business Position	5	\$209,006			\$150,114		
Top Development Position	27	\$204,645	\$137,917	\$161,293	\$196,904	\$234,550	\$278,035
Top Education Position	6	\$182,036			\$180,647		
Top Finance Position	97	\$230,984	\$125,143	\$149,424	\$200,466	\$297,019	\$393,460
Top Human Resources Position	15	\$208,204		\$162,399	\$191,058	\$264,549	
Top Legal Position	16	\$330,718		\$257,138	\$277,045	\$403,441	
Top Marketing Position	6	\$221,729			\$181,672		
Top Operations Position	39	\$318,059	\$155,711	\$181,885	\$263,211	\$325,178	\$524,282
Top PR/Communications Position	14	\$200,006		\$148,236	\$175,690	\$205,910	
Top Program Position	15	\$195,374		\$133,825	\$197,461	\$232,854	
Top Technology Position	23	\$190,174	\$132,775	\$142,582	\$172,903	\$224,396	\$231,961

## 501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	889	\$54,084	\$24,280	\$36,308	\$51,167	\$66,000	\$82,550
Top Administrative Position	31	\$37,863	\$23,000	\$26,644	\$33,725	\$46,966	\$54,961
Top Finance Position	34	\$42,422	\$18,600	\$23,733	\$39,859	\$54,432	\$62,371
Top Operations Position	12	\$43,800		\$29,833	\$41,476	\$49,088	
Top Program Position	28	\$40,171	\$19,351	\$24,131	\$37,712	\$47,480	\$60,516
Between \$500 thousand and \$1 million							
CEO/Executive Director	505	\$77,919	\$44,506	\$58,470	\$72,875	\$91,260	\$112,912
Top Administrative Position	12	\$56,053		\$33,452	\$42,052	\$70,562	
Top Business Position	6	\$34,622			\$30,888		
Top Finance Position	30	\$57,903	\$20,100	\$33,228	\$49,792	\$61,559	\$75,663
Top Operations Position	7	\$64,710			\$60,000		
Top Program Position	10	\$50,487		\$46,645	\$50,060	\$55,809	
Between \$1 million and \$5 million							
CEO/Executive Director	1,109	\$111,871	\$66,576	\$83,571	\$102,491	\$130,438	\$164,499
Top Administrative Position	40	\$93,601	\$57,987	\$67,181	\$93,267	\$110,645	\$139,379
Top Business Position	11	\$65,960		\$57,855	\$68,210	\$79,451	
Top Development Position	7	\$91,020			\$88,871		
Top Finance Position	256	\$80,932	\$40,680	\$61,690	\$77,720	\$97,585	\$119,995
Top Human Resources Position	7	\$74,569			\$68,082		
Top Operations Position	72	\$92,892	\$53,073	\$69,808	\$86,511	\$111,818	\$149,371
Top Program Position	23	\$103,961	\$51,664	\$70,097	\$96,977	\$126,366	\$162,558
Greater than \$5 million							
CEO/Executive Director	1,038	\$206,106	\$110,992	\$135,217	\$173,870	\$240,250	\$326,855
Top Administrative Position	80	\$157,015	\$82,408	\$110,599	\$140,547	\$184,404	\$224,628
Top Business Position	22	\$134,540	\$70,888	\$92,699	\$120,560	\$183,614	\$211,225
Top Development Position	51	\$149,508	\$100,392	\$110,595	\$129,465	\$162,618	\$192,661

## 501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Mental Health, Crisis Intervention</b>							
Greater than \$5 million							
Top Education Position	9	\$136,423			\$126,511		
Top Facilities Position	7	\$149,826			\$137,619		
Top Finance Position	653	\$134,892	\$74,231	\$96,274	\$122,641	\$159,122	\$203,912
Top Human Resources Position	75	\$131,268	\$86,176	\$111,665	\$125,092	\$142,097	\$174,807
Top Legal Position	18	\$207,929		\$149,267	\$176,574	\$223,694	
Top Marketing Position	11	\$148,697		\$129,986	\$147,056	\$149,939	
Top Operations Position	291	\$151,200	\$91,579	\$114,570	\$138,225	\$171,749	\$219,812
Top PR/Communications Position	11	\$173,351		\$137,388	\$147,056	\$196,794	
Top Program Position	58	\$142,841	\$100,176	\$120,534	\$136,895	\$155,938	\$185,922
Top Technology Position	61	\$145,242	\$108,692	\$118,742	\$136,890	\$166,377	\$190,005
<b>Mutual/Membership Benefit Organizations, Other</b>							
\$500 thousand or less							
CEO/Executive Director	41	\$64,011	\$27,590	\$45,000	\$57,449	\$74,000	\$99,492
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	\$109,596	\$57,891	\$82,500	\$108,100	\$111,216	\$155,269
Between \$1 million and \$5 million							
CEO/Executive Director	50	\$172,037	\$81,125	\$107,618	\$145,601	\$201,451	\$287,953
Top Finance Position	10	\$111,403		\$90,193	\$106,988	\$136,813	
Top Operations Position	5	\$128,757			\$127,693		
Greater than \$5 million							
CEO/Executive Director	32	\$487,804	\$151,943	\$255,172	\$378,749	\$543,390	\$746,993
Top Finance Position	20	\$250,532	\$137,624	\$169,077	\$185,320	\$306,672	\$353,212
Top Human Resources Position	7	\$202,895			\$194,230		
Top Legal Position	6	\$337,649			\$269,298		
Top Operations Position	10	\$216,111		\$165,368	\$227,358	\$270,604	

## 501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mutual/Membership Benefit Organizations, Other							
Greater than \$5 million							
Top Technology Position	5	\$199,800			\$207,989		
Philanthropy, Voluntarism and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	730	\$54,433	\$25,000	\$35,240	\$47,500	\$65,581	\$89,006
Top Administrative Position	8	\$40,313			\$37,005		
Top Finance Position	23	\$53,062	\$23,553	\$37,862	\$49,396	\$67,922	\$88,782
Top Operations Position	7	\$48,710			\$43,000		
Top Program Position	9	\$52,802			\$39,500		
Between \$500 thousand and \$1 million							
CEO/Executive Director	413	\$80,409	\$40,550	\$55,033	\$74,000	\$95,600	\$127,463
Top Finance Position	17	\$57,163		\$37,331	\$45,500	\$63,858	
Top Operations Position	7	\$91,746			\$78,917		
Between \$1 million and \$5 million							
CEO/Executive Director	883	\$124,948	\$62,845	\$84,591	\$109,404	\$144,277	\$200,242
Top Administrative Position	26	\$94,406	\$51,320	\$66,433	\$90,614	\$114,500	\$127,384
Top Development Position	22	\$123,536	\$77,424	\$112,267	\$124,573	\$153,069	\$166,703
Top Finance Position	145	\$83,852	\$44,095	\$59,738	\$76,120	\$98,760	\$126,233
Top Operations Position	39	\$123,830	\$52,882	\$72,415	\$116,571	\$151,379	\$200,203
Top PR/Communications Position	5	\$166,387			\$135,568		
Top Program Position	13	\$114,218		\$108,230	\$125,189	\$140,066	
Greater than \$5 million							
CEO/Executive Director	503	\$267,359	\$123,370	\$158,685	\$212,749	\$318,675	\$485,006
Top Administrative Position	37	\$175,269	\$105,779	\$125,849	\$150,064	\$192,868	\$239,988
Top Business Position	6	\$159,981			\$148,997		
Top Development Position	91	\$175,960	\$115,637	\$132,804	\$161,196	\$202,313	\$269,487

## 501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism and Grantmaking Foundations							
Greater than \$5 million							
Top Finance Position	307	\$161,450	\$87,000	\$108,895	\$142,369	\$185,404	\$250,886
Top Human Resources Position	17	\$225,325		\$155,300	\$181,264	\$227,526	
Top Legal Position	16	\$251,610		\$179,536	\$198,627	\$270,630	
Top Marketing Position	32	\$189,849	\$119,021	\$142,606	\$172,816	\$217,612	\$249,547
Top Operations Position	95	\$182,093	\$92,366	\$126,273	\$161,468	\$220,593	\$305,856
Top PR/Communications Position	26	\$184,784	\$122,690	\$148,226	\$173,656	\$205,595	\$238,815
Top Program Position	41	\$192,077	\$120,861	\$133,516	\$172,219	\$205,501	\$279,156
Top Technology Position	26	\$186,197	\$137,449	\$148,562	\$169,382	\$184,845	\$221,964
Public Safety, Disaster Preparedness and Relief							
\$500 thousand or less							
CEO/Executive Director	142	\$59,777	\$26,379	\$35,372	\$54,242	\$69,313	\$99,245
Top Finance Position	6	\$39,574			\$32,982		
Between \$500 thousand and \$1 million							
CEO/Executive Director	66	\$89,361	\$38,495	\$52,231	\$79,076	\$103,783	\$152,282
Top Finance Position	10	\$53,382		\$34,473	\$48,385	\$52,955	
Between \$1 million and \$5 million							
CEO/Executive Director	98	\$129,209	\$62,403	\$77,774	\$116,025	\$158,949	\$206,022
Top Finance Position	12	\$88,378		\$61,684	\$88,320	\$110,948	
Top Operations Position	13	\$104,325		\$81,100	\$100,669	\$127,250	
Greater than \$5 million							
CEO/Executive Director	42	\$233,776	\$85,273	\$126,713	\$183,222	\$279,882	\$446,056
Top Development Position	6	\$159,554			\$160,500		
Top Finance Position	22	\$163,152	\$63,744	\$86,775	\$123,713	\$206,948	\$256,913
Top Human Resources Position	5	\$192,306			\$144,739		
Top Operations Position	9	\$210,434			\$184,896		

## 501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	472	\$64,062	\$24,433	\$40,265	\$56,673	\$80,000	\$107,950
Top Finance Position	17	\$53,819		\$32,088	\$46,089	\$72,000	
Top Operations Position	12	\$45,836		\$29,105	\$39,698	\$51,765	
Top Program Position	6	\$45,411			\$40,180		
Between \$500 thousand and \$1 million							
CEO/Executive Director	236	\$104,647	\$49,800	\$66,613	\$95,917	\$132,352	\$171,565
Top Finance Position	6	\$72,588			\$50,266		
Top Operations Position	10	\$98,430		\$68,796	\$90,488	\$116,849	
Between \$1 million and \$5 million							
CEO/Executive Director	397	\$155,557	\$63,340	\$91,129	\$131,535	\$185,677	\$269,000
Top Administrative Position	16	\$108,499		\$73,503	\$118,053	\$129,737	
Top Business Position	6	\$143,124			\$122,253		
Top Development Position	9	\$131,419			\$116,217		
Top Finance Position	60	\$125,044	\$48,788	\$75,999	\$114,996	\$151,070	\$188,840
Top Legal Position	9	\$192,918			\$168,755		
Top Operations Position	40	\$128,510	\$50,393	\$89,930	\$124,721	\$158,335	\$193,902
Top PR/Communications Position	5	\$120,168			\$109,408		
Top Program Position	12	\$131,750		\$98,599	\$142,631	\$156,143	
Greater than \$5 million							
CEO/Executive Director	224	\$348,296	\$113,187	\$162,834	\$241,258	\$373,164	\$680,183
Top Administrative Position	21	\$188,338	\$108,535	\$141,665	\$170,000	\$229,521	\$281,653
Top Business Position	6	\$147,490			\$122,499		
Top Development Position	24	\$187,914	\$114,606	\$136,877	\$195,424	\$216,410	\$265,281
Top Finance Position	123	\$208,406	\$84,988	\$119,010	\$170,000	\$264,538	\$362,384
Top Human Resources Position	19	\$259,983		\$149,254	\$201,174	\$318,373	
Top Legal Position	25	\$287,503	\$133,832	\$170,592	\$204,404	\$373,945	\$516,283

## 501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit – Multipurpose and Other							
Greater than \$5 million							
Top Marketing Position	17	\$200,942		\$136,765	\$162,583	\$227,409	
Top Operations Position	68	\$221,841	\$89,739	\$128,219	\$167,583	\$243,864	\$414,625
Top PR/Communications Position	20	\$171,302	\$124,073	\$125,903	\$155,710	\$209,421	\$231,991
Top Program Position	15	\$185,315		\$130,536	\$174,172	\$233,245	
Top Technology Position	24	\$228,791	\$127,004	\$148,786	\$180,816	\$271,869	\$387,898
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	888	\$50,047	\$21,600	\$31,487	\$45,554	\$63,607	\$80,866
Top Administrative Position	32	\$38,826	\$19,658	\$24,420	\$36,936	\$49,054	\$62,312
Top Development Position	6	\$51,099			\$48,127		
Top Finance Position	43	\$35,669	\$18,110	\$23,453	\$32,083	\$43,735	\$56,851
Top Operations Position	19	\$37,149		\$28,984	\$36,000	\$41,102	
Top Program Position	20	\$42,281	\$26,180	\$31,215	\$41,930	\$52,803	\$56,978
Between \$500 thousand and \$1 million							
CEO/Executive Director	461	\$74,485	\$36,600	\$53,280	\$69,341	\$89,321	\$119,394
Top Administrative Position	22	\$50,913	\$36,147	\$42,049	\$50,197	\$64,713	\$67,752
Top Development Position	5	\$46,240			\$52,287		
Top Finance Position	36	\$39,694	\$17,751	\$22,917	\$34,423	\$49,873	\$70,778
Top Operations Position	13	\$48,809		\$27,923	\$46,786	\$58,660	
Top Program Position	6	\$56,926			\$59,382		
Between \$1 million and \$5 million							
CEO/Executive Director	697	\$121,136	\$56,418	\$78,850	\$108,323	\$145,536	\$197,709
Top Administrative Position	28	\$89,564	\$49,914	\$60,105	\$81,391	\$104,403	\$150,180
Top Business Position	10	\$84,120		\$66,281	\$81,112	\$108,562	
Top Finance Position	82	\$75,836	\$35,471	\$46,941	\$64,146	\$98,978	\$126,928

## 501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$1 million and \$5 million							
Top Operations Position	44	\$98,255	\$50,263	\$70,008	\$92,510	\$115,749	\$165,048
Top Program Position	12	\$93,428		\$62,911	\$94,436	\$120,469	
Top Technology Position	8	\$119,281			\$114,908		
Greater than \$5 million							
CEO/Executive Director	216	\$351,700	\$127,031	\$173,029	\$242,558	\$333,451	\$568,431
Top Administrative Position	17	\$236,248		\$125,417	\$161,366	\$307,428	
Top Business Position	8	\$147,961			\$122,685		
Top Development Position	21	\$176,226	\$111,431	\$117,224	\$135,390	\$181,306	\$278,255
Top Facilities Position	7	\$137,400			\$136,676		
Top Finance Position	105	\$175,514	\$76,006	\$108,785	\$139,391	\$204,011	\$301,893
Top Legal Position	8	\$255,059			\$219,833		
Top Marketing Position	24	\$219,645	\$124,423	\$142,423	\$190,806	\$250,599	\$312,522
Top Operations Position	57	\$221,806	\$108,130	\$127,343	\$172,607	\$229,689	\$348,718
Top PR/Communications Position	13	\$203,420		\$147,091	\$164,215	\$205,045	
Top Program Position	5	\$142,818			\$140,308		
Top Technology Position	10	\$176,626		\$120,917	\$147,805	\$221,997	
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	3,437	\$51,652	\$20,844	\$28,500	\$44,700	\$66,000	\$90,540
Top Administrative Position	71	\$42,353	\$20,580	\$27,399	\$34,608	\$52,710	\$74,442
Top Finance Position	202	\$35,507	\$17,042	\$20,628	\$29,170	\$44,847	\$62,639
Top Operations Position	30	\$45,545	\$22,929	\$29,708	\$43,004	\$52,227	\$75,205
Top Program Position	28	\$35,689	\$17,596	\$24,806	\$33,454	\$43,861	\$55,920
Between \$500 thousand and \$1 million							
CEO/Executive Director	661	\$78,243	\$34,271	\$50,000	\$70,972	\$98,557	\$130,527



## 501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development							
Between \$500 thousand and \$1 million							
Top Administrative Position	28	\$51,600	\$20,249	\$25,001	\$46,892	\$72,154	\$101,980
Top Business Position	12	\$51,504		\$31,488	\$47,808	\$66,900	
Top Finance Position	63	\$47,478	\$19,040	\$29,232	\$40,000	\$61,748	\$82,770
Top Operations Position	18	\$61,261		\$44,563	\$65,985	\$77,332	
Between \$1 million and \$5 million							
CEO/Executive Director	779	\$109,405	\$43,875	\$66,744	\$93,550	\$133,123	\$188,586
Top Administrative Position	37	\$79,934	\$43,405	\$52,337	\$70,570	\$102,723	\$113,511
Top Business Position	12	\$97,631		\$61,428	\$86,370	\$140,588	
Top Development Position	18	\$128,511		\$105,108	\$117,127	\$132,384	
Top Finance Position	157	\$77,813	\$34,460	\$48,300	\$69,630	\$97,767	\$129,671
Top Operations Position	59	\$108,796	\$42,515	\$69,618	\$97,000	\$145,307	\$186,559
Top Program Position	12	\$101,842		\$52,311	\$87,996	\$123,622	
Top Technology Position	5	\$106,943			\$84,408		
Greater than \$5 million							
CEO/Executive Director	235	\$215,209	\$77,373	\$122,038	\$171,134	\$240,385	\$330,317
Top Administrative Position	27	\$121,002	\$69,665	\$97,178	\$123,681	\$140,068	\$169,012
Top Business Position	7	\$116,006			\$128,041		
Top Development Position	25	\$157,496	\$84,200	\$117,221	\$153,614	\$180,738	\$223,472
Top Finance Position	138	\$141,036	\$55,921	\$84,700	\$121,280	\$166,230	\$227,085
Top Human Resources Position	9	\$233,078			\$129,346		
Top Marketing Position	16	\$208,034		\$151,249	\$166,949	\$217,325	
Top Operations Position	52	\$163,736	\$82,942	\$115,615	\$148,228	\$194,351	\$257,484
Top PR/Communications Position	10	\$149,343		\$112,460	\$126,303	\$184,646	
Top Program Position	9	\$182,688			\$141,701		
Top Technology Position	16	\$173,081		\$139,890	\$151,417	\$208,872	

## 501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science and Technology Research Institutes, Services							
\$500 thousand or less							
CEO/Executive Director	106	\$72,990	\$24,875	\$41,813	\$61,497	\$91,317	\$135,121
Top Finance Position	6	\$35,059			\$28,920		
Between \$500 thousand and \$1 million							
CEO/Executive Director	61	\$104,915	\$45,433	\$65,471	\$103,734	\$133,458	\$172,354
Between \$1 million and \$5 million							
CEO/Executive Director	171	\$169,025	\$75,000	\$112,697	\$160,270	\$201,804	\$308,336
Top Administrative Position	5	\$133,719			\$138,305		
Top Finance Position	33	\$109,507	\$39,272	\$67,383	\$106,371	\$143,352	\$186,327
Top Operations Position	15	\$148,006		\$125,174	\$137,602	\$165,245	
Top Program Position	7	\$161,162			\$156,508		
Top Technology Position	6	\$165,200			\$155,169		
Greater than \$5 million							
CEO/Executive Director	159	\$450,308	\$177,420	\$258,198	\$348,464	\$483,576	\$767,167
Top Administrative Position	15	\$238,864		\$194,118	\$227,007	\$266,858	
Top Business Position	18	\$211,137		\$175,192	\$200,630	\$243,216	
Top Development Position	15	\$239,430		\$172,840	\$208,044	\$288,355	
Top Education Position	8	\$244,155			\$223,752		
Top Finance Position	102	\$231,136	\$116,420	\$145,256	\$196,244	\$276,191	\$367,831
Top Human Resources Position	10	\$221,023		\$171,065	\$200,552	\$243,464	
Top Legal Position	20	\$392,705	\$216,830	\$267,864	\$360,971	\$502,416	\$595,396
Top Marketing Position	9	\$218,942			\$178,715		
Top Operations Position	49	\$350,720	\$160,193	\$202,760	\$284,902	\$404,737	\$479,021
Top PR/Communications Position	6	\$189,416			\$162,610		
Top Program Position	28	\$212,220	\$135,841	\$156,220	\$191,679	\$243,639	\$296,082
Top Technology Position	39	\$215,489	\$141,047	\$162,902	\$191,841	\$225,744	\$329,303

## 501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Social Science Research Institutes, Services							
\$500 thousand or less							
CEO/Executive Director	68	\$70,469	\$25,890	\$37,906	\$57,298	\$94,908	\$137,845
Between \$500 thousand and \$1 million							
CEO/Executive Director	33	\$113,739	\$52,876	\$73,620	\$93,888	\$128,140	\$204,214
Top Operations Position	5	\$96,833			\$97,143		
Between \$1 million and \$5 million							
CEO/Executive Director	100	\$180,463	\$73,548	\$99,198	\$148,421	\$212,497	\$328,468
Top Finance Position	19	\$116,101		\$92,489	\$104,225	\$136,420	
Top Operations Position	8	\$147,749			\$129,757		
Greater than \$5 million							
CEO/Executive Director	46	\$398,345	\$137,008	\$225,618	\$317,233	\$522,939	\$723,852
Top Administrative Position	9	\$161,216			\$146,039		
Top Development Position	5	\$193,790			\$181,700		
Top Finance Position	35	\$219,372	\$116,495	\$130,850	\$170,543	\$240,948	\$390,242
Top Operations Position	10	\$284,271		\$167,804	\$221,279	\$358,169	
Top PR/Communications Position	8	\$161,111			\$153,284		
Top Program Position	7	\$181,081			\$184,792		
Top Technology Position	7	\$253,540			\$264,400		
Unknown							
\$500 thousand or less							
CEO/Executive Director	341	\$49,465	\$22,000	\$30,400	\$45,000	\$62,622	\$80,281
Top Administrative Position	10	\$44,549		\$34,152	\$44,349	\$51,599	
Top Finance Position	11	\$35,138		\$22,872	\$35,984	\$44,922	
Between \$500 thousand and \$1 million							
CEO/Executive Director	107	\$85,967	\$41,220	\$56,496	\$74,904	\$102,179	\$133,959
Top Finance Position	8	\$37,287			\$32,521		

## 501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Unknown							
Between \$1 million and \$5 million							
CEO/Executive Director	143	\$121,550	\$60,000	\$79,418	\$104,250	\$135,780	\$203,077
Top Administrative Position	10	\$80,200		\$46,478	\$64,658	\$117,637	
Top Finance Position	25	\$85,080	\$38,512	\$67,931	\$78,033	\$91,232	\$141,212
Top Operations Position	7	\$91,883			\$70,327		
Greater than \$5 million							
CEO/Executive Director	86	\$328,701	\$85,243	\$132,893	\$190,115	\$296,994	\$624,141
Top Administrative Position	8	\$207,089			\$158,185		
Top Development Position	7	\$162,446			\$153,601		
Top Finance Position	50	\$173,592	\$72,578	\$87,823	\$123,320	\$243,506	\$307,457
Top Human Resources Position	11	\$227,255		\$121,962	\$237,991	\$286,609	
Top Operations Position	22	\$194,710	\$60,022	\$123,045	\$150,855	\$206,315	\$393,338
Top Program Position	5	\$141,409			\$124,575		
Top Technology Position	9	\$368,665			\$287,622		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	1,302	\$51,831	\$24,376	\$35,711	\$49,434	\$64,775	\$80,332
Top Administrative Position	12	\$47,038		\$28,436	\$38,219	\$53,490	
Top Finance Position	33	\$33,999	\$15,779	\$21,980	\$30,000	\$43,125	\$58,510
Top Operations Position	15	\$40,937		\$26,500	\$30,250	\$53,258	
Top Program Position	54	\$36,000	\$21,075	\$25,414	\$32,412	\$44,817	\$51,357
Between \$500 thousand and \$1 million							
CEO/Executive Director	631	\$78,784	\$48,000	\$60,000	\$75,115	\$93,166	\$115,023
Top Administrative Position	8	\$42,961			\$42,948		
Top Development Position	6	\$66,596			\$59,327		
Top Finance Position	32	\$51,118	\$26,079	\$35,757	\$46,001	\$67,979	\$74,937

## 501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development							
Between \$500 thousand and \$1 million							
Top Operations Position	15	\$62,404		\$45,518	\$55,159	\$64,359	
Top Program Position	8	\$47,323			\$50,289		
Between \$1 million and \$5 million							
CEO/Executive Director	1,085	\$123,648	\$70,492	\$88,219	\$114,152	\$147,000	\$191,805
Top Administrative Position	16	\$80,834		\$56,229	\$75,819	\$104,015	
Top Business Position	8	\$75,388			\$77,001		
Top Development Position	40	\$114,186	\$63,439	\$96,595	\$120,458	\$131,578	\$150,160
Top Finance Position	171	\$76,723	\$41,495	\$56,651	\$71,519	\$93,916	\$119,491
Top Marketing Position	5	\$89,158			\$79,964		
Top Operations Position	83	\$93,249	\$58,532	\$74,928	\$85,202	\$105,100	\$146,764
Top Program Position	13	\$99,883		\$70,469	\$106,275	\$116,767	
Greater than \$5 million							
CEO/Executive Director	318	\$232,500	\$108,496	\$142,986	\$196,397	\$273,785	\$396,001
Top Administrative Position	29	\$164,970	\$78,574	\$113,525	\$131,999	\$180,407	\$219,331
Top Business Position	6	\$182,067			\$162,035		
Top Development Position	72	\$168,761	\$111,564	\$118,668	\$143,418	\$175,752	\$245,844
Top Education Position	7	\$160,703			\$140,000		
Top Finance Position	188	\$137,218	\$69,917	\$94,860	\$116,497	\$160,189	\$224,308
Top Human Resources Position	16	\$135,983		\$118,876	\$133,685	\$147,025	
Top Legal Position	6	\$233,656			\$256,445		
Top Marketing Position	17	\$180,840		\$141,719	\$160,638	\$204,697	
Top Operations Position	102	\$158,111	\$91,222	\$110,418	\$143,935	\$188,882	\$256,926
Top PR/Communications Position	11	\$172,866		\$123,506	\$137,362	\$223,511	
Top Program Position	27	\$145,451	\$96,361	\$114,945	\$147,094	\$185,535	\$207,095
Top Technology Position	11	\$154,335		\$132,857	\$145,031	\$180,459	

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-Related							
\$500 thousand or less							
CEO/Executive Director							
F	419	\$39,792	\$18,540	\$25,100	\$37,080	\$49,560	\$64,746
M	110	\$49,014	\$22,274	\$31,309	\$44,183	\$58,368	\$79,937
U	39	\$41,699	\$22,260	\$28,600	\$38,805	\$51,206	\$62,870
Top Administrative Position							
F	7	\$27,326			\$24,123		
Top Finance Position							
F	22	\$30,550	\$15,479	\$18,586	\$21,993	\$39,720	\$54,194
M	11	\$32,390		\$25,100	\$26,621	\$38,058	
Top Operations Position							
F	11	\$36,445		\$34,864	\$36,500	\$39,999	
Top Program Position							
F	8	\$32,565			\$31,126		
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	215	\$59,000	\$32,208	\$41,155	\$56,350	\$70,947	\$87,362
M	83	\$70,119	\$30,902	\$52,005	\$64,107	\$83,756	\$101,222
U	15	\$59,603		\$50,227	\$55,200	\$75,318	
Top Finance Position							
F	14	\$51,302		\$40,029	\$48,048	\$59,226	
M	8	\$45,890			\$40,647		
Top Operations Position							
F	9	\$40,426			\$43,405		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	278	\$89,522	\$50,246	\$65,984	\$84,681	\$106,357	\$133,281

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-Related							
Between \$1 million and \$5 million							
M	158	\$110,767	\$59,419	\$79,632	\$102,920	\$131,347	\$175,602
U	24	\$94,198	\$55,700	\$64,894	\$86,406	\$117,043	\$139,692
Top Administrative Position							
F	6	\$80,001			\$79,517		
Top Development Position							
F	5	\$93,510			\$104,102		
Top Finance Position							
F	23	\$64,920	\$32,937	\$40,263	\$62,757	\$84,834	\$102,203
M	10	\$69,929		\$53,628	\$70,121	\$86,162	
Top Operations Position							
F	5	\$112,735			\$105,825		
M	8	\$118,940			\$117,422		
Greater than \$5 million							
CEO/Executive Director							
F	66	\$198,574	\$109,009	\$135,226	\$175,168	\$231,434	\$323,656
M	110	\$280,987	\$126,495	\$176,554	\$241,189	\$357,083	\$464,843
U	14	\$332,385		\$170,951	\$296,038	\$363,887	
Top Administrative Position							
F	5	\$154,023			\$169,144		
M	11	\$119,664		\$105,267	\$135,764	\$141,375	
Top Development Position							
F	31	\$161,974	\$112,600	\$129,691	\$149,462	\$172,240	\$216,996
M	22	\$167,233	\$115,621	\$124,684	\$143,680	\$166,733	\$245,056
Top Facilities Position							
M	5	\$158,288			\$158,950		

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-Related								
Greater than \$5 million								
Top Finance Position								
	F	64	\$135,681	\$72,833	\$94,535	\$134,017	\$157,375	\$181,408
	M	47	\$154,327	\$91,853	\$110,633	\$146,603	\$195,324	\$240,331
	U	8	\$135,855			\$138,559		
Top Human Resources Position								
	F	15	\$149,858		\$133,509	\$139,054	\$164,047	
	M	6	\$228,112			\$157,647		
Top Marketing Position								
	F	7	\$216,841			\$224,839		
	M	9	\$189,551			\$143,935		
Top Operations Position								
	F	31	\$157,331	\$99,112	\$118,718	\$143,635	\$170,414	\$230,773
	M	34	\$226,941	\$120,108	\$148,651	\$206,788	\$250,206	\$339,571
Top PR/Communications Position								
	F	11	\$179,912		\$140,419	\$156,969	\$204,027	
	M	5	\$191,470			\$176,271		
Top Technology Position								
	M	6	\$219,759			\$175,951		
Arts, Culture and Humanities								
\$500 thousand or less								
CEO/Executive Director								
	F	2,028	\$46,875	\$22,807	\$31,500	\$44,000	\$58,599	\$73,318
	M	1,224	\$51,801	\$22,942	\$33,000	\$48,088	\$65,000	\$82,405
	U	316	\$47,222	\$20,703	\$29,743	\$42,861	\$59,950	\$76,326
Top Administrative Position								
	F	56	\$32,628	\$18,031	\$23,002	\$30,796	\$38,547	\$49,693



## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture and Humanities								
\$500 thousand or less								
	M	40	\$50,016	\$29,450	\$43,516	\$48,461	\$59,293	\$69,388
	U	11	\$36,107		\$30,645	\$37,925	\$40,921	
Top Business Position								
	F	11	\$31,796		\$26,618	\$30,975	\$36,100	
Top Development Position								
	F	8	\$49,259			\$41,244		
Top Education Position								
	F	11	\$38,052		\$22,567	\$30,254	\$50,075	
Top Finance Position								
	F	64	\$38,711	\$17,440	\$23,833	\$33,814	\$44,238	\$69,809
	M	40	\$41,533	\$20,935	\$24,843	\$39,394	\$51,313	\$67,980
	U	11	\$30,511		\$17,331	\$26,480	\$42,250	
Top Operations Position								
	F	26	\$41,658	\$20,920	\$27,826	\$33,534	\$46,354	\$58,631
	M	12	\$44,968		\$22,728	\$32,909	\$60,868	
Top Program Position								
	F	27	\$34,348	\$24,095	\$27,841	\$33,775	\$39,076	\$43,586
	M	11	\$36,039		\$22,309	\$33,700	\$44,389	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	771	\$76,363	\$40,027	\$55,333	\$71,031	\$90,113	\$112,543
	M	643	\$78,610	\$40,564	\$54,763	\$72,571	\$91,731	\$120,662
	U	117	\$70,058	\$37,705	\$52,347	\$70,000	\$81,667	\$105,695
Top Administrative Position								
	F	14	\$68,899		\$48,529	\$68,018	\$84,400	
	M	20	\$67,236	\$33,173	\$45,209	\$68,511	\$81,577	\$106,872

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture and Humanities							
Between \$500 thousand and \$1 million							
Top Business Position							
F	6	\$41,449			\$39,735		
Top Finance Position							
F	22	\$61,100	\$41,469	\$50,792	\$62,577	\$65,703	\$88,109
M	14	\$55,450		\$38,080	\$54,114	\$71,124	
U	7	\$66,896			\$47,096		
Top Operations Position							
F	11	\$76,828		\$53,079	\$74,983	\$106,901	
M	22	\$67,453	\$39,850	\$49,100	\$60,000	\$84,881	\$104,572
Top Program Position							
F	5	\$48,368			\$45,810		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	942	\$116,435	\$59,765	\$79,058	\$106,090	\$142,493	\$185,139
M	1,034	\$124,859	\$60,638	\$83,019	\$111,144	\$152,963	\$201,662
U	158	\$115,713	\$61,070	\$75,411	\$100,000	\$144,514	\$193,977
Top Administrative Position							
F	46	\$80,644	\$39,752	\$63,821	\$75,685	\$106,500	\$117,644
M	50	\$111,316	\$61,270	\$76,580	\$106,861	\$134,545	\$165,714
U	11	\$84,010		\$58,748	\$72,213	\$94,463	
Top Business Position							
F	15	\$74,506		\$55,582	\$61,223	\$69,470	
M	10	\$124,779		\$86,212	\$137,471	\$153,859	
Top Development Position							
F	40	\$117,830	\$67,818	\$103,715	\$114,380	\$123,663	\$162,264
M	25	\$120,599	\$88,950	\$109,228	\$115,986	\$138,130	\$157,859

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
Top Finance Position							
F	166	\$83,959	\$44,518	\$61,138	\$74,226	\$99,104	\$132,077
M	108	\$95,464	\$54,686	\$72,055	\$91,445	\$119,108	\$145,043
U	21	\$78,089	\$30,880	\$56,828	\$72,213	\$95,728	\$120,952
Top Marketing Position							
F	5	\$70,560			\$83,891		
Top Operations Position							
F	45	\$114,983	\$62,113	\$71,985	\$97,400	\$129,447	\$170,841
M	35	\$101,462	\$46,760	\$72,298	\$93,064	\$125,598	\$148,210
Top Program Position							
F	11	\$148,072		\$121,083	\$132,599	\$178,309	
M	7	\$123,397			\$111,961		
Top Technology Position							
M	7	\$130,552			\$116,376		
Greater than \$5 million							
CEO/Executive Director							
F	264	\$290,507	\$130,033	\$174,407	\$237,961	\$330,788	\$521,701
M	488	\$315,541	\$135,793	\$184,460	\$251,080	\$384,202	\$535,749
U	60	\$356,514	\$156,344	\$201,072	\$321,280	\$433,197	\$547,819
Top Administrative Position							
F	40	\$173,702	\$106,026	\$123,239	\$155,296	\$205,759	\$255,654
M	59	\$223,975	\$105,165	\$125,660	\$159,114	\$229,246	\$301,420
U	8	\$153,428			\$155,558		
Top Business Position							
F	11	\$173,563		\$111,508	\$176,426	\$185,906	
M	12	\$199,510		\$150,367	\$189,774	\$247,694	

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture and Humanities							
Greater than \$5 million							
Top Development Position							
F	186	\$174,605	\$115,482	\$129,555	\$157,393	\$196,550	\$250,881
M	95	\$188,666	\$120,925	\$135,411	\$168,719	\$233,691	\$279,362
U	29	\$164,059	\$126,380	\$135,634	\$152,213	\$191,450	\$217,894
Top Education Position							
F	18	\$159,045		\$151,719	\$156,895	\$161,101	
M	14	\$147,996		\$129,915	\$148,066	\$158,770	
U	5	\$149,689			\$136,249		
Top Facilities Position							
M	17	\$139,030		\$117,541	\$133,875	\$161,063	
Top Finance Position							
F	242	\$150,679	\$82,929	\$103,979	\$134,882	\$179,381	\$245,260
M	232	\$171,410	\$89,406	\$115,993	\$154,359	\$208,003	\$276,464
U	38	\$171,700	\$116,776	\$129,052	\$158,012	\$193,511	\$265,188
Top Human Resources Position							
F	33	\$157,464	\$112,946	\$128,750	\$144,898	\$181,389	\$214,321
M	12	\$148,152		\$130,551	\$148,756	\$172,043	
Top Legal Position							
F	17	\$244,633		\$166,776	\$207,943	\$272,595	
M	11	\$280,023		\$192,529	\$247,506	\$307,064	
Top Marketing Position							
F	68	\$165,341	\$108,483	\$122,417	\$154,169	\$197,130	\$242,037
M	45	\$163,939	\$107,028	\$122,692	\$152,037	\$179,830	\$244,555
U	11	\$155,385		\$130,596	\$144,166	\$177,356	
Top Operations Position							
F	76	\$187,146	\$104,260	\$124,859	\$153,973	\$201,270	\$325,378

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture and Humanities							
Greater than \$5 million							
M	116	\$217,936	\$114,836	\$136,440	\$185,222	\$244,699	\$356,304
U	15	\$196,593		\$141,515	\$173,390	\$245,905	
Top PR/Communications Position							
F	30	\$159,613	\$114,126	\$119,691	\$145,982	\$177,536	\$214,453
M	12	\$174,591		\$134,320	\$152,544	\$214,426	
U	8	\$156,331			\$149,968		
Top Program Position							
F	11	\$165,311		\$119,606	\$171,398	\$190,141	
M	22	\$168,163	\$108,017	\$117,614	\$150,330	\$189,829	\$233,622
Top Technology Position							
F	9	\$139,307			\$144,582		
M	62	\$171,789	\$111,882	\$130,759	\$148,885	\$197,427	\$248,918
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director							
F	255	\$57,188	\$30,308	\$40,000	\$53,478	\$70,860	\$86,851
M	145	\$62,288	\$31,231	\$41,844	\$61,470	\$77,931	\$92,077
U	51	\$59,708	\$24,996	\$39,510	\$54,000	\$70,834	\$90,000
Top Finance Position							
F	5	\$55,617			\$52,285		
Top Operations Position							
F	7	\$45,524			\$39,542		
Top Program Position							
F	6	\$52,638			\$46,901		

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy							
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	150	\$91,011	\$52,645	\$67,794	\$85,851	\$106,811	\$131,919
M	93	\$94,993	\$54,201	\$70,165	\$90,500	\$115,202	\$140,617
U	18	\$95,747		\$74,756	\$85,980	\$101,626	
Top Finance Position							
F	7	\$61,947			\$48,931		
Top Operations Position							
F	7	\$62,405			\$61,500		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	191	\$131,645	\$73,773	\$90,927	\$120,344	\$160,127	\$220,642
M	154	\$141,531	\$75,672	\$96,626	\$129,143	\$177,924	\$224,912
U	50	\$143,279	\$80,180	\$99,894	\$125,679	\$174,560	\$223,781
Top Administrative Position							
F	7	\$112,189			\$97,103		
Top Development Position							
F	11	\$125,152		\$109,388	\$130,742	\$142,645	
Top Finance Position							
F	29	\$113,648	\$49,660	\$81,614	\$108,475	\$146,613	\$170,629
M	19	\$104,919		\$77,233	\$110,357	\$131,823	
U	6	\$102,613			\$103,594		
Top Legal Position							
F	8	\$134,968			\$124,048		
M	22	\$155,466	\$105,853	\$130,633	\$148,717	\$187,142	\$210,316
Top Operations Position							
F	19	\$126,286		\$107,530	\$124,384	\$152,000	

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy							
Between \$1 million and \$5 million							
M Top PR/Communications Position	11	\$153,211		\$79,341	\$128,655	\$183,328	
F Top Program Position	5	\$128,491			\$126,003		
F	5	\$137,654			\$127,857		
Greater than \$5 million							
CEO/Executive Director							
F	55	\$255,277	\$151,548	\$192,647	\$234,171	\$318,721	\$382,502
M	53	\$223,990	\$120,338	\$147,427	\$211,971	\$295,088	\$382,546
U	11	\$198,845		\$150,992	\$191,384	\$208,640	
Top Administrative Position							
F	7	\$135,850			\$136,781		
Top Development Position							
F	15	\$164,323		\$117,204	\$159,359	\$186,037	
M	10	\$193,646		\$161,156	\$183,413	\$212,913	
Top Finance Position							
F	34	\$142,737	\$90,256	\$112,018	\$130,615	\$172,519	\$200,338
M	30	\$162,679	\$87,293	\$118,775	\$147,133	\$174,334	\$203,605
U	10	\$158,635		\$121,174	\$145,876	\$188,847	
Top Legal Position							
F	19	\$165,765		\$137,955	\$159,734	\$193,070	
M	20	\$220,715	\$140,752	\$169,446	\$204,837	\$255,453	\$330,256
U	7	\$193,057			\$193,807		
Top Operations Position							
F	23	\$182,284	\$114,743	\$145,613	\$185,118	\$213,096	\$261,850
M	14	\$217,403		\$154,649	\$184,198	\$203,113	

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy							
Greater than \$5 million							
Top PR/Communications Position							
F	12	\$197,244		\$125,147	\$187,902	\$219,124	
M	9	\$180,284			\$159,489		
Top Program Position							
F	10	\$170,595		\$160,269	\$179,034	\$189,487	
M	6	\$158,240			\$156,022		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director							
F	746	\$57,203	\$27,188	\$39,442	\$52,543	\$70,000	\$88,475
M	583	\$64,961	\$27,577	\$41,038	\$58,242	\$78,779	\$108,593
U	112	\$64,667	\$27,046	\$42,527	\$57,878	\$79,578	\$106,970
Top Administrative Position							
F	15	\$43,900		\$27,433	\$38,209	\$61,483	
Top Finance Position							
F	21	\$40,615	\$19,280	\$27,000	\$38,400	\$47,500	\$73,600
M	7	\$39,141			\$38,225		
Top Operations Position							
F	11	\$47,846		\$33,257	\$45,000	\$67,167	
M	7	\$53,939			\$52,000		
Top Program Position							
F	14	\$37,313		\$29,295	\$34,164	\$38,390	
M	9	\$35,815			\$33,827		



## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building							
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	310	\$92,431	\$51,362	\$66,792	\$84,927	\$115,545	\$141,608
M	312	\$100,861	\$53,640	\$67,945	\$91,718	\$121,715	\$162,633
U	59	\$91,385	\$48,000	\$66,565	\$88,318	\$98,296	\$145,620
Top Finance Position							
F	17	\$64,084		\$42,542	\$55,188	\$76,663	
M	10	\$73,275		\$43,919	\$63,660	\$85,788	
U	5	\$64,841			\$67,279		
Top Operations Position							
F	10	\$75,265		\$48,185	\$70,217	\$103,810	
M	8	\$122,933			\$110,260		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	403	\$130,083	\$67,529	\$86,301	\$114,665	\$155,670	\$217,946
M	499	\$149,983	\$72,980	\$93,921	\$131,667	\$187,338	\$248,559
U	86	\$137,513	\$60,510	\$85,153	\$118,261	\$174,879	\$238,335
Top Administrative Position							
F	14	\$111,023		\$94,018	\$117,134	\$134,437	
M	17	\$135,173		\$118,914	\$129,518	\$157,695	
Top Business Position							
F	5	\$146,448			\$139,626		
M	7	\$142,062			\$147,272		
Top Development Position							
F	9	\$117,293			\$121,432		
Top Finance Position							
F	99	\$94,701	\$52,050	\$66,150	\$92,823	\$115,451	\$145,973

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
M	81	\$107,873	\$58,911	\$80,928	\$99,505	\$129,518	\$157,253
U	20	\$92,437	\$41,046	\$65,287	\$80,912	\$126,396	\$150,398
Top Legal Position							
M	8	\$158,047			\$159,862		
Top Marketing Position							
F	6	\$131,374			\$142,158		
Top Operations Position							
F	37	\$135,791	\$78,647	\$106,106	\$130,803	\$149,838	\$201,959
M	41	\$121,080	\$74,017	\$88,856	\$123,036	\$141,222	\$169,241
U	5	\$114,753			\$111,375		
Top Program Position							
F	13	\$125,722		\$93,557	\$136,495	\$146,821	
M	8	\$126,676			\$118,115		
U	5	\$111,583			\$127,885		
Greater than \$5 million							
CEO/Executive Director							
F	133	\$178,497	\$88,705	\$100,460	\$148,902	\$219,170	\$319,512
M	267	\$268,952	\$95,130	\$124,913	\$203,894	\$329,143	\$468,857
U	31	\$291,652	\$120,169	\$140,741	\$234,777	\$307,108	\$411,366
Top Administrative Position							
F	16	\$134,262		\$98,386	\$130,433	\$140,283	
M	13	\$193,475		\$134,290	\$149,886	\$234,206	
U	6	\$155,386			\$162,250		
Top Business Position							
F	9	\$172,581			\$189,890		
M	11	\$200,588		\$149,292	\$179,903	\$234,138	

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building							
Greater than \$5 million							
Top Development Position							
F	17	\$157,335		\$127,449	\$149,001	\$193,705	
M	10	\$187,541		\$128,124	\$160,154	\$226,719	
Top Finance Position							
F	101	\$127,540	\$69,533	\$77,621	\$109,436	\$158,063	\$216,628
M	119	\$166,571	\$73,087	\$101,101	\$141,545	\$199,027	\$249,730
U	28	\$173,319	\$106,125	\$121,928	\$154,043	\$208,253	\$256,974
Top Human Resources Position							
F	13	\$149,231		\$106,422	\$121,590	\$163,282	
M	6	\$183,788			\$170,733		
Top Legal Position							
F	5	\$299,972			\$319,187		
M	12	\$345,823		\$178,263	\$243,572	\$346,324	
Top Marketing Position							
F	7	\$204,816			\$194,721		
M	10	\$207,775		\$144,576	\$175,206	\$249,815	
Top Operations Position							
F	31	\$162,161	\$94,112	\$116,166	\$139,900	\$176,813	\$275,230
M	47	\$198,057	\$106,578	\$135,658	\$191,769	\$256,950	\$288,928
U	10	\$202,772		\$175,856	\$202,608	\$235,752	
Top PR/Communications Position							
F	8	\$144,365			\$141,121		
M	5	\$166,131			\$162,634		
Top Program Position							
F	17	\$162,909		\$117,839	\$147,709	\$202,253	
M	16	\$160,327		\$136,818	\$149,442	\$161,040	

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building								
Greater than \$5 million								
Top Technology Position								
	M	22	\$181,796	\$123,954	\$136,236	\$170,716	\$202,861	\$237,517
Crime, Legal-Related								
\$500 thousand or less								
CEO/Executive Director								
	F	465	\$56,198	\$30,000	\$40,000	\$54,000	\$68,664	\$84,412
	M	190	\$60,908	\$29,939	\$39,423	\$52,963	\$75,941	\$100,339
	U	53	\$51,519	\$29,828	\$36,675	\$46,035	\$62,041	\$78,592
Top Finance Position								
	F	9	\$39,448			\$42,384		
	M	6	\$58,415			\$44,970		
Top Legal Position								
	F	5	\$81,270			\$65,000		
Top Operations Position								
	F	5	\$40,713			\$45,000		
Top Program Position								
	F	12	\$34,691		\$30,545	\$36,402	\$40,630	
	M	7	\$41,268			\$38,839		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	193	\$81,898	\$50,032	\$61,955	\$75,430	\$94,218	\$119,800
	M	109	\$94,116	\$49,116	\$66,048	\$85,892	\$104,082	\$152,699
	U	26	\$82,446	\$43,967	\$57,217	\$79,473	\$99,772	\$122,261
Top Finance Position								
	F	17	\$62,275		\$46,114	\$59,542	\$62,721	

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, Legal-Related							
Between \$500 thousand and \$1 million							
Top Operations Position							
F	5	\$54,478			\$53,125		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	220	\$114,840	\$66,099	\$84,086	\$102,849	\$135,002	\$185,237
M	210	\$129,067	\$71,301	\$89,285	\$117,530	\$152,210	\$203,492
U	25	\$113,136	\$66,361	\$88,176	\$105,033	\$148,256	\$170,606
Top Administrative Position							
F	9	\$127,495			\$138,999		
M	6	\$83,934			\$86,339		
Top Finance Position							
F	46	\$83,717	\$39,156	\$56,384	\$76,937	\$104,372	\$127,211
M	27	\$101,101	\$45,952	\$70,030	\$83,590	\$116,964	\$143,598
U	8	\$91,948			\$95,476		
Top Legal Position							
F	14	\$138,281		\$122,857	\$136,271	\$149,115	
M	28	\$150,510	\$107,447	\$118,169	\$136,111	\$158,474	\$196,033
U	7	\$130,302			\$143,708		
Top Operations Position							
F	11	\$96,668		\$71,086	\$103,749	\$115,496	
Top Program Position							
F	5	\$103,176			\$112,476		
Greater than \$5 million							
CEO/Executive Director							
F	72	\$194,995	\$108,463	\$142,080	\$164,738	\$201,053	\$272,835
M	101	\$187,394	\$110,179	\$137,703	\$167,531	\$211,089	\$297,522

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, Legal-Related								
Greater than \$5 million								
Top Administrative Position	U	10	\$178,202		\$123,829	\$160,158	\$203,333	
	F	8	\$139,976			\$136,048		
	M	10	\$123,673		\$101,601	\$114,764	\$141,277	
Top Development Position	U	5	\$144,790			\$148,472		
	F	6	\$139,285			\$130,993		
	M	5	\$146,087			\$124,020		
Top Finance Position								
	F	49	\$118,920	\$68,700	\$91,484	\$106,315	\$147,995	\$181,419
	M	32	\$140,345	\$76,363	\$92,821	\$122,227	\$166,790	\$214,544
	U	5	\$101,523			\$93,396		
Top Legal Position								
	F	23	\$145,668	\$105,063	\$123,786	\$150,168	\$166,217	\$177,479
	M	38	\$160,642	\$122,419	\$130,409	\$145,438	\$167,317	\$208,891
	U	6	\$168,801			\$169,085		
Top Operations Position								
	F	15	\$155,540		\$120,359	\$127,903	\$194,160	
	M	16	\$146,584		\$119,043	\$138,078	\$159,004	
Top Program Position								
	F	11	\$141,390		\$116,295	\$141,118	\$168,905	
	M	5	\$147,486			\$130,655		
Top Technology Position								
	M	5	\$115,094			\$107,328		

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director							
F	454	\$54,084	\$23,514	\$33,452	\$51,739	\$70,277	\$85,114
M	214	\$61,393	\$27,220	\$40,894	\$58,395	\$77,252	\$95,657
U	50	\$59,363	\$23,831	\$39,750	\$59,184	\$74,572	\$94,990
Top Administrative Position							
F	6	\$71,062			\$52,236		
Top Finance Position							
F	9	\$37,499			\$33,120		
M	6	\$35,125			\$27,582		
Top Operations Position							
M	6	\$36,549			\$34,411		
Top Program Position							
F	13	\$48,781		\$39,173	\$45,528	\$62,450	
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	195	\$88,412	\$49,891	\$62,807	\$83,335	\$104,040	\$129,839
M	95	\$90,557	\$40,066	\$56,631	\$86,121	\$114,853	\$141,009
U	21	\$94,615	\$33,502	\$52,438	\$90,640	\$125,000	\$133,952
Top Finance Position							
F	8	\$42,890			\$33,524		
M	6	\$64,227			\$61,617		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	325	\$129,728	\$64,883	\$86,532	\$109,620	\$155,322	\$217,522
M	232	\$156,912	\$67,825	\$93,864	\$124,808	\$177,658	\$271,856
U	31	\$134,924	\$57,813	\$76,341	\$99,364	\$149,888	\$241,971

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
Top Administrative Position							
F	8	\$136,275			\$114,442		
M	6	\$155,134			\$145,083		
Top Development Position							
F	16	\$127,708		\$112,511	\$125,612	\$130,960	
M	6	\$130,259			\$116,403		
Top Education Position							
F	5	\$111,021			\$101,333		
Top Finance Position							
F	41	\$88,851	\$53,031	\$62,224	\$80,000	\$95,769	\$136,553
M	27	\$146,161	\$44,900	\$65,976	\$84,216	\$146,664	\$267,915
U	10	\$196,333		\$85,740	\$144,421	\$280,770	
Top Marketing Position							
F	7	\$175,522			\$128,724		
Top Operations Position							
F	23	\$134,468	\$63,708	\$89,956	\$126,930	\$163,442	\$196,109
M	14	\$135,193		\$73,676	\$113,511	\$173,030	
Top Program Position							
F	13	\$118,787		\$101,315	\$125,000	\$135,601	
Greater than \$5 million							
CEO/Executive Director							
F	133	\$269,205	\$117,188	\$152,165	\$210,675	\$298,245	\$473,120
M	177	\$422,862	\$133,963	\$165,271	\$305,143	\$499,915	\$880,698
U	24	\$413,545	\$166,844	\$174,484	\$300,157	\$531,713	\$781,175
Top Administrative Position							
F	18	\$172,845		\$141,454	\$157,194	\$186,298	



## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines								
Greater than \$5 million								
Top Business Position	M	12	\$166,314		\$107,803	\$141,812	\$181,399	
Top Development Position	F	8	\$141,274			\$150,714		
	F	27	\$163,689	\$114,532	\$123,925	\$151,109	\$173,452	\$211,153
	M	18	\$182,108		\$129,363	\$152,921	\$214,223	
	U	7	\$166,145			\$159,633		
Top Education Position								
Top Finance Position	F	10	\$195,956		\$142,310	\$151,711	\$168,412	
	F	80	\$187,277	\$87,327	\$114,546	\$134,100	\$200,402	\$355,416
	M	95	\$231,365	\$100,928	\$133,904	\$189,110	\$262,654	\$373,597
	U	21	\$205,317	\$116,061	\$142,997	\$171,529	\$205,992	\$279,778
Top Human Resources Position								
	F	20	\$185,960	\$120,803	\$138,422	\$168,311	\$212,909	\$263,296
	M	6	\$237,958			\$217,769		
Top Legal Position								
	F	6	\$293,878			\$314,836		
	M	8	\$314,161			\$295,579		
Top Marketing Position								
Top Operations Position	F	15	\$186,583		\$149,624	\$177,154	\$220,805	
	F	46	\$211,017	\$93,213	\$132,083	\$172,717	\$243,684	\$345,100
	M	39	\$232,017	\$105,224	\$119,620	\$185,342	\$339,888	\$384,211
	U	10	\$228,781		\$122,714	\$221,962	\$326,452	

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines							
Greater than \$5 million							
Top PR/Communications Position							
F	12	\$216,516		\$152,150	\$193,199	\$240,663	
M	5	\$168,195			\$139,187		
Top Program Position							
F	16	\$148,964		\$119,236	\$129,965	\$162,721	
M	6	\$138,421			\$128,105		
Top Technology Position							
M	23	\$213,449	\$137,250	\$158,735	\$199,128	\$243,209	\$315,904
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director							
F	1,549	\$52,126	\$24,556	\$33,250	\$48,164	\$65,152	\$83,980
M	759	\$60,235	\$24,000	\$35,693	\$53,178	\$76,578	\$103,205
U	241	\$50,646	\$20,500	\$30,000	\$45,750	\$63,345	\$86,515
Top Administrative Position							
F	81	\$40,551	\$19,246	\$28,706	\$35,645	\$52,000	\$64,538
M	21	\$41,990	\$22,169	\$25,940	\$34,000	\$43,725	\$50,808
U	10	\$37,567		\$24,970	\$30,635	\$50,174	
Top Education Position							
F	15	\$41,098		\$24,897	\$29,611	\$45,286	
M	6	\$68,615			\$65,263		
Top Finance Position							
F	89	\$42,159	\$19,115	\$24,000	\$37,497	\$48,000	\$74,640
M	34	\$38,767	\$18,491	\$23,465	\$32,295	\$38,041	\$68,640
U	13	\$66,448		\$34,485	\$56,600	\$79,225	

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities							
\$500 thousand or less							
Top Operations Position							
F	12	\$37,929		\$34,294	\$37,244	\$42,603	
M	14	\$58,544		\$36,556	\$47,500	\$55,161	
U	6	\$37,739			\$28,610		
Top Program Position							
F	36	\$40,561	\$19,539	\$26,878	\$40,292	\$49,846	\$60,500
M	15	\$39,684		\$28,871	\$37,583	\$47,459	
U	16	\$45,992		\$29,493	\$32,873	\$62,198	
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	924	\$78,183	\$39,442	\$52,915	\$70,240	\$95,000	\$123,651
M	513	\$91,013	\$38,810	\$54,252	\$79,305	\$112,033	\$159,845
U	160	\$75,258	\$35,900	\$49,362	\$70,280	\$97,707	\$123,542
Top Administrative Position							
F	61	\$53,653	\$31,250	\$38,000	\$50,000	\$65,430	\$83,472
M	28	\$54,310	\$38,920	\$43,480	\$50,489	\$63,707	\$68,078
Top Business Position							
F	16	\$50,539		\$37,353	\$47,269	\$58,933	
Top Development Position							
F	6	\$93,313			\$86,543		
Top Education Position							
F	6	\$72,447			\$65,028		
M	8	\$64,145			\$66,250		
Top Finance Position							
F	57	\$50,769	\$22,851	\$34,167	\$42,027	\$62,000	\$87,834
M	32	\$78,234	\$33,061	\$42,146	\$57,403	\$106,518	\$166,963

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender		Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities								
Between \$500 thousand and \$1 million								
Top Operations Position	U	12	\$47,745		\$24,438	\$52,029	\$67,499	
	F	25	\$77,591	\$32,140	\$47,149	\$72,000	\$85,652	\$135,111
	M	16	\$87,360		\$46,693	\$81,228	\$120,346	
Top Program Position	F	18	\$77,639		\$54,283	\$74,535	\$88,943	
	M	6	\$64,460			\$70,055		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	2,026	\$113,404	\$58,167	\$75,994	\$103,156	\$137,486	\$179,020
	M	1,719	\$132,585	\$60,200	\$84,001	\$116,954	\$165,918	\$221,003
	U	362	\$120,975	\$56,917	\$80,045	\$108,669	\$146,582	\$201,999
Top Administrative Position								
	F	123	\$85,230	\$42,097	\$56,079	\$78,845	\$109,285	\$140,052
	M	121	\$91,942	\$46,659	\$63,366	\$88,198	\$109,836	\$145,647
	U	25	\$79,805	\$44,773	\$50,052	\$72,008	\$91,660	\$127,473
Top Business Position								
	F	98	\$72,429	\$41,046	\$49,174	\$68,293	\$86,355	\$119,388
	M	42	\$80,276	\$37,728	\$52,509	\$77,169	\$93,871	\$131,461
	U	18	\$76,250		\$53,110	\$70,424	\$88,414	
Top Development Position								
	F	36	\$115,987	\$62,370	\$81,878	\$114,229	\$140,907	\$168,361
	M	18	\$96,103		\$58,697	\$97,919	\$126,857	
	U	9	\$124,169			\$119,691		
Top Education Position								
	F	42	\$96,966	\$53,790	\$63,036	\$96,826	\$127,642	\$149,728

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities								
Between \$1 million and \$5 million								
	M	38	\$104,567	\$56,504	\$71,943	\$104,521	\$132,374	\$164,662
	U	10	\$125,809		\$89,474	\$120,628	\$147,505	
Top Facilities Position								
	M	5	\$80,337			\$63,912		
Top Finance Position								
	F	316	\$78,065	\$37,396	\$50,370	\$69,712	\$101,375	\$125,328
	M	200	\$90,769	\$39,432	\$56,394	\$83,930	\$118,231	\$151,163
	U	57	\$88,053	\$39,665	\$49,462	\$87,050	\$114,915	\$139,257
Top Operations Position								
	F	110	\$103,589	\$48,044	\$72,174	\$99,921	\$124,068	\$163,922
	M	97	\$125,022	\$53,906	\$78,580	\$119,247	\$164,115	\$207,837
	U	27	\$104,764	\$45,600	\$69,463	\$93,454	\$138,641	\$162,088
Top PR/Communications Position								
	F	5	\$112,383			\$111,966		
Top Program Position								
	F	59	\$110,631	\$58,363	\$78,564	\$110,695	\$142,635	\$157,631
	M	16	\$113,533		\$88,742	\$108,952	\$131,326	
	U	8	\$114,246			\$123,917		
Top Technology Position								
	M	10	\$127,986		\$111,040	\$135,626	\$161,971	
Greater than \$5 million								
CEO/Executive Director								
	F	1,224	\$231,100	\$102,834	\$131,357	\$183,955	\$278,679	\$423,244
	M	2,518	\$323,066	\$120,067	\$164,875	\$247,311	\$380,222	\$564,382
	U	327	\$297,450	\$108,931	\$147,899	\$202,635	\$364,104	\$556,078

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities							
Greater than \$5 million							
Top Administrative Position							
F	157	\$173,886	\$94,889	\$117,183	\$156,283	\$210,572	\$278,279
M	253	\$198,084	\$97,258	\$126,966	\$175,435	\$230,226	\$328,346
U	47	\$179,107	\$78,839	\$100,045	\$141,226	\$224,768	\$313,564
Top Business Position							
F	126	\$142,872	\$72,566	\$102,007	\$128,260	\$157,128	\$212,464
M	189	\$172,924	\$89,749	\$113,964	\$151,067	\$196,836	\$273,393
U	20	\$143,176	\$51,202	\$77,212	\$111,296	\$182,848	\$225,722
Top Development Position							
F	453	\$173,912	\$111,074	\$128,792	\$153,773	\$205,576	\$267,414
M	415	\$203,986	\$117,690	\$139,644	\$183,350	\$243,454	\$308,888
U	74	\$175,759	\$99,657	\$129,046	\$161,544	\$209,642	\$259,103
Top Education Position							
F	199	\$163,326	\$105,540	\$122,153	\$151,712	\$194,833	\$241,129
M	202	\$167,544	\$97,889	\$123,600	\$153,186	\$187,510	\$279,957
U	35	\$187,324	\$110,654	\$129,763	\$159,840	\$210,214	\$317,559
Top Facilities Position							
F	9	\$182,011			\$167,542		
M	97	\$179,517	\$113,704	\$134,414	\$159,156	\$197,518	\$255,900
U	7	\$179,065			\$134,595		
Top Finance Position							
F	816	\$155,511	\$75,747	\$108,263	\$138,498	\$186,134	\$245,400
M	1,196	\$190,123	\$89,172	\$120,778	\$167,785	\$228,472	\$315,339
U	190	\$177,197	\$91,879	\$117,372	\$146,835	\$213,928	\$303,301
Top Human Resources Position							
F	111	\$176,963	\$79,339	\$121,303	\$156,466	\$208,314	\$295,157

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities								
Greater than \$5 million								
	M	47	\$183,488	\$103,981	\$124,087	\$154,855	\$224,125	\$292,294
	U	21	\$203,295	\$70,271	\$127,808	\$142,284	\$274,129	\$403,072
Top Legal Position								
	F	72	\$311,595	\$166,912	\$179,624	\$253,095	\$379,685	\$563,458
	M	86	\$314,434	\$147,567	\$186,295	\$259,208	\$382,216	\$548,994
	U	19	\$296,904		\$210,262	\$235,583	\$292,853	
Top Marketing Position								
	F	60	\$169,378	\$105,421	\$130,473	\$163,967	\$191,414	\$240,163
	M	36	\$211,076	\$116,345	\$138,176	\$193,436	\$255,923	\$355,106
	U	5	\$147,117			\$145,558		
Top Operations Position								
	F	226	\$183,849	\$98,307	\$118,117	\$150,612	\$205,846	\$298,825
	M	337	\$195,147	\$105,205	\$127,568	\$167,872	\$220,846	\$290,067
	U	55	\$179,987	\$97,861	\$121,761	\$141,392	\$200,345	\$283,447
Top PR/Communications Position								
	F	57	\$197,659	\$118,739	\$140,839	\$179,080	\$221,976	\$288,585
	M	45	\$194,868	\$110,214	\$129,925	\$168,863	\$223,576	\$336,373
	U	9	\$173,494			\$182,082		
Top Program Position								
	F	52	\$168,747	\$108,429	\$120,297	\$153,684	\$187,163	\$267,598
	M	54	\$186,378	\$115,349	\$139,978	\$167,404	\$216,802	\$278,656
	U	17	\$144,191		\$124,104	\$144,900	\$156,102	
Top Technology Position								
	F	48	\$216,686	\$116,002	\$136,926	\$168,491	\$223,714	\$328,077
	M	280	\$186,822	\$114,893	\$133,522	\$160,686	\$216,693	\$284,945
	U	32	\$192,716	\$122,627	\$133,315	\$154,030	\$220,630	\$358,520

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, Job-Related								
\$500 thousand or less								
CEO/Executive Director								
	F	143	\$50,960	\$21,844	\$32,430	\$49,000	\$62,635	\$85,523
	M	105	\$59,280	\$21,960	\$36,250	\$54,328	\$77,233	\$101,200
	U	21	\$54,244	\$26,000	\$40,380	\$54,347	\$67,772	\$85,500
Top Education Position								
	F	6	\$60,519			\$53,082		
	M	18	\$98,062		\$73,739	\$84,471	\$126,774	
Top Finance Position								
	F	7	\$44,303			\$44,814		
Top Operations Position								
	F	5	\$96,531			\$58,541		
Top Program Position								
	M	5	\$49,000			\$38,488		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	93	\$80,351	\$50,410	\$59,441	\$77,909	\$91,054	\$119,650
	M	64	\$91,953	\$49,629	\$61,989	\$78,546	\$105,057	\$150,686
	U	16	\$76,777		\$56,669	\$72,477	\$97,761	
Top Education Position								
	M	28	\$123,555	\$80,956	\$103,744	\$118,113	\$148,637	\$162,391
Top Finance Position								
	F	6	\$71,249			\$76,560		
	M	5	\$78,074			\$80,080		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	247	\$105,417	\$60,152	\$78,251	\$97,395	\$122,063	\$158,708



## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, Job-Related								
Between \$1 million and \$5 million								
	M	230	\$120,276	\$64,873	\$83,140	\$105,233	\$138,047	\$193,946
	U	37	\$114,175	\$53,105	\$69,204	\$102,306	\$158,076	\$177,662
Top Administrative Position								
	M	21	\$142,683	\$61,479	\$106,671	\$139,312	\$178,853	\$225,426
Top Business Position								
	F	7	\$77,203			\$55,216		
Top Education Position								
	F	6	\$117,497			\$127,360		
	M	43	\$163,386	\$95,850	\$123,482	\$155,525	\$198,465	\$260,518
Top Finance Position								
	F	64	\$76,260	\$41,049	\$59,424	\$76,223	\$93,669	\$108,409
	M	42	\$99,948	\$47,333	\$69,785	\$85,674	\$126,869	\$156,599
	U	7	\$82,737			\$79,276		
Top Operations Position								
	F	19	\$83,310		\$59,741	\$84,642	\$104,020	
	M	14	\$99,063		\$71,520	\$95,012	\$116,895	
Top Program Position								
	F	9	\$77,317			\$72,026		
	M	5	\$154,828			\$136,713		
Greater than \$5 million								
CEO/Executive Director								
	F	102	\$180,363	\$94,015	\$120,030	\$155,458	\$205,879	\$309,879
	M	243	\$230,938	\$102,792	\$135,677	\$183,168	\$278,440	\$413,424
	U	17	\$194,188		\$116,545	\$161,696	\$213,727	
Top Administrative Position								
	F	14	\$172,634		\$120,525	\$140,325	\$177,347	

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, Job-Related								
Greater than \$5 million								
Top Business Position	M	16	\$179,436		\$143,475	\$176,141	\$198,259	
Top Development Position	M	9	\$161,032			\$167,357		
	F	8	\$139,599			\$145,462		
Top Education Position	M	6	\$125,705			\$130,446		
Top Finance Position	M	16	\$209,282		\$187,045	\$215,416	\$251,240	
	F	100	\$123,680	\$78,645	\$87,519	\$115,993	\$139,176	\$178,133
	M	103	\$146,345	\$73,482	\$98,582	\$129,477	\$190,200	\$235,135
	U	18	\$158,556		\$90,908	\$148,648	\$207,767	
Top Human Resources Position								
	F	18	\$154,733		\$114,808	\$152,063	\$178,923	
	M	10	\$161,660		\$129,508	\$151,415	\$197,023	
	U	5	\$143,818			\$125,820		
Top Marketing Position								
	F	6	\$134,970			\$124,099		
	M	7	\$190,682			\$166,650		
Top Operations Position								
	F	36	\$155,836	\$104,539	\$120,990	\$148,643	\$172,621	\$213,545
	M	53	\$191,896	\$95,118	\$126,419	\$183,625	\$234,881	\$280,908
	U	5	\$167,490			\$160,110		
Top Program Position								
	F	8	\$153,595			\$172,641		
	M	10	\$170,891		\$145,123	\$159,778	\$190,094	

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, Job-Related							
Greater than \$5 million							
Top Technology Position							
M	23	\$151,283	\$114,235	\$119,176	\$139,557	\$167,827	\$196,370
Environmental Quality, Protection and Beautification							
\$500 thousand or less							
CEO/Executive Director							
F	530	\$56,025	\$27,614	\$38,355	\$52,860	\$67,796	\$83,224
M	466	\$59,161	\$24,842	\$39,896	\$56,076	\$74,395	\$94,148
U	88	\$55,423	\$21,491	\$32,817	\$50,636	\$67,171	\$93,118
Top Administrative Position							
F	10	\$36,224		\$26,818	\$32,117	\$36,395	
Top Finance Position							
F	10	\$41,251		\$22,590	\$35,280	\$51,759	
M	7	\$36,923			\$30,000		
U	6	\$37,912			\$30,122		
Top Program Position							
F	13	\$44,422		\$26,538	\$45,000	\$50,039	
M	10	\$43,912		\$35,108	\$41,050	\$47,228	
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	240	\$81,860	\$48,941	\$62,603	\$79,216	\$97,307	\$120,000
M	240	\$88,102	\$52,829	\$65,086	\$81,114	\$104,641	\$135,103
U	26	\$86,595	\$63,089	\$69,707	\$82,132	\$104,411	\$115,272
Top Finance Position							
F	9	\$61,712			\$56,516		
M	5	\$103,313			\$67,647		

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection and Beautification							
Between \$1 million and \$5 million							
CEO/Executive Director							
F	248	\$120,761	\$63,953	\$84,808	\$113,970	\$146,973	\$185,415
M	453	\$134,060	\$71,467	\$95,454	\$124,567	\$164,491	\$210,569
U	58	\$127,270	\$68,679	\$89,011	\$124,165	\$149,906	\$185,319
Top Administrative Position							
F	9	\$99,401			\$97,200		
M	11	\$111,878		\$88,782	\$103,694	\$131,247	
Top Development Position							
F	18	\$113,995		\$95,425	\$117,234	\$131,493	
Top Finance Position							
F	47	\$89,110	\$52,094	\$73,081	\$89,924	\$108,579	\$118,404
M	45	\$99,211	\$49,019	\$70,000	\$98,283	\$125,614	\$151,556
U	11	\$92,220		\$64,247	\$98,817	\$114,154	
Top Operations Position							
F	29	\$97,941	\$56,539	\$75,093	\$103,709	\$112,426	\$136,632
M	13	\$112,061		\$81,023	\$106,151	\$142,495	
Top Program Position							
F	5	\$108,033			\$116,004		
M	18	\$147,543		\$117,030	\$140,325	\$161,594	
Greater than \$5 million							
CEO/Executive Director							
F	50	\$226,628	\$117,626	\$161,086	\$203,278	\$265,832	\$356,433
M	148	\$277,284	\$119,054	\$162,490	\$231,770	\$342,237	\$493,534
U	14	\$230,122		\$186,185	\$221,447	\$250,368	
Top Administrative Position							
F	6	\$129,822			\$131,929		

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection and Beautification								
Greater than \$5 million								
Top Development Position	M	14	\$183,530		\$127,328	\$155,828	\$218,950	
	F	40	\$193,291	\$125,645	\$147,661	\$171,114	\$218,728	\$275,724
	M	12	\$216,548		\$139,195	\$181,537	\$240,978	
	U	5	\$156,314			\$151,848		
Top Finance Position								
	F	48	\$146,260	\$89,679	\$106,724	\$133,135	\$177,669	\$241,737
	M	59	\$183,540	\$101,733	\$126,934	\$157,745	\$200,216	\$302,084
	U	9	\$162,708			\$154,738		
Top Human Resources Position								
Top Legal Position	F	10	\$182,806		\$138,254	\$157,097	\$204,449	
	F	10	\$233,586		\$179,098	\$213,598	\$267,766	
	M	13	\$203,041		\$157,060	\$176,459	\$255,204	
Top Marketing Position								
	F	6	\$173,871			\$164,386		
	M	10	\$203,181		\$145,684	\$194,678	\$231,100	
Top Operations Position								
	F	25	\$192,583	\$106,582	\$117,233	\$162,059	\$203,900	\$336,168
	M	24	\$169,551	\$115,756	\$137,826	\$169,093	\$194,590	\$220,299
Top PR/Communications Position								
	F	12	\$175,275		\$134,412	\$171,506	\$198,446	
	M	11	\$203,915		\$155,078	\$179,924	\$245,497	
Top Program Position								
	F	8	\$182,729			\$175,725		
	M	14	\$174,346		\$128,518	\$147,830	\$183,710	

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection and Beautification							
Greater than \$5 million							
Top Technology Position							
M	12	\$162,765		\$122,494	\$145,200	\$176,920	
Food, Agriculture and Nutrition							
\$500 thousand or less							
CEO/Executive Director							
F	273	\$46,655	\$20,853	\$31,400	\$43,300	\$58,900	\$74,763
M	133	\$50,388	\$20,667	\$31,500	\$46,042	\$61,977	\$82,213
U	23	\$35,131	\$17,973	\$21,350	\$31,875	\$39,794	\$59,968
Top Administrative Position							
F	5	\$31,376			\$32,381		
Top Operations Position							
M	7	\$44,894			\$49,305		
Top Program Position							
F	12	\$28,350		\$25,835	\$27,607	\$31,787	
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	121	\$61,885	\$31,476	\$43,233	\$60,385	\$76,070	\$95,417
M	60	\$66,360	\$41,940	\$50,200	\$63,583	\$80,165	\$87,795
U	13	\$72,268		\$64,000	\$72,140	\$87,850	
Top Finance Position							
F	9	\$52,376			\$45,000		
M	6	\$50,577			\$46,096		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	215	\$86,201	\$41,072	\$59,742	\$79,743	\$104,230	\$138,327

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture and Nutrition							
Between \$1 million and \$5 million							
M	136	\$101,394	\$52,513	\$69,937	\$95,291	\$126,569	\$153,150
U	22	\$107,666	\$43,463	\$55,810	\$88,707	\$134,383	\$160,999
Top Administrative Position							
F	5	\$85,049			\$88,098		
M	7	\$124,682			\$127,491		
Top Finance Position							
F	15	\$73,314		\$46,256	\$81,242	\$90,686	
M	17	\$72,752		\$57,000	\$77,269	\$81,991	
Top Operations Position							
M	7	\$101,198			\$110,136		
Top Program Position							
M	5	\$97,242			\$101,500		
Greater than \$5 million							
CEO/Executive Director							
F	130	\$152,563	\$76,359	\$97,540	\$128,088	\$163,926	\$285,595
M	140	\$167,117	\$74,751	\$105,416	\$146,049	\$200,267	\$285,183
U	20	\$138,365	\$62,733	\$81,986	\$106,748	\$171,962	\$234,047
Top Administrative Position							
F	6	\$120,038			\$108,511		
M	7	\$204,406			\$154,540		
Top Development Position							
F	26	\$147,850	\$83,359	\$117,112	\$142,096	\$168,906	\$236,460
M	15	\$157,826		\$125,358	\$146,709	\$196,488	
Top Finance Position							
F	48	\$113,392	\$64,113	\$81,067	\$108,476	\$139,541	\$177,685
M	51	\$129,136	\$66,047	\$90,652	\$111,392	\$154,351	\$216,476

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture and Nutrition							
Greater than \$5 million							
U Top Human Resources Position	14	\$104,035		\$78,622	\$101,634	\$114,126	
F Top Marketing Position	6	\$140,046			\$125,613		
F Top Operations Position	9	\$185,838			\$176,276		
F Top Program Position	23	\$129,654	\$71,996	\$94,934	\$121,000	\$149,298	\$183,632
M Top Program Position	37	\$141,498	\$85,224	\$111,392	\$137,927	\$187,236	\$210,322
F Top Technology Position	6	\$161,078			\$129,220		
M	8	\$135,757			\$138,773		
Health – General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director							
F	780	\$57,109	\$25,456	\$35,418	\$51,675	\$70,040	\$94,167
M	282	\$59,372	\$22,853	\$35,227	\$54,146	\$75,937	\$102,129
U	91	\$56,566	\$25,000	\$34,682	\$50,720	\$66,984	\$87,795
Top Administrative Position							
F	20	\$37,243	\$20,314	\$25,600	\$33,447	\$44,375	\$60,679
Top Finance Position							
F	39	\$47,547	\$19,579	\$24,435	\$40,893	\$57,209	\$92,951
M	14	\$37,011		\$23,760	\$33,465	\$49,060	
U	5	\$61,268			\$27,288		



## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative							
\$500 thousand or less							
Top Operations Position							
F	8	\$43,430			\$39,799		
M	9	\$55,945			\$49,922		
Top Program Position							
F	18	\$49,019		\$36,969	\$43,458	\$55,922	
M	5	\$43,493			\$34,613		
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	407	\$89,180	\$49,934	\$62,950	\$80,463	\$103,463	\$137,881
M	195	\$99,717	\$47,799	\$66,078	\$89,478	\$117,753	\$162,560
U	48	\$77,730	\$40,816	\$50,566	\$69,368	\$94,241	\$150,669
Top Administrative Position							
F	10	\$57,611		\$41,204	\$49,899	\$71,434	
Top Finance Position							
F	20	\$60,401	\$21,520	\$31,881	\$57,543	\$66,790	\$102,768
M	15	\$70,770		\$40,138	\$60,130	\$70,770	
Top Operations Position							
F	9	\$79,737			\$70,495		
M	16	\$69,048		\$50,842	\$66,323	\$84,277	
Top Program Position							
F	6	\$72,289			\$62,501		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	865	\$128,262	\$64,714	\$83,045	\$111,787	\$153,050	\$207,465
M	631	\$156,762	\$66,790	\$91,099	\$124,365	\$177,588	\$266,883
U	104	\$137,685	\$71,960	\$87,993	\$111,321	\$156,889	\$227,997

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative							
Between \$1 million and \$5 million							
Top Administrative Position							
F	88	\$93,460	\$55,276	\$64,266	\$83,458	\$116,283	\$137,552
M	64	\$89,895	\$53,032	\$68,417	\$88,188	\$103,747	\$133,915
U	10	\$105,648		\$67,178	\$91,630	\$138,583	
Top Business Position							
F	16	\$80,389		\$50,536	\$67,846	\$101,710	
Top Development Position							
F	37	\$137,243	\$77,944	\$115,936	\$131,625	\$154,881	\$174,462
M	13	\$133,538		\$99,807	\$121,823	\$144,756	
Top Finance Position							
F	219	\$93,881	\$40,149	\$59,546	\$79,700	\$113,869	\$150,300
M	152	\$118,278	\$38,878	\$62,366	\$90,026	\$138,406	\$229,324
U	24	\$106,789	\$53,684	\$65,966	\$92,494	\$125,289	\$172,351
Top Human Resources Position							
F	10	\$110,281		\$86,354	\$120,886	\$132,503	
M	6	\$231,391			\$227,454		
Top Legal Position							
M	7	\$194,460			\$145,547		
Top Operations Position							
F	87	\$120,447	\$59,029	\$77,429	\$121,298	\$150,322	\$197,705
M	49	\$132,277	\$57,802	\$73,785	\$98,166	\$172,821	\$255,740
U	11	\$103,250		\$89,793	\$112,232	\$126,541	
Top PR/Communications Position							
F	8	\$113,557			\$121,462		
Top Program Position							
F	23	\$126,611	\$101,531	\$116,350	\$130,580	\$144,600	\$150,166

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative							
Between \$1 million and \$5 million							
M	9	\$135,057			\$133,106		
U	9	\$117,257			\$118,714		
Top Technology Position							
F	5	\$110,452			\$75,695		
M	15	\$184,381		\$137,017	\$166,026	\$212,145	
Greater than \$5 million							
CEO/Executive Director							
F	1,139	\$292,171	\$113,440	\$142,624	\$200,467	\$299,502	\$539,622
M	1,947	\$581,144	\$134,165	\$198,730	\$320,973	\$618,405	\$1,146,672
U	213	\$559,616	\$122,909	\$164,056	\$243,331	\$538,861	\$1,062,214
Top Administrative Position							
F	247	\$177,574	\$99,400	\$118,508	\$147,748	\$190,039	\$266,868
M	258	\$231,951	\$107,706	\$127,692	\$172,227	\$283,736	\$445,756
U	48	\$267,906	\$112,216	\$138,285	\$168,145	\$244,190	\$454,015
Top Business Position							
F	49	\$236,273	\$92,955	\$128,177	\$181,588	\$313,872	\$470,501
M	42	\$327,206	\$115,443	\$170,809	\$295,344	\$405,124	\$607,290
Top Development Position							
F	128	\$178,705	\$109,724	\$124,857	\$151,899	\$195,869	\$315,838
M	85	\$241,167	\$123,451	\$146,247	\$203,892	\$262,346	\$414,788
U	18	\$262,580		\$148,799	\$190,848	\$250,146	
Top Education Position							
F	22	\$284,064	\$111,827	\$129,585	\$144,112	\$215,983	\$849,897
M	18	\$316,697		\$224,587	\$296,543	\$454,689	
U	6	\$595,930			\$216,559		

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative							
Greater than \$5 million							
Top Facilities Position							
F	5	\$273,911			\$234,958		
M	39	\$264,319	\$129,152	\$151,294	\$258,260	\$344,386	\$393,630
Top Finance Position							
F	931	\$196,248	\$79,347	\$104,496	\$141,403	\$207,390	\$366,634
M	1,460	\$314,047	\$97,974	\$133,518	\$204,239	\$362,207	\$630,043
U	177	\$304,526	\$88,671	\$122,570	\$201,551	\$342,942	\$691,190
Top Human Resources Position							
F	314	\$245,652	\$107,463	\$138,558	\$193,793	\$309,717	\$443,007
M	179	\$347,306	\$129,724	\$202,006	\$291,754	\$410,288	\$618,686
U	41	\$314,361	\$129,660	\$155,721	\$211,595	\$399,562	\$667,353
Top Legal Position							
F	78	\$419,541	\$208,766	\$256,419	\$341,499	\$518,306	\$705,697
M	99	\$505,317	\$195,766	\$263,276	\$419,752	\$604,865	\$913,220
U	14	\$521,100		\$348,715	\$453,831	\$689,306	
Top Marketing Position							
F	61	\$240,382	\$118,814	\$146,283	\$187,270	\$255,297	\$417,094
M	35	\$248,458	\$123,138	\$180,993	\$235,808	\$293,454	\$343,953
U	7	\$291,534			\$328,549		
Top Operations Position							
F	503	\$259,593	\$95,066	\$126,549	\$173,127	\$294,708	\$457,248
M	588	\$381,650	\$119,259	\$173,013	\$267,794	\$431,374	\$769,954
U	94	\$326,814	\$116,882	\$150,637	\$221,342	\$364,065	\$648,365
Top PR/Communications Position							
F	37	\$221,204	\$116,589	\$141,659	\$181,553	\$277,016	\$403,875
M	21	\$231,822	\$133,750	\$144,188	\$185,501	\$277,436	\$410,387

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative								
Greater than \$5 million								
Top Program Position	U	7	\$401,977			\$356,977		
	F	48	\$174,497	\$111,244	\$120,635	\$147,135	\$217,772	\$289,276
	M	23	\$211,109	\$124,252	\$138,967	\$173,845	\$234,037	\$298,151
	U	9	\$142,239			\$149,296		
Top Technology Position								
	F	76	\$326,068	\$128,857	\$180,195	\$263,883	\$407,936	\$595,260
	M	269	\$300,285	\$119,996	\$158,061	\$228,623	\$372,621	\$574,995
	U	43	\$288,552	\$113,633	\$143,326	\$220,991	\$321,287	\$594,308
Housing, Shelter								
\$500 thousand or less								
CEO/Executive Director								
	F	502	\$53,635	\$26,000	\$36,260	\$50,001	\$67,177	\$84,562
	M	326	\$57,358	\$23,896	\$36,000	\$51,624	\$68,000	\$96,841
	U	62	\$48,292	\$25,000	\$33,541	\$45,384	\$59,462	\$74,927
Top Administrative Position								
	F	20	\$46,926	\$30,000	\$34,452	\$45,349	\$52,041	\$69,126
Top Finance Position								
	F	19	\$71,345		\$25,016	\$44,239	\$52,208	
	M	18	\$37,401		\$20,188	\$39,386	\$50,284	
Top Operations Position								
	F	10	\$41,999		\$23,957	\$32,591	\$38,600	
	M	6	\$41,995			\$44,013		
Top Program Position								
	F	11	\$34,794		\$21,971	\$27,113	\$49,902	
	M	8	\$44,719			\$42,771		

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	329	\$72,457	\$40,758	\$55,767	\$69,325	\$88,802	\$104,418
M	233	\$77,922	\$45,632	\$55,314	\$67,754	\$87,700	\$122,195
U	41	\$70,493	\$40,000	\$50,708	\$66,064	\$81,314	\$121,724
Top Administrative Position							
F	16	\$58,610		\$48,880	\$60,114	\$65,797	
M	5	\$75,429			\$58,924		
Top Finance Position							
F	21	\$63,469	\$40,040	\$42,253	\$55,083	\$69,399	\$90,911
M	7	\$75,616			\$65,200		
Top Operations Position							
F	5	\$83,406			\$85,491		
Top Program Position							
F	5	\$57,459			\$62,502		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	610	\$105,495	\$59,719	\$75,310	\$94,788	\$123,636	\$164,740
M	571	\$119,008	\$59,845	\$77,626	\$104,250	\$138,303	\$187,930
U	69	\$108,357	\$54,075	\$69,844	\$95,000	\$122,852	\$155,566
Top Administrative Position							
F	43	\$89,719	\$49,415	\$63,942	\$90,538	\$111,734	\$130,910
M	25	\$94,322	\$43,030	\$75,379	\$99,604	\$110,934	\$124,765
U	6	\$112,657			\$100,054		
Top Business Position							
M	6	\$61,908			\$52,050		

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter								
Between \$1 million and \$5 million								
Top Development Position								
	F	10	\$119,147		\$110,999	\$116,735	\$128,940	
	M	5	\$132,947			\$129,780		
Top Finance Position								
	F	127	\$90,605	\$43,127	\$61,473	\$81,730	\$117,642	\$149,830
	M	87	\$97,427	\$54,889	\$67,055	\$91,125	\$121,440	\$142,851
	U	20	\$90,850	\$44,255	\$74,861	\$91,038	\$110,591	\$135,014
Top Operations Position								
	F	41	\$119,294	\$54,950	\$79,348	\$121,799	\$144,536	\$157,576
	M	33	\$122,836	\$61,258	\$79,097	\$113,261	\$148,330	\$189,047
Top Program Position								
	F	15	\$95,791		\$67,324	\$78,370	\$129,960	
	M	7	\$120,208			\$129,279		
Greater than \$5 million								
CEO/Executive Director								
	F	203	\$187,432	\$97,899	\$124,376	\$166,797	\$221,186	\$288,084
	M	329	\$218,237	\$102,839	\$131,572	\$176,574	\$236,139	\$381,730
	U	38	\$183,353	\$110,269	\$121,217	\$152,480	\$209,351	\$312,593
Top Administrative Position								
	F	35	\$124,539	\$88,857	\$105,489	\$125,124	\$134,302	\$155,668
	M	26	\$125,993	\$75,420	\$96,558	\$123,201	\$133,441	\$157,002
	U	5	\$133,781			\$136,363		
Top Business Position								
	F	19	\$138,330		\$113,656	\$140,699	\$168,958	
	M	10	\$149,969		\$128,167	\$143,364	\$171,830	

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter								
Greater than \$5 million								
Top Development Position								
	F	26	\$143,614	\$101,732	\$114,486	\$127,739	\$174,082	\$196,412
	M	18	\$193,721		\$115,063	\$126,651	\$172,042	
Top Facilities Position								
	M	17	\$133,644		\$115,042	\$125,767	\$142,669	
Top Finance Position								
	F	138	\$132,770	\$65,689	\$88,833	\$119,419	\$153,674	\$180,157
	M	161	\$159,845	\$85,759	\$102,771	\$132,907	\$190,706	\$254,479
	U	23	\$145,141	\$75,272	\$83,906	\$126,546	\$177,005	\$220,209
Top Human Resources Position								
	F	39	\$152,120	\$101,007	\$121,984	\$143,577	\$164,752	\$197,766
	M	7	\$120,519			\$111,728		
Top Legal Position								
	M	10	\$200,948		\$119,757	\$146,698	\$229,262	
Top Marketing Position								
	F	20	\$139,023	\$105,496	\$122,682	\$140,397	\$155,341	\$175,767
Top Operations Position								
	F	51	\$164,038	\$89,991	\$107,913	\$138,447	\$186,302	\$290,911
	M	49	\$170,597	\$89,100	\$108,167	\$147,223	\$196,189	\$306,441
	U	10	\$123,840		\$88,278	\$112,712	\$168,624	
Top Program Position								
	F	14	\$144,435		\$119,127	\$145,723	\$160,577	
	M	10	\$129,626		\$108,108	\$123,056	\$143,594	
Top Technology Position								
	F	7	\$220,998			\$185,837		
	M	9	\$139,910			\$149,952		



## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other								
\$500 thousand or less								
CEO/Executive Director								
	F	2,925	\$48,087	\$23,055	\$32,267	\$44,697	\$59,000	\$75,488
	M	1,244	\$51,794	\$22,242	\$33,226	\$48,041	\$65,000	\$82,381
	U	402	\$49,269	\$22,812	\$34,885	\$46,114	\$60,000	\$74,264
Top Administrative Position								
	F	101	\$36,179	\$18,000	\$24,775	\$35,000	\$43,360	\$55,452
	M	24	\$39,304	\$26,770	\$30,679	\$34,078	\$46,853	\$62,768
	U	14	\$46,202		\$22,656	\$26,524	\$34,471	
Top Business Position								
	F	5	\$26,919			\$21,000		
Top Development Position								
	F	10	\$37,155		\$25,395	\$34,370	\$45,134	
Top Education Position								
	F	5	\$37,592			\$26,510		
Top Finance Position								
	F	85	\$31,762	\$17,856	\$22,697	\$29,004	\$39,875	\$46,360
	M	33	\$52,302	\$18,721	\$22,272	\$41,800	\$66,000	\$77,927
	U	10	\$29,598		\$18,079	\$29,489	\$35,959	
Top Operations Position								
	F	36	\$41,010	\$19,870	\$28,049	\$36,289	\$50,000	\$69,770
	M	21	\$46,130	\$22,530	\$30,665	\$42,000	\$59,703	\$71,500
Top Program Position								
	F	93	\$39,268	\$22,327	\$27,273	\$36,955	\$46,665	\$57,589
	M	18	\$41,904		\$30,580	\$37,439	\$51,904	
	U	11	\$40,280		\$32,373	\$37,625	\$43,338	

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	1,677	\$67,853	\$38,993	\$50,403	\$63,857	\$81,187	\$98,882
M	694	\$76,070	\$39,000	\$55,366	\$69,495	\$89,632	\$116,388
U	214	\$74,243	\$39,987	\$52,180	\$67,856	\$88,617	\$106,665
Top Administrative Position							
F	61	\$53,296	\$33,281	\$40,929	\$48,957	\$61,136	\$78,000
M	14	\$44,079		\$20,760	\$43,452	\$62,697	
U	5	\$55,201			\$58,750		
Top Development Position							
F	5	\$66,984			\$69,000		
Top Finance Position							
F	93	\$48,874	\$28,294	\$36,642	\$48,822	\$60,000	\$70,386
M	44	\$55,906	\$31,770	\$36,472	\$48,625	\$59,789	\$89,359
U	11	\$49,892		\$30,349	\$42,000	\$56,515	
Top Operations Position							
F	28	\$59,258	\$35,392	\$42,943	\$51,783	\$68,186	\$81,249
M	27	\$56,052	\$21,500	\$35,550	\$49,808	\$65,832	\$88,097
U	8	\$56,751			\$52,500		
Top Program Position							
F	29	\$53,956	\$29,857	\$35,906	\$52,199	\$62,225	\$85,352
M	7	\$61,395			\$68,080		
U	5	\$49,228			\$45,881		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	3,081	\$97,762	\$55,674	\$70,712	\$90,000	\$115,002	\$146,311
M	1,910	\$109,333	\$60,325	\$78,850	\$100,001	\$126,920	\$164,020

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
U	396	\$101,803	\$57,222	\$72,986	\$97,802	\$119,095	\$152,198
Top Administrative Position							
F	94	\$81,493	\$37,645	\$58,490	\$76,022	\$103,417	\$125,206
M	47	\$93,443	\$47,584	\$62,400	\$90,000	\$116,791	\$138,309
U	16	\$70,596		\$55,862	\$72,570	\$87,985	
Top Business Position							
F	30	\$69,802	\$44,907	\$52,336	\$69,212	\$76,775	\$96,644
M	22	\$92,290	\$45,577	\$51,302	\$78,327	\$144,821	\$165,730
U	5	\$79,500			\$63,254		
Top Development Position							
F	41	\$100,435	\$52,600	\$67,663	\$93,350	\$126,400	\$143,407
M	22	\$126,269	\$74,066	\$83,206	\$116,310	\$155,574	\$178,862
U	7	\$96,332			\$96,957		
Top Education Position							
F	9	\$88,456			\$70,000		
Top Facilities Position							
M	5	\$104,534			\$117,191		
Top Finance Position							
F	550	\$72,276	\$39,876	\$52,615	\$69,313	\$85,367	\$103,500
M	351	\$84,136	\$43,021	\$55,871	\$76,302	\$96,660	\$139,394
U	74	\$76,941	\$40,832	\$56,437	\$73,494	\$90,997	\$118,176
Top Human Resources Position							
F	20	\$92,852	\$48,910	\$58,781	\$86,857	\$129,134	\$137,395
M	7	\$108,329			\$102,232		
Top Legal Position							
M	7	\$115,338			\$113,586		

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
Top Marketing Position							
F	5	\$122,092			\$125,268		
Top Operations Position							
F	143	\$89,729	\$49,844	\$67,927	\$85,783	\$105,845	\$127,232
M	88	\$95,294	\$48,094	\$65,642	\$88,675	\$107,554	\$139,821
U	19	\$78,911		\$56,473	\$75,565	\$95,143	
Top Program Position							
F	63	\$80,913	\$42,223	\$53,742	\$72,237	\$102,737	\$120,016
M	29	\$82,099	\$42,470	\$53,531	\$73,574	\$105,297	\$132,072
U	14	\$93,864		\$59,102	\$91,200	\$111,753	
Top Technology Position							
M	6	\$141,639			\$125,307		
Greater than \$5 million							
CEO/Executive Director							
F	1,677	\$174,839	\$91,825	\$115,618	\$153,300	\$203,932	\$275,668
M	2,218	\$206,492	\$100,805	\$130,816	\$175,654	\$244,500	\$333,401
U	240	\$190,361	\$91,305	\$117,062	\$161,147	\$220,065	\$325,330
Top Administrative Position							
F	160	\$136,685	\$93,989	\$110,184	\$128,406	\$157,504	\$185,110
M	93	\$143,292	\$96,618	\$120,520	\$135,546	\$161,846	\$198,039
U	29	\$133,245	\$94,427	\$111,672	\$123,918	\$155,952	\$198,591
Top Business Position							
F	43	\$136,060	\$78,709	\$105,653	\$140,362	\$161,236	\$191,698
M	51	\$157,443	\$89,528	\$117,069	\$138,807	\$178,269	\$222,169
Top Development Position							
F	184	\$138,795	\$100,099	\$116,371	\$133,582	\$155,316	\$186,140

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other								
Greater than \$5 million								
	M	94	\$156,310	\$96,071	\$126,189	\$144,904	\$172,783	\$221,246
	U	18	\$158,909		\$128,992	\$146,388	\$172,633	
Top Education Position								
	F	17	\$120,551		\$111,068	\$123,619	\$136,363	
Top Facilities Position								
	F	8	\$125,013			\$118,517		
	M	52	\$143,947	\$112,705	\$124,341	\$137,305	\$157,166	\$168,954
Top Finance Position								
	F	1,132	\$118,923	\$63,314	\$83,112	\$107,994	\$143,898	\$182,092
	M	1,189	\$137,956	\$73,443	\$96,583	\$125,187	\$163,750	\$216,305
	U	179	\$135,914	\$73,129	\$94,043	\$120,000	\$163,679	\$205,823
Top Human Resources Position								
	F	249	\$142,000	\$78,224	\$113,875	\$132,375	\$162,388	\$213,793
	M	90	\$157,069	\$114,153	\$128,937	\$140,957	\$179,683	\$207,351
	U	33	\$138,210	\$92,417	\$112,470	\$127,658	\$147,205	\$210,828
Top Legal Position								
	F	29	\$208,972	\$128,692	\$153,255	\$181,658	\$245,258	\$289,097
	M	28	\$202,663	\$122,706	\$153,584	\$177,884	\$212,309	\$287,503
Top Marketing Position								
	F	112	\$144,028	\$108,636	\$121,092	\$138,281	\$155,345	\$180,735
	M	41	\$148,977	\$108,438	\$120,532	\$134,025	\$171,711	\$210,450
	U	13	\$129,708		\$117,051	\$121,761	\$129,695	
Top Operations Position								
	F	419	\$151,984	\$87,998	\$109,737	\$142,025	\$178,598	\$233,211
	M	429	\$166,453	\$93,958	\$116,618	\$150,416	\$199,225	\$262,260
	U	71	\$162,226	\$102,907	\$119,741	\$144,272	\$193,448	\$240,718

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other							
Greater than \$5 million							
Top PR/Communications Position							
F	25	\$131,706	\$101,826	\$115,571	\$125,517	\$153,552	\$166,484
M	15	\$140,964		\$121,441	\$134,587	\$155,317	
Top Program Position							
F	175	\$137,594	\$91,937	\$111,301	\$126,036	\$158,029	\$200,980
M	80	\$140,582	\$97,491	\$115,989	\$134,862	\$162,860	\$188,231
U	23	\$131,957	\$97,176	\$112,631	\$128,010	\$142,627	\$200,581
Top Technology Position							
F	24	\$151,346	\$110,739	\$123,975	\$141,096	\$174,283	\$203,475
M	133	\$147,215	\$111,941	\$120,161	\$134,354	\$164,319	\$200,199
U	19	\$155,089		\$129,188	\$137,529	\$161,769	
International, Foreign Affairs and National Security							
\$500 thousand or less							
CEO/Executive Director							
F	210	\$53,941	\$22,151	\$30,233	\$45,216	\$65,986	\$98,183
M	273	\$53,367	\$20,001	\$29,604	\$44,000	\$65,780	\$92,676
U	81	\$49,334	\$21,279	\$28,875	\$41,731	\$59,591	\$83,984
Top Administrative Position							
M	6	\$43,678			\$45,563		
Top Finance Position							
F	10	\$50,114		\$30,910	\$35,064	\$46,885	
M	11	\$70,414		\$30,310	\$48,000	\$99,844	
Top Operations Position							
M	7	\$56,357			\$61,564		

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs and National Security							
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	94	\$84,206	\$37,043	\$56,500	\$80,006	\$103,313	\$142,650
M	101	\$92,770	\$36,000	\$59,322	\$81,753	\$119,292	\$157,536
U	22	\$98,112	\$37,675	\$49,744	\$59,180	\$95,331	\$244,928
Top Finance Position							
F	8	\$44,250			\$20,909		
M	6	\$66,772			\$72,867		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	129	\$135,369	\$65,000	\$86,466	\$114,803	\$173,410	\$243,664
M	203	\$153,653	\$55,603	\$90,500	\$134,580	\$181,797	\$264,462
U	57	\$131,740	\$43,704	\$63,254	\$108,787	\$167,541	\$254,796
Top Administrative Position							
F	9	\$111,913			\$98,172		
M	6	\$187,135			\$121,466		
U	5	\$141,455			\$135,497		
Top Development Position							
F	9	\$129,082			\$126,700		
M	8	\$121,472			\$112,341		
Top Finance Position							
F	30	\$97,617	\$42,736	\$66,286	\$94,021	\$126,084	\$154,224
M	25	\$106,340	\$48,459	\$75,633	\$99,813	\$119,518	\$146,536
U	10	\$97,455		\$80,529	\$106,718	\$125,695	
Top Operations Position							
F	15	\$108,254		\$63,532	\$90,000	\$140,445	
M	14	\$112,949		\$73,753	\$113,295	\$139,560	

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs and National Security								
Between \$1 million and \$5 million								
Top Program Position	U	7	\$98,627			\$110,338		
	F	5	\$122,963			\$119,649		
	M	9	\$132,339			\$132,825		
Greater than \$5 million								
CEO/Executive Director								
	F	65	\$272,078	\$144,263	\$186,382	\$251,069	\$328,379	\$442,897
	M	146	\$284,347	\$112,083	\$171,744	\$251,108	\$375,338	\$484,317
	U	34	\$335,689	\$110,476	\$159,906	\$264,138	\$385,710	\$470,054
Top Administrative Position								
	F	12	\$165,480		\$137,873	\$154,847	\$180,407	
	M	7	\$175,575			\$175,019		
Top Business Position								
	M	5	\$228,288			\$225,229		
Top Development Position								
	F	19	\$185,878		\$136,163	\$162,242	\$224,515	
	M	20	\$209,686	\$130,664	\$166,901	\$207,163	\$245,679	\$265,161
Top Finance Position								
	F	41	\$177,521	\$84,842	\$136,800	\$176,184	\$211,190	\$264,719
	M	78	\$199,349	\$98,640	\$146,434	\$177,720	\$227,630	\$315,905
	U	24	\$186,978	\$106,414	\$137,203	\$185,040	\$226,633	\$263,970
Top Human Resources Position								
	F	13	\$216,199		\$167,474	\$186,831	\$256,683	
	M	6	\$195,310			\$183,901		
Top Legal Position								
	F	5	\$284,081			\$287,570		



## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs and National Security								
Greater than \$5 million								
Top Marketing Position	M	10	\$218,918		\$171,729	\$223,695	\$259,251	
	F	7	\$276,840			\$216,472		
	M	8	\$170,847			\$195,559		
Top Operations Position								
	F	25	\$205,767	\$110,768	\$152,750	\$193,653	\$221,565	\$337,271
	M	42	\$238,452	\$111,830	\$150,887	\$241,041	\$318,237	\$371,196
	U	6	\$199,094			\$218,071		
Top PR/Communications Position								
	F	9	\$191,604			\$171,276		
	M	9	\$194,545			\$183,357		
Top Program Position								
	F	15	\$195,643		\$167,685	\$173,022	\$223,859	
	M	17	\$180,325		\$142,350	\$177,920	\$202,533	
	U	7	\$161,352			\$156,694		
Top Technology Position								
	M	15	\$182,689		\$145,205	\$167,683	\$194,424	
	U	5	\$158,360			\$166,975		
Medical Research								
\$500 thousand or less								
CEO/Executive Director								
	F	70	\$73,166	\$27,616	\$38,767	\$63,435	\$92,965	\$126,305
	M	34	\$69,076	\$23,730	\$38,460	\$56,094	\$94,758	\$116,705
	U	15	\$66,061		\$39,255	\$68,750	\$95,125	

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Medical Research							
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	37	\$93,198	\$49,074	\$64,324	\$91,667	\$109,875	\$146,812
M	23	\$128,800	\$38,565	\$85,279	\$123,803	\$158,686	\$226,257
U	7	\$188,436			\$158,094		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	79	\$136,635	\$61,632	\$87,897	\$127,500	\$171,356	\$226,034
M	67	\$194,910	\$76,501	\$126,501	\$170,306	\$241,413	\$343,030
U	10	\$199,544		\$160,244	\$204,089	\$252,646	
Top Finance Position							
F	13	\$105,885		\$74,773	\$94,009	\$131,739	
M	10	\$147,070		\$111,096	\$129,141	\$158,640	
Top Operations Position							
F	10	\$124,468		\$108,361	\$137,022	\$148,661	
M	6	\$161,860			\$147,155		
Top Program Position							
F	5	\$111,111			\$100,778		
Greater than \$5 million							
CEO/Executive Director							
F	52	\$326,561	\$144,367	\$188,870	\$281,394	\$391,244	\$507,839
M	73	\$535,893	\$186,026	\$270,753	\$452,299	\$654,550	\$1,078,490
U	7	\$750,518			\$278,062		
Top Administrative Position							
F	9	\$222,286			\$164,179		
M	7	\$252,324			\$202,017		

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Medical Research								
Greater than \$5 million								
Top Development Position								
	F	15	\$196,754		\$174,130	\$206,226	\$229,473	
	M	10	\$213,123		\$155,054	\$173,124	\$276,424	
Top Finance Position								
	F	37	\$190,564	\$115,330	\$133,274	\$166,818	\$203,526	\$318,083
	M	52	\$261,906	\$131,524	\$179,888	\$260,572	\$332,231	\$396,948
	U	8	\$216,929			\$164,880		
Top Human Resources Position								
	F	6	\$235,009			\$229,334		
	M	7	\$182,710			\$170,033		
Top Legal Position								
	F	9	\$296,617			\$261,521		
	M	5	\$414,262			\$395,698		
Top Operations Position								
	F	20	\$346,157	\$160,044	\$179,278	\$263,594	\$321,132	\$592,527
	M	15	\$300,627		\$174,189	\$268,491	\$359,086	
Top PR/Communications Position								
	F	10	\$212,209		\$143,568	\$181,672	\$251,565	
Top Program Position								
	F	10	\$168,093		\$130,740	\$176,071	\$209,211	
	M	5	\$249,937			\$235,282		
Top Technology Position								
	M	15	\$174,289		\$138,284	\$169,115	\$211,040	

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention								
\$500 thousand or less								
CEO/Executive Director								
	F	518	\$52,283	\$25,788	\$36,554	\$50,121	\$64,228	\$78,562
	M	299	\$57,859	\$23,617	\$36,437	\$53,580	\$72,680	\$88,400
	U	72	\$51,364	\$22,020	\$35,918	\$48,262	\$61,945	\$80,226
Top Administrative Position								
	F	16	\$36,928		\$28,881	\$33,634	\$42,931	
	M	10	\$41,566		\$28,027	\$41,009	\$49,426	
	U	5	\$33,449			\$31,083		
Top Finance Position								
	F	18	\$36,646		\$22,477	\$34,250	\$46,383	
	M	15	\$50,251		\$30,578	\$46,351	\$59,349	
Top Operations Position								
	F	9	\$46,077			\$42,000		
Top Program Position								
	F	18	\$40,140		\$23,794	\$36,733	\$48,949	
	M	7	\$39,124			\$32,400		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	305	\$74,365	\$43,828	\$57,474	\$71,615	\$88,269	\$105,186
	M	167	\$85,075	\$46,877	\$60,972	\$79,808	\$99,376	\$125,753
	U	33	\$74,555	\$45,401	\$55,677	\$70,000	\$91,080	\$113,598
Top Administrative Position								
	F	6	\$41,963			\$35,556		
	M	5	\$74,950			\$72,345		
Top Finance Position								
	F	18	\$44,307		\$33,228	\$45,786	\$52,879	

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention								
Between \$500 thousand and \$1 million								
Top Operations Position	M	9	\$85,956			\$68,566		
Top Program Position	F	5	\$65,355			\$60,000		
Between \$1 million and \$5 million								
CEO/Executive Director	M	6	\$48,083			\$49,080		
	F	561	\$106,062	\$67,077	\$82,294	\$98,897	\$124,000	\$149,475
	M	481	\$118,549	\$64,633	\$85,336	\$107,190	\$137,975	\$183,995
	U	67	\$112,558	\$72,759	\$84,959	\$100,700	\$126,363	\$171,080
Top Administrative Position								
	F	26	\$79,149	\$51,828	\$65,390	\$73,709	\$99,327	\$107,974
	M	12	\$123,861		\$105,637	\$126,387	\$136,053	
Top Business Position								
	F	10	\$64,050		\$57,561	\$63,938	\$75,123	
Top Finance Position								
	F	142	\$75,426	\$39,430	\$56,320	\$76,055	\$91,237	\$109,123
	M	92	\$85,029	\$40,227	\$63,207	\$80,133	\$105,645	\$133,848
	U	22	\$99,340	\$45,243	\$78,092	\$100,824	\$120,135	\$147,728
Top Human Resources Position								
	F	6	\$78,049			\$70,091		
Top Operations Position								
	F	38	\$93,087	\$61,983	\$75,898	\$88,633	\$102,077	\$140,476
	M	31	\$93,655	\$51,185	\$64,977	\$79,500	\$114,586	\$155,753
Top Program Position								
	F	12	\$91,934		\$54,755	\$86,618	\$124,903	

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention								
Between \$1 million and \$5 million								
	M	9	\$120,616			\$110,000		
Greater than \$5 million								
CEO/Executive Director								
	F	344	\$186,395	\$108,854	\$130,007	\$165,753	\$217,975	\$292,091
	M	639	\$212,202	\$113,786	\$138,722	\$176,131	\$250,831	\$345,555
	U	55	\$258,563	\$107,531	\$142,598	\$195,585	\$248,373	\$401,467
Top Administrative Position								
	F	42	\$132,582	\$80,623	\$105,308	\$126,562	\$149,689	\$199,433
	M	35	\$182,467	\$103,209	\$130,446	\$162,762	\$195,682	\$285,187
Top Business Position								
	F	8	\$121,063			\$116,185		
	M	14	\$142,241		\$94,767	\$137,844	\$191,359	
Top Development Position								
	F	29	\$125,500	\$97,508	\$110,423	\$126,440	\$150,063	\$162,314
	M	20	\$183,114	\$104,214	\$115,528	\$160,382	\$190,146	\$317,141
Top Education Position								
	F	5	\$125,524			\$124,415		
Top Finance Position								
	F	253	\$121,931	\$71,551	\$90,342	\$111,522	\$144,302	\$181,626
	M	356	\$144,089	\$77,238	\$101,384	\$131,284	\$169,392	\$221,226
	U	44	\$135,012	\$84,821	\$97,341	\$128,813	\$165,000	\$196,612
Top Human Resources Position								
	F	51	\$133,244	\$99,324	\$114,070	\$126,907	\$139,982	\$177,271
	M	18	\$124,583		\$91,138	\$119,603	\$137,950	
	U	6	\$134,534			\$136,324		

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention								
Greater than \$5 million								
Top Legal Position								
	F	5	\$205,372			\$155,007		
	M	13	\$208,913		\$159,766	\$196,921	\$224,724	
Top Marketing Position								
	M	7	\$139,625			\$147,056		
Top Operations Position								
	F	144	\$139,166	\$82,718	\$109,818	\$134,804	\$157,500	\$202,103
	M	126	\$166,070	\$100,900	\$118,492	\$144,123	\$196,438	\$281,258
	U	21	\$144,493	\$107,488	\$120,174	\$146,735	\$166,153	\$175,775
Top PR/Communications Position								
	F	6	\$157,489			\$143,133		
Top Program Position								
	F	29	\$128,206	\$95,129	\$111,245	\$129,397	\$141,766	\$161,947
	M	25	\$158,329	\$120,629	\$132,762	\$150,410	\$163,606	\$209,964
Top Technology Position								
	F	7	\$117,843			\$124,949		
	M	48	\$144,587	\$110,863	\$118,254	\$133,948	\$168,136	\$188,996
	U	6	\$182,449			\$166,974		
Mutual/Membership Benefit Organizations, Other								
\$500 thousand or less								
CEO/Executive Director								
	F	22	\$64,185	\$34,447	\$48,830	\$56,060	\$68,633	\$104,366
	M	18	\$63,243		\$38,348	\$61,524	\$79,728	

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mutual/Membership Benefit Organizations, Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	8	\$93,457			\$107,318		
M	14	\$120,575		\$81,600	\$108,310	\$134,903	
Between \$1 million and \$5 million							
CEO/Executive Director							
F	21	\$154,498	\$55,759	\$121,423	\$145,698	\$162,210	\$217,837
M	25	\$193,855	\$84,655	\$106,538	\$164,884	\$267,000	\$360,421
Top Finance Position							
M	7	\$101,083			\$100,134		
Greater than \$5 million							
CEO/Executive Director							
F	10	\$433,687		\$371,548	\$399,100	\$524,894	
M	21	\$510,608	\$148,136	\$243,726	\$342,733	\$523,563	\$997,704
Top Finance Position							
F	8	\$187,384			\$177,143		
M	10	\$314,093		\$182,073	\$291,109	\$338,461	
Top Human Resources Position							
F	6	\$210,193			\$209,096		
Top Operations Position							
F	5	\$187,724			\$161,378		
Philanthropy, Voluntarism and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director							
F	426	\$51,333	\$24,780	\$34,875	\$46,221	\$60,215	\$85,238
M	239	\$61,353	\$26,336	\$36,345	\$52,249	\$75,168	\$102,386



## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism and Grantmaking Foundations							
\$500 thousand or less							
U	65	\$49,303	\$23,652	\$33,000	\$44,000	\$60,000	\$69,958
Top Administrative Position							
F	5	\$38,647			\$33,911		
Top Finance Position							
F	17	\$49,544		\$36,425	\$45,000	\$58,069	
M	5	\$59,651			\$56,677		
Top Program Position							
F	7	\$50,919			\$33,397		
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	248	\$77,496	\$39,990	\$54,797	\$71,548	\$94,700	\$121,257
M	140	\$85,012	\$40,757	\$58,831	\$76,655	\$104,815	\$136,552
U	25	\$83,517	\$52,210	\$54,695	\$74,000	\$96,124	\$102,883
Top Finance Position							
F	7	\$41,578			\$40,670		
M	8	\$73,413			\$62,288		
Top Operations Position							
M	5	\$69,741			\$64,771		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	456	\$116,644	\$60,698	\$81,441	\$104,654	\$135,683	\$185,234
M	371	\$136,427	\$69,756	\$89,333	\$114,917	\$155,931	\$219,614
U	56	\$116,531	\$71,553	\$85,441	\$104,063	\$136,961	\$184,851
Top Administrative Position							
F	17	\$81,088		\$59,973	\$73,693	\$103,135	
M	8	\$121,541			\$111,170		

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism and Grantmaking Foundations							
Between \$1 million and \$5 million							
Top Development Position							
F	11	\$137,473		\$117,550	\$134,218	\$153,759	
M	8	\$106,080			\$118,305		
Top Finance Position							
F	78	\$77,038	\$41,240	\$52,954	\$68,763	\$86,704	\$112,699
M	54	\$92,047	\$60,592	\$67,521	\$92,787	\$111,998	\$129,995
U	13	\$90,691		\$56,494	\$78,351	\$121,963	
Top Operations Position							
F	19	\$97,513		\$57,685	\$82,743	\$126,003	
M	16	\$153,714		\$107,953	\$133,499	\$164,732	
Top Program Position							
F	7	\$102,977			\$110,034		
Greater than \$5 million							
CEO/Executive Director							
F	177	\$230,072	\$126,119	\$154,000	\$195,714	\$265,355	\$378,811
M	287	\$289,436	\$124,185	\$168,999	\$227,198	\$354,299	\$527,469
U	39	\$274,115	\$110,526	\$146,443	\$217,013	\$334,234	\$486,815
Top Administrative Position							
F	21	\$176,047	\$105,406	\$108,864	\$136,655	\$182,748	\$229,053
M	15	\$176,940		\$144,488	\$168,783	\$217,089	
Top Business Position							
M	6	\$159,981			\$148,997		
Top Development Position							
F	53	\$169,394	\$115,452	\$132,121	\$157,805	\$180,903	\$229,761
M	32	\$181,074	\$117,892	\$133,208	\$180,477	\$215,610	\$276,573
U	6	\$206,680			\$194,732		

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism and Grantmaking Foundations							
Greater than \$5 million							
Top Finance Position							
F	160	\$145,629	\$85,711	\$104,979	\$133,525	\$170,609	\$229,162
M	129	\$172,445	\$91,103	\$120,000	\$149,853	\$207,596	\$280,428
U	18	\$223,280		\$121,903	\$174,265	\$203,817	
Top Human Resources Position							
F	9	\$201,363			\$177,085		
M	6	\$288,076			\$226,765		
Top Legal Position							
F	5	\$185,266			\$190,153		
M	11	\$281,767		\$194,734	\$203,288	\$309,604	
Top Marketing Position							
F	19	\$184,341		\$137,345	\$161,631	\$229,561	
M	10	\$210,656		\$176,114	\$199,695	\$218,200	
Top Operations Position							
F	45	\$161,659	\$86,150	\$115,198	\$157,002	\$202,607	\$256,867
M	39	\$209,483	\$106,275	\$141,109	\$179,781	\$294,279	\$344,806
U	11	\$168,580		\$128,933	\$145,611	\$173,981	
Top PR/Communications Position							
F	14	\$184,343		\$132,467	\$174,096	\$215,031	
M	8	\$178,559			\$173,656		
Top Program Position							
F	22	\$175,207	\$121,073	\$130,879	\$163,271	\$202,437	\$276,370
M	14	\$224,174		\$146,161	\$176,973	\$202,808	
U	5	\$176,430			\$176,413		
Top Technology Position							
M	18	\$194,403		\$159,896	\$169,456	\$184,845	

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public Safety, Disaster Preparedness and Relief							
\$500 thousand or less							
CEO/Executive Director							
F	50	\$62,942	\$22,387	\$43,247	\$55,959	\$77,778	\$95,993
M	82	\$60,204	\$30,873	\$37,120	\$54,767	\$66,911	\$103,515
U	10	\$40,451		\$23,775	\$31,897	\$49,059	
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	17	\$80,611		\$60,292	\$81,600	\$100,000	
M	47	\$93,345	\$37,130	\$50,197	\$78,210	\$115,155	\$161,020
Top Finance Position							
F	5	\$51,925			\$47,567		
M	5	\$54,839			\$50,000		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	30	\$131,281	\$67,402	\$86,968	\$124,003	\$144,217	\$194,752
M	62	\$129,567	\$62,534	\$76,480	\$108,846	\$158,949	\$223,117
U	6	\$115,153			\$104,894		
Top Finance Position							
F	7	\$83,339			\$74,603		
M	5	\$95,432			\$102,214		
Top Operations Position							
F	8	\$115,949			\$105,899		
M	5	\$85,725			\$92,905		
Greater than \$5 million							
CEO/Executive Director							
F	7	\$308,210			\$191,478		
M	32	\$230,152	\$98,477	\$126,741	\$194,390	\$278,685	\$414,804

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public Safety, Disaster Preparedness and Relief							
Greater than \$5 million							
Top Finance Position							
F	7	\$113,609			\$101,748		
M	13	\$195,897		\$97,987	\$195,108	\$233,558	
Top Operations Position							
M	5	\$176,535			\$184,896		
Public, Society Benefit – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director							
F	234	\$62,804	\$26,124	\$40,840	\$56,469	\$78,617	\$101,570
M	206	\$67,669	\$24,185	\$40,305	\$57,346	\$86,063	\$118,875
U	32	\$50,034	\$21,232	\$28,317	\$49,500	\$65,083	\$80,256
Top Finance Position							
F	5	\$47,199			\$46,089		
M	10	\$62,359		\$33,574	\$61,779	\$79,199	
Top Operations Position							
F	7	\$48,808			\$38,596		
Top Program Position							
F	5	\$35,728			\$37,360		
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	93	\$90,960	\$47,142	\$60,000	\$85,000	\$108,239	\$146,295
M	116	\$116,922	\$57,300	\$76,461	\$107,709	\$145,686	\$189,845
U	27	\$99,054	\$46,601	\$67,190	\$89,786	\$119,360	\$156,895
Top Finance Position							
F	5	\$80,196			\$59,495		

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit – Multipurpose and Other							
Between \$500 thousand and \$1 million							
Top Operations Position							
M	5	\$122,573			\$119,833		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	139	\$145,536	\$61,468	\$81,482	\$126,176	\$174,797	\$240,104
M	224	\$166,176	\$64,572	\$97,415	\$135,307	\$201,678	\$286,490
U	34	\$126,563	\$73,818	\$91,796	\$119,652	\$151,485	\$193,969
Top Administrative Position							
F	8	\$98,147			\$95,753		
M	7	\$118,345			\$118,500		
Top Business Position							
M	5	\$149,182			\$131,672		
Top Development Position							
M	6	\$141,357			\$131,311		
Top Finance Position							
F	33	\$126,633	\$51,454	\$75,105	\$110,924	\$149,682	\$204,886
M	22	\$123,209	\$44,897	\$65,541	\$126,596	\$157,280	\$185,230
U	5	\$122,633			\$115,457		
Top Legal Position							
M	6	\$174,379			\$160,653		
Top Operations Position							
F	17	\$144,280		\$115,027	\$144,567	\$161,557	
M	22	\$118,802	\$39,549	\$66,262	\$113,465	\$142,454	\$179,098
Top Program Position							
F	6	\$138,835			\$123,999		
M	5	\$120,646			\$155,345		

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director							
F	70	\$305,369	\$109,050	\$142,373	\$236,509	\$329,464	\$534,892
M	133	\$356,005	\$120,494	\$173,842	\$247,313	\$420,104	\$718,123
U	21	\$442,565	\$139,359	\$176,120	\$242,115	\$311,229	\$833,371
Top Administrative Position							
F	16	\$165,387		\$136,835	\$154,363	\$189,543	
M	5	\$261,783			\$236,437		
Top Development Position							
F	12	\$166,187		\$118,901	\$164,415	\$200,784	
M	11	\$216,266		\$182,285	\$216,265	\$244,148	
Top Finance Position							
F	56	\$182,942	\$82,493	\$106,912	\$156,494	\$212,181	\$281,218
M	58	\$239,650	\$102,417	\$141,911	\$220,138	\$333,051	\$391,337
U	9	\$165,501			\$126,500		
Top Human Resources Position							
F	17	\$267,697		\$148,597	\$245,988	\$340,289	
Top Legal Position							
F	6	\$189,970			\$157,331		
M	16	\$346,605		\$198,139	\$264,167	\$385,625	
Top Marketing Position							
F	10	\$183,335		\$135,489	\$159,796	\$196,831	
M	5	\$243,044			\$162,583		
Top Operations Position							
F	28	\$203,616	\$90,588	\$129,382	\$188,428	\$236,385	\$350,987
M	37	\$242,051	\$90,564	\$129,119	\$164,907	\$274,994	\$469,750

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit – Multipurpose and Other							
Greater than \$5 million							
Top PR/Communications Position							
F	9	\$152,538			\$144,298		
M	10	\$181,654		\$128,530	\$155,710	\$214,714	
Top Program Position							
F	6	\$163,974			\$158,146		
M	6	\$202,974			\$195,064		
Top Technology Position							
M	15	\$208,110		\$146,969	\$171,942	\$238,722	
U	6	\$255,017			\$160,361		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director							
F	307	\$46,901	\$20,000	\$30,233	\$42,821	\$60,000	\$75,243
M	520	\$51,910	\$23,069	\$32,000	\$47,233	\$66,673	\$85,000
U	61	\$49,998	\$23,692	\$32,000	\$48,000	\$63,000	\$79,216
Top Administrative Position							
F	16	\$30,675		\$22,456	\$28,847	\$38,325	
M	14	\$45,266		\$35,533	\$43,288	\$52,867	
Top Finance Position							
F	20	\$36,443	\$19,395	\$25,824	\$32,470	\$40,743	\$56,174
M	17	\$38,382		\$23,088	\$35,000	\$47,605	
U	6	\$25,398			\$24,669		
Top Operations Position							
F	8	\$37,282			\$33,380		
M	11	\$37,052		\$28,984	\$36,000	\$38,250	



## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
Top Program Position							
F	6	\$39,376			\$42,151		
M	13	\$44,442		\$33,217	\$42,224	\$53,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	135	\$68,108	\$35,286	\$48,404	\$66,433	\$80,853	\$101,840
M	295	\$75,529	\$36,760	\$54,940	\$70,315	\$90,003	\$119,458
U	31	\$92,326	\$40,817	\$53,361	\$70,192	\$125,835	\$162,526
Top Administrative Position							
F	12	\$46,194		\$39,927	\$43,361	\$54,699	
M	9	\$56,465			\$52,164		
Top Finance Position							
F	22	\$34,880	\$17,040	\$19,034	\$27,342	\$39,603	\$53,525
M	10	\$45,491		\$37,778	\$47,099	\$50,744	
Top Operations Position							
F	6	\$54,261			\$50,662		
M	7	\$44,135			\$46,786		
Top Program Position							
M	5	\$55,484			\$54,631		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	189	\$111,552	\$54,840	\$70,117	\$95,965	\$139,833	\$172,984
M	466	\$126,250	\$60,000	\$83,658	\$111,577	\$152,917	\$200,350
U	42	\$107,531	\$55,913	\$75,257	\$102,794	\$143,685	\$158,913
Top Administrative Position							
F	10	\$83,787		\$62,602	\$69,553	\$92,532	

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics								
Between \$1 million and \$5 million								
Top Business Position	M	16	\$88,404		\$51,765	\$81,391	\$104,861	
	F	5	\$77,602			\$72,940		
Top Finance Position	M	5	\$90,639			\$86,583		
	F	43	\$72,349	\$28,200	\$48,175	\$62,213	\$94,537	\$125,837
	M	34	\$84,172	\$37,260	\$51,685	\$80,193	\$106,033	\$138,667
	U	5	\$49,135			\$46,025		
Top Operations Position								
	F	20	\$99,365	\$40,821	\$56,774	\$86,750	\$116,807	\$188,435
	M	23	\$97,686	\$61,293	\$72,272	\$96,000	\$115,319	\$123,070
Top Program Position								
	F	6	\$83,198			\$60,490		
	M	6	\$103,658			\$108,599		
Top Technology Position								
	M	8	\$119,281			\$114,908		
Greater than \$5 million								
CEO/Executive Director								
	F	31	\$244,167	\$100,000	\$140,631	\$219,703	\$310,177	\$348,013
	M	182	\$372,245	\$129,478	\$185,656	\$242,642	\$347,899	\$647,536
Top Administrative Position								
	M	13	\$275,652		\$155,412	\$229,024	\$396,589	
Top Development Position								
	F	10	\$174,006		\$112,879	\$152,729	\$224,625	
	M	10	\$177,821		\$126,726	\$134,279	\$141,701	

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics								
Greater than \$5 million								
Top Facilities Position								
	M	5	\$139,730			\$136,676		
Top Finance Position								
	F	36	\$145,241	\$74,475	\$91,223	\$127,117	\$163,556	\$252,607
	M	65	\$191,177	\$82,235	\$118,037	\$155,411	\$227,571	\$345,489
Top Legal Position								
	F	5	\$238,792			\$213,624		
Top Marketing Position								
	F	13	\$252,342		\$138,542	\$222,600	\$302,520	
	M	10	\$184,157		\$148,841	\$182,120	\$201,813	
Top Operations Position								
	F	19	\$175,465		\$116,719	\$139,204	\$185,595	
	M	33	\$258,256	\$117,774	\$148,750	\$201,959	\$270,157	\$503,576
	U	5	\$157,333			\$137,927		
Top PR/Communications Position								
	F	5	\$195,220			\$163,757		
	M	8	\$208,546			\$174,372		
Top Technology Position								
	M	9	\$181,429			\$162,213		
Religion-Related, Spiritual Development								
\$500 thousand or less								
CEO/Executive Director								
	F	599	\$45,155	\$19,707	\$25,888	\$39,752	\$55,000	\$78,639
	M	2,495	\$53,771	\$21,401	\$29,884	\$46,840	\$68,755	\$94,978
	U	343	\$47,582	\$20,651	\$27,052	\$40,000	\$62,026	\$82,702

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development							
\$500 thousand or less							
Top Administrative Position							
F	42	\$35,928	\$20,549	\$25,708	\$32,785	\$41,764	\$54,553
M	21	\$57,794	\$33,192	\$39,000	\$58,032	\$74,236	\$82,522
U	8	\$35,554			\$27,912		
Top Finance Position							
F	118	\$31,546	\$16,458	\$20,000	\$26,036	\$40,871	\$55,542
M	66	\$43,098	\$19,695	\$23,625	\$35,235	\$55,251	\$77,186
U	18	\$33,640		\$20,097	\$31,492	\$43,722	
Top Operations Position							
F	14	\$41,955		\$26,402	\$40,084	\$51,430	
M	14	\$49,317		\$34,439	\$45,506	\$52,354	
Top Program Position							
F	10	\$31,923		\$19,077	\$27,321	\$34,635	
M	11	\$40,463		\$31,986	\$42,000	\$50,965	
U	7	\$33,567			\$33,210		
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	116	\$69,919	\$29,587	\$46,108	\$65,452	\$82,813	\$113,922
M	482	\$81,762	\$36,527	\$52,125	\$72,811	\$103,406	\$134,208
U	63	\$66,644	\$29,920	\$40,148	\$62,400	\$88,621	\$111,973
Top Administrative Position							
F	12	\$33,871		\$21,934	\$27,184	\$48,998	
M	15	\$68,184		\$43,476	\$71,906	\$93,419	
Top Business Position							
M	7	\$61,945			\$59,874		

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development							
Between \$500 thousand and \$1 million							
Top Finance Position							
F	29	\$46,471	\$22,800	\$29,120	\$46,168	\$55,700	\$78,492
M	21	\$46,407	\$17,264	\$29,344	\$37,449	\$61,756	\$82,832
U	13	\$51,452		\$31,200	\$35,593	\$71,566	
Top Operations Position							
F	7	\$67,519			\$69,400		
M	9	\$56,681			\$54,898		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	131	\$99,772	\$39,780	\$60,835	\$85,555	\$121,243	\$174,288
M	570	\$111,468	\$45,392	\$67,635	\$96,027	\$134,807	\$192,870
U	78	\$110,510	\$35,563	\$59,525	\$91,350	\$139,725	\$195,742
Top Administrative Position							
F	17	\$89,264		\$65,213	\$75,162	\$106,879	
M	18	\$74,559		\$52,081	\$75,036	\$102,042	
Top Business Position							
M	7	\$91,509			\$88,530		
Top Development Position							
M	12	\$118,982		\$77,460	\$113,084	\$128,375	
Top Finance Position							
F	56	\$72,039	\$30,304	\$42,884	\$58,680	\$87,235	\$113,430
M	90	\$82,909	\$35,244	\$50,158	\$79,418	\$106,145	\$132,508
U	11	\$65,506		\$52,700	\$67,308	\$76,996	
Top Operations Position							
F	8	\$103,927			\$84,501		
M	44	\$115,585	\$54,617	\$74,612	\$108,454	\$147,138	\$186,701

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development								
Between \$1 million and \$5 million								
Top Program Position	U	7	\$71,689			\$73,349		
	M	9	\$107,248			\$84,199		
Greater than \$5 million								
CEO/Executive Director								
	F	35	\$181,526	\$71,186	\$116,542	\$150,406	\$230,526	\$301,049
	M	173	\$224,557	\$92,017	\$123,344	\$175,719	\$242,499	\$343,721
	U	27	\$198,976	\$81,332	\$121,658	\$156,459	\$245,427	\$325,483
Top Administrative Position								
	F	11	\$112,715		\$97,178	\$122,315	\$127,083	
	M	14	\$126,565		\$118,010	\$126,925	\$147,256	
Top Development Position								
	F	7	\$159,049			\$153,614		
	M	15	\$162,678		\$118,234	\$168,526	\$189,467	
Top Finance Position								
	F	44	\$125,918	\$54,547	\$74,641	\$117,906	\$160,115	\$174,772
	M	86	\$151,993	\$64,565	\$96,364	\$129,488	\$179,230	\$269,322
	U	8	\$106,396			\$103,455		
Top Human Resources Position								
	M	6	\$230,402			\$120,260		
Top Marketing Position								
	F	5	\$198,653			\$152,673		
	M	9	\$219,156			\$178,041		
Top Operations Position								
	F	18	\$161,428		\$117,013	\$148,473	\$190,636	
	M	31	\$166,577	\$80,829	\$115,337	\$148,517	\$206,273	\$292,591

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development							
Greater than \$5 million							
Top PR/Communications Position							
M	6	\$154,425			\$125,735		
Top Program Position							
M	6	\$206,623			\$153,895		
Top Technology Position							
M	14	\$176,176		\$137,757	\$151,239	\$212,987	
Science and Technology Research Institutes, Services							
\$500 thousand or less							
CEO/Executive Director							
F	44	\$73,757	\$24,300	\$33,865	\$56,897	\$91,595	\$133,453
M	51	\$74,601	\$29,905	\$47,309	\$63,491	\$97,597	\$136,046
U	11	\$62,452		\$50,792	\$66,967	\$70,353	
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	27	\$96,727	\$37,355	\$65,598	\$89,308	\$131,597	\$150,987
M	24	\$113,899	\$48,537	\$64,883	\$115,220	\$140,135	\$191,913
U	10	\$105,458		\$69,208	\$90,296	\$117,971	
Between \$1 million and \$5 million							
CEO/Executive Director							
F	59	\$155,056	\$66,283	\$103,259	\$151,164	\$180,889	\$263,819
M	101	\$175,256	\$76,268	\$115,804	\$161,749	\$203,786	\$310,092
U	11	\$186,731		\$118,342	\$174,120	\$230,027	
Top Finance Position							
F	18	\$104,364		\$58,613	\$102,236	\$129,293	
M	13	\$115,652		\$67,383	\$115,140	\$143,352	

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science and Technology Research Institutes, Services							
Between \$1 million and \$5 million							
Top Operations Position							
F	7	\$135,003			\$127,180		
M	7	\$169,385			\$152,495		
Top Technology Position							
M	5	\$165,963			\$148,952		
Greater than \$5 million							
CEO/Executive Director							
F	38	\$306,328	\$127,996	\$188,029	\$265,322	\$368,069	\$524,991
M	109	\$457,655	\$208,116	\$287,612	\$368,500	\$487,125	\$751,706
U	12	\$839,505		\$310,506	\$629,074	\$1,291,101	
Top Administrative Position							
F	6	\$241,069			\$231,151		
M	6	\$204,633			\$223,022		
Top Business Position							
F	6	\$212,413			\$206,493		
M	12	\$210,499		\$171,534	\$190,863	\$248,418	
Top Development Position							
M	10	\$244,862		\$169,816	\$222,699	\$293,904	
Top Education Position							
M	5	\$290,614			\$257,908		
Top Finance Position							
F	48	\$189,774	\$107,174	\$141,439	\$180,642	\$222,000	\$295,684
M	47	\$270,560	\$130,827	\$160,025	\$231,194	\$333,461	\$440,046
U	7	\$250,055			\$208,108		
Top Human Resources Position							
F	8	\$232,697			\$200,597		



## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science and Technology Research Institutes, Services							
Greater than \$5 million							
Top Legal Position							
F	8	\$341,235			\$306,882		
M	10	\$424,256		\$298,887	\$434,798	\$510,777	
Top Marketing Position							
F	7	\$232,673			\$206,095		
Top Operations Position							
F	14	\$262,357		\$163,739	\$201,554	\$338,808	
M	30	\$307,625	\$165,695	\$231,755	\$284,958	\$404,306	\$451,347
U	5	\$856,706			\$331,956		
Top Program Position							
F	10	\$168,402		\$155,270	\$164,936	\$193,327	
M	17	\$242,282		\$164,869	\$235,152	\$270,421	
Top Technology Position							
M	32	\$213,065	\$141,802	\$162,648	\$185,999	\$223,338	\$252,859
U	6	\$247,056			\$203,854		
Social Science Research Institutes, Services							
\$500 thousand or less							
CEO/Executive Director							
F	28	\$60,870	\$21,570	\$30,000	\$56,763	\$83,819	\$96,852
M	34	\$78,816	\$31,535	\$41,667	\$58,360	\$118,527	\$149,232
U	6	\$67,968			\$66,865		
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	14	\$91,163		\$69,170	\$90,868	\$112,430	
M	18	\$124,683		\$76,903	\$115,891	\$176,325	

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Social Science Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director							
F	44	\$172,234	\$80,248	\$100,125	\$139,615	\$202,401	\$346,657
M	40	\$178,802	\$85,534	\$108,911	\$160,200	\$249,583	\$276,466
U	16	\$207,249		\$74,256	\$149,299	\$199,489	
Top Finance Position							
F	9	\$128,892			\$119,063		
M	10	\$104,589		\$67,833	\$92,946	\$124,213	
Top Operations Position							
M	5	\$179,391			\$131,966		
Greater than \$5 million							
CEO/Executive Director							
F	14	\$431,727		\$213,184	\$322,127	\$522,939	
M	27	\$404,502	\$214,509	\$250,763	\$336,828	\$517,527	\$714,928
U	5	\$271,628			\$99,358		
Top Administrative Position							
F	5	\$178,696			\$157,758		
Top Development Position							
F	5	\$193,790			\$181,700		
Top Finance Position							
F	16	\$157,779		\$117,936	\$136,809	\$206,840	
M	16	\$257,454		\$145,942	\$172,980	\$381,114	
Top Operations Position							
M	5	\$359,152			\$361,203		
Top Technology Position							
M	5	\$245,518			\$264,400		

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Unknown							
\$500 thousand or less							
CEO/Executive Director							
F	147	\$49,736	\$21,250	\$31,240	\$46,750	\$64,062	\$80,000
M	168	\$49,884	\$23,861	\$30,000	\$44,262	\$62,756	\$82,815
U	26	\$45,229	\$20,500	\$29,570	\$40,503	\$57,184	\$65,227
Top Administrative Position							
M	7	\$46,766			\$50,928		
Top Finance Position							
F	8	\$34,078			\$29,954		
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	49	\$90,875	\$43,287	\$59,077	\$81,096	\$114,791	\$137,344
M	49	\$82,558	\$40,000	\$55,066	\$61,800	\$91,951	\$131,231
U	9	\$77,809			\$71,481		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	62	\$116,325	\$65,156	\$77,847	\$99,922	\$132,876	\$201,517
M	67	\$125,710	\$61,720	\$80,241	\$113,792	\$141,706	\$205,642
U	14	\$124,778		\$65,000	\$91,589	\$121,077	
Top Finance Position							
F	15	\$85,666		\$71,335	\$78,033	\$91,788	
M	8	\$88,314			\$79,702		
Greater than \$5 million							
CEO/Executive Director							
F	28	\$220,817	\$80,400	\$110,774	\$190,115	\$232,895	\$339,383
M	51	\$398,888	\$103,019	\$148,352	\$195,883	\$434,994	\$690,839
U	7	\$248,872			\$175,359		

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Unknown								
Greater than \$5 million								
Top Development Position								
	F	6	\$164,521			\$153,919		
Top Finance Position								
	F	22	\$123,293	\$74,903	\$85,734	\$121,130	\$131,287	\$179,629
	M	24	\$230,569	\$82,327	\$114,149	\$238,098	\$301,144	\$373,668
Top Human Resources Position								
	F	6	\$258,917			\$247,601		
Top Operations Position								
	F	10	\$137,530		\$122,244	\$129,250	\$156,218	
	M	8	\$259,387			\$196,333		
Top Technology Position								
	M	6	\$465,499			\$353,124		
Youth Development								
\$500 thousand or less								
CEO/Executive Director								
	F	644	\$50,469	\$25,000	\$36,000	\$48,142	\$63,084	\$75,751
	M	532	\$53,728	\$23,084	\$36,304	\$50,050	\$67,303	\$85,088
	U	126	\$50,785	\$21,700	\$31,873	\$48,358	\$61,901	\$80,711
Top Administrative Position								
	F	7	\$32,355			\$30,250		
Top Finance Position								
	F	18	\$34,699		\$19,670	\$31,375	\$46,304	
	M	12	\$34,626		\$26,824	\$30,000	\$43,466	
Top Operations Position								
	F	9	\$45,874			\$43,819		

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development								
\$500 thousand or less								
	M	6	\$33,531			\$30,000		
Top Program Position								
	F	36	\$36,330	\$21,000	\$24,756	\$32,770	\$46,557	\$50,947
	M	13	\$34,970		\$30,000	\$32,468	\$39,843	
	U	5	\$36,294			\$25,554		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	285	\$76,619	\$47,416	\$59,000	\$75,000	\$92,230	\$107,208
	M	297	\$81,730	\$48,930	\$61,387	\$76,731	\$94,321	\$125,204
	U	49	\$73,517	\$49,309	\$59,712	\$67,294	\$84,350	\$108,999
Top Finance Position								
	F	20	\$55,357	\$30,044	\$37,675	\$54,367	\$71,360	\$80,493
	M	8	\$46,779			\$43,819		
Top Operations Position								
	F	10	\$69,162		\$47,190	\$56,882	\$77,481	
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	430	\$117,249	\$70,018	\$89,537	\$109,620	\$134,537	\$171,649
	M	582	\$128,117	\$70,998	\$88,448	\$118,012	\$152,403	\$199,544
	U	73	\$125,702	\$72,031	\$82,756	\$109,155	\$151,269	\$214,125
Top Administrative Position								
	F	10	\$75,877		\$66,336	\$75,819	\$94,911	
	M	6	\$89,095			\$84,788		
Top Business Position								
	F	5	\$73,505			\$74,119		

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development							
Between \$1 million and \$5 million							
Top Development Position							
F	25	\$109,689	\$61,347	\$89,611	\$107,761	\$129,321	\$146,852
M	12	\$125,057		\$114,408	\$126,812	\$137,751	
Top Finance Position							
F	89	\$73,016	\$39,965	\$55,444	\$68,203	\$87,798	\$114,813
M	67	\$81,470	\$41,921	\$57,703	\$81,162	\$97,715	\$129,292
U	15	\$77,521		\$55,925	\$74,939	\$90,686	
Top Operations Position							
F	44	\$93,509	\$58,581	\$69,109	\$82,801	\$99,202	\$154,050
M	33	\$91,281	\$57,215	\$76,169	\$85,202	\$110,803	\$120,590
U	6	\$102,160			\$90,719		
Top Program Position							
F	7	\$79,808			\$70,469		
Greater than \$5 million							
CEO/Executive Director							
F	128	\$195,624	\$105,051	\$133,352	\$176,974	\$234,608	\$296,434
M	162	\$263,014	\$115,951	\$164,203	\$214,260	\$323,262	\$469,710
U	28	\$224,530	\$117,101	\$144,835	\$187,310	\$241,226	\$364,128
Top Administrative Position							
F	15	\$141,199		\$114,092	\$131,999	\$159,820	
M	14	\$190,439		\$110,172	\$132,629	\$197,795	
Top Development Position							
F	38	\$169,745	\$108,714	\$117,263	\$138,147	\$163,931	\$205,915
M	29	\$175,488	\$119,228	\$125,987	\$159,417	\$189,285	\$271,123
U	5	\$122,272			\$114,485		

## 501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development								
Greater than \$5 million								
Top Education Position								
	F	6	\$163,101			\$136,951		
Top Finance Position								
	F	100	\$127,558	\$68,752	\$94,937	\$115,428	\$143,161	\$181,132
	M	75	\$154,011	\$69,766	\$95,136	\$125,199	\$195,663	\$266,842
	U	13	\$114,644		\$94,154	\$105,582	\$134,045	
Top Human Resources Position								
	F	11	\$135,971		\$118,216	\$137,014	\$150,361	
Top Marketing Position								
	F	10	\$179,039		\$157,667	\$160,182	\$171,515	
	M	5	\$154,948			\$134,000		
Top Operations Position								
	F	47	\$135,677	\$83,345	\$105,790	\$126,240	\$167,079	\$190,439
	M	50	\$177,129	\$105,162	\$126,591	\$154,815	\$201,913	\$270,618
	U	5	\$178,809			\$170,944		
Top PR/Communications Position								
	F	6	\$177,592			\$139,541		
Top Program Position								
	F	16	\$127,838		\$112,410	\$122,967	\$154,203	
	M	9	\$173,585			\$168,730		
Top Technology Position								
	M	8	\$150,803			\$136,251		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Animal-Related: Alliances &amp; Advocacy</b>							
\$250 thousand or less							
CEO/Executive Director	15	\$41,518		\$21,858	\$36,254	\$56,287	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$43,978			\$40,735		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$64,294			\$66,542		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$64,168			\$61,146		
<b>Animal-Related: Animal Protection &amp; Welfare</b>							
\$250 thousand or less							
CEO/Executive Director	195	\$34,527	\$18,028	\$23,273	\$31,500	\$42,378	\$54,684
Top Finance Position	11	\$23,913		\$15,533	\$19,426	\$23,455	



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Animal-Related: Animal Protection &amp; Welfare</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	180	\$41,567	\$20,644	\$29,688	\$40,000	\$49,747	\$60,232
Top Finance Position	19	\$38,057		\$24,617	\$32,880	\$46,713	
Top Operations Position	15	\$34,990		\$26,927	\$36,500	\$39,999	
Between \$500 thousand and \$1 million							
CEO/Executive Director	210	\$58,985	\$31,578	\$42,759	\$57,625	\$70,749	\$85,596
Top Finance Position	18	\$52,192		\$37,718	\$45,904	\$59,984	
Top Operations Position	9	\$42,605			\$43,405		
Between \$1 million and \$2.5 million							
CEO/Executive Director	214	\$82,459	\$46,247	\$63,043	\$79,614	\$96,755	\$118,040
Top Finance Position	5	\$65,234			\$59,111		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-Related: Animal Protection & Welfare							
Between \$2.5 million and \$5 million							
CEO/Executive Director	76	\$114,073	\$70,767	\$88,751	\$104,387	\$133,300	\$156,910
Top Finance Position	13	\$76,527		\$61,500	\$67,911	\$89,949	
Top Operations Position	6	\$105,421			\$106,897		
Between \$5 million and \$10 million							
CEO/Executive Director	49	\$163,914	\$104,325	\$120,248	\$146,790	\$207,204	\$233,347
Top Development Position	8	\$118,250			\$117,812		
Top Finance Position	25	\$97,821	\$66,097	\$78,070	\$106,550	\$114,559	\$129,978
Top Operations Position	10	\$116,269		\$107,684	\$120,034	\$128,624	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Animal-Related: Animal Protection &amp; Welfare</b>							
Between \$10 million and \$25 million							
CEO/Executive Director	25	\$256,082	\$128,156	\$206,572	\$244,193	\$315,497	\$380,790
Top Development Position	14	\$146,275		\$139,419	\$145,277	\$156,563	
Top Finance Position	19	\$148,511		\$128,522	\$157,136	\$172,934	
Top Operations Position	15	\$153,704		\$129,433	\$157,136	\$169,877	
Top PR/Communications Position	5	\$158,573			\$156,969		
<b>Animal-Related: Animal Related N.E.C.</b>							
\$250 thousand or less							
CEO/Executive Director	12	\$49,688		\$27,051	\$38,750	\$66,250	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	\$42,845			\$43,100		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$63,254			\$54,180		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$82,631			\$74,771		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-Related: Animal Services N.E.C.							
\$250 thousand or less							
CEO/Executive Director	5	\$29,360			\$21,771		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$45,348			\$40,881		
Animal-Related: Animal Training							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$59,143			\$64,750		
Animal-Related: Bird Sanctuaries							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$59,823			\$53,075		
Animal-Related: Fisheries Resources							
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	\$100,375		\$81,031	\$90,036	\$111,545	
Animal-Related: Fund Raising & Fund Distribution							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$70,381			\$50,260		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Animal-Related: Professional Societies &amp; Associations</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$77,166			\$80,000		
<b>Animal-Related: Protection of Endangered Species</b>							
\$250 thousand or less							
CEO/Executive Director	9	\$47,533			\$48,480		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	\$58,781			\$57,878		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$91,717			\$81,667		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	\$124,704			\$114,806		
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$150,897			\$159,138		
<b>Animal-Related: Single Organization Support</b>							
\$250 thousand or less							
CEO/Executive Director	8	\$32,909			\$27,286		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Animal-Related: Single Organization Support</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$59,870			\$65,125		
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	\$101,873		\$71,154	\$100,950	\$102,712	
<b>Animal-Related: Veterinary Services</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	\$53,435			\$48,700		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$67,308			\$61,447		
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	\$100,370		\$72,917	\$105,247	\$121,075	
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$150,247			\$155,028		
<b>Animal-Related: Wildlife Preservation &amp; Protection</b>							
\$250 thousand or less							
CEO/Executive Director	29	\$44,681	\$26,039	\$30,004	\$48,232	\$56,080	\$64,276

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Animal-Related: Wildlife Preservation &amp; Protection</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	25	\$56,594	\$33,479	\$44,454	\$52,885	\$63,541	\$77,011
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$67,473		\$58,383	\$66,683	\$80,839	
Between \$1 million and \$2.5 million							
CEO/Executive Director	27	\$95,989	\$55,632	\$68,004	\$106,112	\$118,498	\$132,267
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	\$146,193			\$141,339		
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$189,618			\$182,521		
<b>Animal-Related: Wildlife Sanctuaries</b>							
\$250 thousand or less							
CEO/Executive Director	7	\$46,874			\$47,400		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	\$42,710			\$35,000		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Animal-Related: Wildlife Sanctuaries</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$58,933		\$33,727	\$55,916	\$80,054	
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	\$73,936		\$52,879	\$72,800	\$92,956	
<b>Animal-Related: Zoos &amp; Aquariums</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$57,712			\$56,445		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	\$79,596			\$82,770		
Between \$2.5 million and \$5 million							
CEO/Executive Director	14	\$121,084		\$95,554	\$113,633	\$149,534	
Between \$5 million and \$10 million							
CEO/Executive Director	14	\$173,302		\$147,046	\$167,881	\$195,884	
Top Finance Position	11	\$101,931		\$89,894	\$99,214	\$114,916	
Top Operations Position	5	\$132,602			\$136,778		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Animal-Related: Zoos &amp; Aquariums</b>							
Between \$10 million and \$25 million							
CEO/Executive Director	28	\$275,056	\$178,002	\$209,962	\$260,318	\$313,539	\$384,149
Top Development Position	10	\$132,924		\$114,268	\$125,280	\$149,852	
Top Finance Position	24	\$126,566	\$59,291	\$105,577	\$144,211	\$154,665	\$167,822
Top Human Resources Position	5	\$132,290			\$136,434		
Top Operations Position	8	\$149,728			\$137,173		
Between \$25 million and \$50 million							
CEO/Executive Director	14	\$400,771		\$328,484	\$376,091	\$429,015	
Top Development Position	6	\$160,265			\$155,808		
Top Finance Position	11	\$178,566		\$146,143	\$179,493	\$222,897	
Top Human Resources Position	5	\$156,469			\$141,591		
Top Operations Position	7	\$227,659			\$227,275		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Alliances &amp; Advocacy</b>							
\$250 thousand or less							
CEO/Executive Director	21	\$59,520	\$30,831	\$46,813	\$60,000	\$71,538	\$85,673
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	19	\$66,403		\$46,998	\$62,721	\$88,317	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$77,038		\$58,667	\$70,137	\$95,000	
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	\$129,718		\$89,788	\$106,174	\$165,078	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$220,012			\$168,214		
<b>Arts, Culture and Humanities: Art Museums</b>							
\$250 thousand or less							
CEO/Executive Director	22	\$44,628	\$26,622	\$32,767	\$43,645	\$56,829	\$64,508
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	39	\$62,989	\$39,943	\$48,886	\$60,000	\$75,549	\$89,730

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Art Museums</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	38	\$77,575	\$49,333	\$58,474	\$76,975	\$88,051	\$106,450
Between \$1 million and \$2.5 million							
CEO/Executive Director	46	\$121,609	\$59,754	\$91,196	\$115,537	\$161,203	\$186,037
Top Finance Position	5	\$86,033			\$92,905		
Between \$2.5 million and \$5 million							
CEO/Executive Director	33	\$186,133	\$122,367	\$154,949	\$181,031	\$233,843	\$257,506
Top Finance Position	11	\$94,589		\$80,272	\$84,442	\$107,851	
Between \$5 million and \$10 million							
CEO/Executive Director	29	\$271,344	\$184,971	\$204,305	\$231,401	\$291,396	\$378,765
Top Development Position	11	\$135,624		\$118,884	\$139,410	\$152,722	
Top Finance Position	23	\$108,707	\$83,735	\$96,486	\$107,399	\$121,170	\$135,496
Top Operations Position	8	\$135,777			\$126,439		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Art Museums</b>							
Between \$10 million and \$25 million							
CEO/Executive Director	17	\$348,544		\$318,777	\$354,790	\$393,747	
Top Development Position	14	\$170,030		\$148,269	\$161,265	\$195,654	
Top Finance Position	22	\$155,087	\$106,565	\$118,064	\$138,902	\$185,720	\$209,336
Top Operations Position	10	\$198,132		\$181,867	\$195,545	\$212,113	
Top PR/Communications Position	5	\$132,479			\$134,852		
Between \$25 million and \$50 million							
CEO/Executive Director	8	\$536,576			\$586,841		
Top Development Position	8	\$198,881			\$198,568		
Top Finance Position	8	\$231,878			\$216,567		
Greater than \$50 million							
Top Finance Position	8	\$362,894			\$348,391		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
\$250 thousand or less							
CEO/Executive Director	195	\$38,378	\$19,293	\$25,658	\$33,654	\$47,928	\$63,131
Top Program Position	5	\$29,034			\$31,596		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	146	\$59,964	\$31,786	\$42,154	\$52,000	\$70,848	\$99,000
Top Finance Position	6	\$77,801			\$85,561		
Between \$500 thousand and \$1 million							
CEO/Executive Director	138	\$74,757	\$39,642	\$55,367	\$72,768	\$90,262	\$109,278
Top Finance Position	5	\$52,306			\$47,096		
Between \$1 million and \$2.5 million							
CEO/Executive Director	132	\$106,871	\$66,620	\$79,139	\$97,714	\$124,680	\$161,314
Top Administrative Position	5	\$114,600			\$93,189		
Top Finance Position	16	\$78,806		\$62,004	\$71,886	\$88,618	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture and Humanities: Arts & Culture							
Between \$2.5 million and \$5 million							
CEO/Executive Director	47	\$168,783	\$75,531	\$105,704	\$137,973	\$180,837	\$284,979
Top Development Position	6	\$149,166			\$160,937		
Top Finance Position	10	\$95,723		\$77,569	\$94,719	\$101,921	
Top Operations Position	5	\$182,145			\$131,553		
Between \$5 million and \$10 million							
CEO/Executive Director	25	\$202,137	\$115,243	\$168,258	\$212,872	\$255,396	\$283,531
Top Development Position	5	\$144,217			\$144,455		
Top Finance Position	12	\$113,334		\$79,792	\$113,229	\$145,565	
Top Operations Position	8	\$138,214			\$133,173		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
Between \$10 million and \$25 million							
CEO/Executive Director	15	\$272,391		\$192,427	\$225,861	\$310,096	
Top Development Position	8	\$181,141			\$170,313		
Top Finance Position	12	\$149,559		\$106,628	\$132,813	\$187,823	
Top Operations Position	5	\$221,811			\$217,455		
Between \$25 million and \$50 million							
CEO/Executive Director	10	\$440,587		\$282,495	\$438,055	\$519,068	
Top Development Position	5	\$187,931			\$199,304		
Top Finance Position	7	\$165,054			\$154,464		
<b>Arts, Culture and Humanities: Arts &amp; Humanities Councils &amp; Agencies</b>							
\$250 thousand or less							
CEO/Executive Director	91	\$38,901	\$23,100	\$27,271	\$35,673	\$44,346	\$64,721
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	63	\$52,779	\$33,872	\$44,031	\$51,816	\$61,031	\$72,531

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Arts &amp; Humanities Councils &amp; Agencies</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	54	\$76,219	\$45,209	\$62,259	\$74,074	\$89,212	\$108,595
Between \$1 million and \$2.5 million							
CEO/Executive Director	41	\$95,281	\$49,208	\$62,438	\$89,999	\$117,078	\$152,805
Between \$2.5 million and \$5 million							
CEO/Executive Director	13	\$139,121		\$93,550	\$131,441	\$171,885	
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$196,062			\$172,509		
<b>Arts, Culture and Humanities: Arts Education</b>							
\$250 thousand or less							
CEO/Executive Director	122	\$35,365	\$19,260	\$23,256	\$32,084	\$44,111	\$55,000
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	103	\$59,695	\$33,516	\$45,766	\$57,540	\$70,000	\$87,400
Between \$500 thousand and \$1 million							
CEO/Executive Director	98	\$75,887	\$45,900	\$64,739	\$72,907	\$87,835	\$101,757



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Arts Education</b>							
Between \$1 million and \$2.5 million							
CEO/Executive Director	118	\$100,801	\$60,672	\$78,759	\$96,484	\$119,561	\$147,090
Top Finance Position	8	\$70,333			\$65,303		
Between \$2.5 million and \$5 million							
CEO/Executive Director	35	\$141,178	\$66,815	\$96,502	\$125,002	\$158,659	\$219,339
Top Finance Position	6	\$101,477			\$107,566		
Between \$5 million and \$10 million							
CEO/Executive Director	26	\$178,606	\$140,974	\$152,306	\$173,024	\$191,127	\$236,966
Top Finance Position	12	\$104,253		\$81,165	\$114,250	\$131,397	
Top Operations Position	6	\$111,098			\$121,321		
<b>Arts, Culture and Humanities: Arts Services</b>							
\$250 thousand or less							
CEO/Executive Director	32	\$40,958	\$23,420	\$30,293	\$38,000	\$49,084	\$60,457
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	25	\$72,223	\$35,058	\$53,880	\$64,910	\$90,000	\$116,714

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Arts Services</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$89,217		\$74,847	\$94,000	\$104,299	
Between \$1 million and \$2.5 million							
CEO/Executive Director	20	\$106,250	\$68,008	\$81,736	\$107,575	\$119,782	\$150,533
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$211,721			\$219,149		
<b>Arts, Culture and Humanities: Arts, Culture &amp; Humanities N.E.C.</b>							
\$250 thousand or less							
CEO/Executive Director	52	\$45,864	\$21,545	\$29,919	\$38,944	\$57,089	\$79,496
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	43	\$62,596	\$35,109	\$43,039	\$56,724	\$75,794	\$85,834
Between \$500 thousand and \$1 million							
CEO/Executive Director	38	\$89,044	\$48,601	\$62,977	\$74,980	\$103,055	\$150,866
Between \$1 million and \$2.5 million							
CEO/Executive Director	32	\$133,119	\$90,725	\$97,047	\$112,588	\$151,378	\$188,332

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture and Humanities: Arts, Culture & Humanities N.E.C.							
Between \$2.5 million and \$5 million							
CEO/Executive Director	26	\$171,797	\$91,617	\$118,582	\$167,434	\$216,587	\$263,139
Top Finance Position	5	\$116,927			\$116,117		
Between \$5 million and \$10 million							
CEO/Executive Director	7	\$257,003			\$237,587		
Between \$10 million and \$25 million							
CEO/Executive Director	7	\$369,484			\$355,540		
Top Finance Position	6	\$159,519			\$166,025		
Arts, Culture and Humanities: Ballet							
\$250 thousand or less							
CEO/Executive Director	11	\$37,592		\$24,174	\$32,164	\$50,825	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	19	\$43,704		\$34,448	\$43,547	\$52,750	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$69,189		\$55,813	\$66,051	\$70,311	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Ballet</b>							
Between \$1 million and \$2.5 million							
CEO/Executive Director	15	\$70,594		\$55,962	\$70,000	\$88,127	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$113,796			\$107,558		
Between \$5 million and \$10 million							
CEO/Executive Director	9	\$149,730			\$156,653		
Between \$10 million and \$25 million							
CEO/Executive Director	7	\$219,710			\$222,526		
<b>Arts, Culture and Humanities: Bands &amp; Ensembles</b>							
\$250 thousand or less							
CEO/Executive Director	22	\$36,158	\$19,650	\$24,000	\$31,770	\$45,597	\$59,208
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	13	\$50,816		\$37,500	\$55,641	\$62,440	
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	\$86,707		\$54,404	\$90,500	\$108,865	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture and Humanities: Children's Museums							
\$250 thousand or less							
CEO/Executive Director	11	\$38,567		\$28,352	\$40,077	\$44,342	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	28	\$59,075	\$43,681	\$50,428	\$55,605	\$67,914	\$80,827
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	\$73,416	\$49,713	\$61,357	\$72,288	\$83,750	\$100,446
Between \$1 million and \$2.5 million							
CEO/Executive Director	33	\$100,933	\$59,630	\$70,000	\$94,000	\$123,801	\$148,495
Top Finance Position	5	\$60,183			\$61,223		
Between \$2.5 million and \$5 million							
CEO/Executive Director	18	\$145,561		\$119,921	\$147,502	\$155,883	
Top Finance Position	6	\$105,071			\$103,369		
Between \$5 million and \$10 million							
CEO/Executive Director	17	\$211,438		\$189,839	\$219,558	\$241,250	
Top Finance Position	8	\$126,331			\$123,960		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Commemorative Events</b>							
\$250 thousand or less							
CEO/Executive Director	5	\$49,934			\$50,000		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$57,751			\$51,159		
<b>Arts, Culture and Humanities: Community Celebrations</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$74,815			\$65,750		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$66,847			\$65,500		
<b>Arts, Culture and Humanities: Cultural &amp; Ethnic Awareness</b>							
\$250 thousand or less							
CEO/Executive Director	80	\$42,667	\$22,264	\$27,266	\$39,842	\$48,659	\$70,176
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	75	\$58,739	\$27,071	\$41,948	\$55,864	\$72,988	\$85,564
Between \$500 thousand and \$1 million							
CEO/Executive Director	56	\$78,414	\$31,706	\$44,700	\$72,673	\$104,681	\$135,100

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Cultural &amp; Ethnic Awareness</b>							
Between \$1 million and \$2.5 million							
CEO/Executive Director	44	\$125,862	\$50,215	\$78,431	\$112,369	\$138,855	\$221,449
Between \$2.5 million and \$5 million							
CEO/Executive Director	21	\$161,096	\$100,000	\$120,855	\$160,000	\$185,333	\$235,000
Top Finance Position	7	\$108,139			\$113,187		
Between \$5 million and \$10 million							
CEO/Executive Director	13	\$245,445		\$180,690	\$223,092	\$278,099	
Top Finance Position	6	\$114,041			\$105,419		
<b>Arts, Culture and Humanities: Dance</b>							
\$250 thousand or less							
CEO/Executive Director	48	\$35,225	\$16,183	\$22,250	\$32,097	\$41,397	\$55,113
Top Finance Position	6	\$31,681			\$30,573		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	48	\$46,875	\$23,581	\$30,475	\$46,289	\$58,658	\$75,053

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Dance</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	38	\$76,862	\$29,854	\$47,942	\$74,207	\$91,461	\$125,519
Between \$1 million and \$2.5 million							
CEO/Executive Director	17	\$95,869		\$71,399	\$93,442	\$103,175	
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	\$128,026		\$104,991	\$118,217	\$138,730	
Between \$5 million and \$10 million							
CEO/Executive Director	7	\$148,154			\$150,446		
<b>Arts, Culture and Humanities: Film &amp; Video</b>							
\$250 thousand or less							
CEO/Executive Director	50	\$41,485	\$22,528	\$25,990	\$42,600	\$50,525	\$61,530
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	33	\$66,778	\$41,568	\$50,000	\$60,000	\$73,874	\$90,985
Between \$500 thousand and \$1 million							
CEO/Executive Director	43	\$80,313	\$38,089	\$48,686	\$68,243	\$98,832	\$122,168



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Film &amp; Video</b>							
Between \$1 million and \$2.5 million							
CEO/Executive Director	38	\$105,981	\$68,306	\$83,082	\$99,477	\$130,778	\$145,023
Between \$2.5 million and \$5 million							
CEO/Executive Director	22	\$139,441	\$66,213	\$94,417	\$142,638	\$176,912	\$204,195
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$198,775			\$204,007		
<b>Arts, Culture and Humanities: Folk Arts</b>							
\$250 thousand or less							
CEO/Executive Director	7	\$41,110			\$35,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$53,604			\$56,302		
<b>Arts, Culture and Humanities: Fund Raising &amp; Fund Distribution</b>							
\$250 thousand or less							
CEO/Executive Director	9	\$38,556			\$39,250		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	\$60,918			\$60,037		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Fund Raising &amp; Fund Distribution</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$89,420			\$85,113		
Between \$1 million and \$2.5 million							
CEO/Executive Director	18	\$141,804		\$93,582	\$120,086	\$162,064	
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$199,662			\$188,949		
<b>Arts, Culture and Humanities: Historical Organizations</b>							
\$250 thousand or less							
CEO/Executive Director	111	\$47,269	\$22,569	\$31,100	\$44,615	\$58,225	\$79,608
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	73	\$63,800	\$35,528	\$46,800	\$60,491	\$75,750	\$96,454
Between \$500 thousand and \$1 million							
CEO/Executive Director	71	\$89,621	\$50,000	\$67,308	\$80,700	\$105,684	\$133,861
Between \$1 million and \$2.5 million							
CEO/Executive Director	43	\$111,244	\$58,257	\$71,863	\$101,678	\$137,170	\$188,811
Top Finance Position	5	\$58,352			\$56,500		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Historical Organizations</b>							
Between \$2.5 million and \$5 million							
CEO/Executive Director	22	\$183,244	\$86,921	\$124,877	\$158,561	\$228,007	\$276,663
Top Finance Position	7	\$105,593			\$112,412		
Between \$5 million and \$10 million							
CEO/Executive Director	13	\$200,498		\$147,059	\$191,234	\$261,696	
Top Finance Position	7	\$124,170			\$120,753		
Between \$10 million and \$25 million							
CEO/Executive Director	12	\$281,889		\$230,241	\$281,021	\$338,997	
Top Development Position	7	\$185,186			\$181,616		
Top Finance Position	10	\$149,706		\$143,958	\$154,029	\$170,165	
<b>Arts, Culture and Humanities: Historical Societies &amp; Historic Preservation</b>							
\$250 thousand or less							
CEO/Executive Director	158	\$41,630	\$19,143	\$31,351	\$40,006	\$49,981	\$62,673
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	87	\$65,670	\$41,997	\$50,923	\$60,200	\$72,533	\$96,439

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Historical Societies &amp; Historic Preservation</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	47	\$79,476	\$48,877	\$61,959	\$75,827	\$90,866	\$108,678
Between \$1 million and \$2.5 million							
CEO/Executive Director	38	\$113,220	\$57,732	\$72,548	\$111,815	\$146,650	\$178,081
Top Finance Position	6	\$71,213			\$67,055		
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$168,316			\$164,225		
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$177,430			\$141,977		
<b>Arts, Culture and Humanities: History Museums</b>							
\$250 thousand or less							
CEO/Executive Director	91	\$44,887	\$25,000	\$34,835	\$44,243	\$52,666	\$64,116
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	63	\$56,890	\$39,396	\$45,495	\$54,865	\$68,929	\$76,441
Between \$500 thousand and \$1 million							
CEO/Executive Director	81	\$75,787	\$42,256	\$59,841	\$73,000	\$86,178	\$112,060

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture and Humanities: History Museums							
Between \$1 million and \$2.5 million							
CEO/Executive Director	56	\$118,896	\$73,919	\$88,440	\$116,890	\$148,929	\$169,141
Top Finance Position	5	\$60,399			\$66,510		
Between \$2.5 million and \$5 million							
CEO/Executive Director	31	\$169,147	\$76,318	\$120,977	\$167,375	\$217,137	\$249,881
Top Finance Position	8	\$91,140			\$79,476		
Between \$5 million and \$10 million							
CEO/Executive Director	18	\$182,933		\$148,877	\$172,412	\$218,251	
Top Finance Position	7	\$106,485			\$107,308		
Between \$10 million and \$25 million							
CEO/Executive Director	8	\$367,702			\$371,192		
Top Development Position	5	\$184,218			\$195,908		
Top Finance Position	8	\$147,020			\$148,205		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Humanities</b>							
\$250 thousand or less							
CEO/Executive Director	41	\$47,613	\$21,333	\$28,800	\$45,000	\$60,000	\$70,417
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	23	\$63,967	\$33,738	\$41,815	\$63,860	\$76,966	\$94,726
Between \$500 thousand and \$1 million							
CEO/Executive Director	32	\$93,747	\$59,541	\$67,840	\$91,562	\$108,625	\$123,770
Between \$1 million and \$2.5 million							
CEO/Executive Director	38	\$136,474	\$90,073	\$102,137	\$125,816	\$157,218	\$196,080
Between \$2.5 million and \$5 million							
CEO/Executive Director	16	\$166,105		\$128,676	\$175,715	\$201,181	
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$265,603			\$316,577		
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
\$250 thousand or less							
CEO/Executive Director	39	\$46,986	\$20,540	\$24,210	\$38,570	\$59,891	\$88,571

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture and Humanities: Media & Communications							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	38	\$62,840	\$32,595	\$44,738	\$66,150	\$78,854	\$91,807
Top Administrative Position	6	\$57,812			\$50,930		
Between \$500 thousand and \$1 million							
CEO/Executive Director	42	\$90,140	\$44,330	\$53,055	\$75,264	\$106,571	\$144,147
Between \$1 million and \$2.5 million							
CEO/Executive Director	42	\$113,733	\$60,384	\$73,534	\$99,531	\$130,572	\$173,178
Top Administrative Position	6	\$105,390			\$107,812		
Top Finance Position	8	\$66,669			\$63,131		
Between \$2.5 million and \$5 million							
CEO/Executive Director	19	\$165,285		\$130,656	\$145,260	\$202,743	
Top Finance Position	6	\$116,715			\$110,030		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
Between \$5 million and \$10 million							
CEO/Executive Director	12	\$218,611		\$164,125	\$217,078	\$250,334	
Top Finance Position	6	\$112,702			\$112,278		
Between \$10 million and \$25 million							
CEO/Executive Director	16	\$284,635		\$213,200	\$260,422	\$340,984	
Top Finance Position	10	\$170,412		\$153,540	\$162,176	\$183,951	
Top Operations Position	5	\$208,532			\$226,374		
Greater than \$50 million							
CEO/Executive Director	5	\$536,421			\$545,928		
Top Finance Position	5	\$250,197			\$291,053		
<b>Arts, Culture and Humanities: Museums</b>							
\$250 thousand or less							
CEO/Executive Director	80	\$40,992	\$24,756	\$30,356	\$35,730	\$48,245	\$63,655
Top Finance Position	5	\$31,662			\$36,400		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Museums</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	73	\$62,880	\$40,422	\$47,040	\$57,477	\$72,000	\$96,770
Between \$500 thousand and \$1 million							
CEO/Executive Director	65	\$72,956	\$43,035	\$52,720	\$67,941	\$91,068	\$111,612
Between \$1 million and \$2.5 million							
CEO/Executive Director	87	\$114,885	\$70,834	\$89,315	\$103,393	\$128,055	\$171,738
Top Finance Position	13	\$78,999		\$43,665	\$79,577	\$85,719	
Top Operations Position	5	\$75,138			\$75,067		
Between \$2.5 million and \$5 million							
CEO/Executive Director	52	\$171,867	\$101,610	\$129,304	\$158,088	\$196,523	\$256,259
Top Development Position	7	\$136,525			\$124,040		
Top Finance Position	17	\$104,864		\$77,250	\$89,816	\$103,847	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture and Humanities: Museums							
Between \$5 million and \$10 million							
CEO/Executive Director	27	\$206,501	\$125,062	\$163,142	\$199,834	\$257,443	\$298,322
Top Development Position	7	\$120,637			\$126,013		
Top Finance Position	14	\$117,556		\$85,825	\$97,042	\$138,790	
Top Operations Position	6	\$138,445			\$121,079		
Between \$10 million and \$25 million							
CEO/Executive Director	30	\$352,162	\$232,780	\$280,923	\$319,603	\$413,561	\$509,273
Top Development Position	12	\$169,144		\$145,243	\$159,901	\$175,455	
Top Finance Position	22	\$172,856	\$110,827	\$124,413	\$151,841	\$188,704	\$252,414
Top Marketing Position	6	\$144,688			\$147,424		
Top Operations Position	12	\$184,177		\$151,817	\$178,802	\$216,798	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Museums</b>							
Between \$25 million and \$50 million							
CEO/Executive Director	8	\$540,864			\$536,166		
Top Finance Position	5	\$253,908			\$243,856		
<b>Arts, Culture and Humanities: Music</b>							
\$250 thousand or less							
CEO/Executive Director	84	\$35,042	\$16,521	\$20,356	\$30,542	\$43,520	\$53,358
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	81	\$54,032	\$33,078	\$41,375	\$49,992	\$67,600	\$84,000
Between \$500 thousand and \$1 million							
CEO/Executive Director	77	\$80,423	\$46,230	\$61,000	\$74,291	\$92,861	\$107,924
Between \$1 million and \$2.5 million							
CEO/Executive Director	46	\$107,422	\$54,070	\$78,946	\$103,714	\$128,204	\$158,910
Between \$2.5 million and \$5 million							
CEO/Executive Director	15	\$163,426		\$137,621	\$158,717	\$177,243	
Top Finance Position	5	\$139,923			\$127,913		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Music</b>							
Between \$5 million and \$10 million							
CEO/Executive Director	9	\$723,218			\$172,433		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$248,938			\$326,718		
Between \$25 million and \$50 million							
CEO/Executive Director	5	\$571,411			\$449,472		
Top Development Position	5	\$261,051			\$242,033		
<b>Arts, Culture and Humanities: Natural History &amp; Natural Science Museums</b>							
\$250 thousand or less							
CEO/Executive Director	6	\$34,670			\$35,407		
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	\$94,165			\$79,875		
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$124,700			\$118,840		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$420,932			\$319,263		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Opera</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	\$42,629		\$30,335	\$45,112	\$55,522	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$62,626		\$41,277	\$62,621	\$74,555	
Between \$1 million and \$2.5 million							
CEO/Executive Director	15	\$86,637		\$71,607	\$82,353	\$93,746	
Top Administrative Position	8	\$95,592			\$88,255		
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$162,407			\$152,020		
Top Administrative Position	6	\$165,428			\$160,712		
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$218,249			\$212,689		
Top Development Position	5	\$115,534			\$117,599		
Top Finance Position	7	\$94,665			\$97,733		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Performing Arts</b>							
\$250 thousand or less							
CEO/Executive Director	63	\$34,032	\$17,706	\$21,981	\$31,275	\$41,489	\$50,549
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	38	\$53,956	\$26,887	\$43,344	\$53,945	\$70,800	\$76,964
Between \$500 thousand and \$1 million							
CEO/Executive Director	47	\$59,087	\$38,527	\$48,428	\$57,925	\$67,049	\$84,446
Between \$1 million and \$2.5 million							
CEO/Executive Director	51	\$101,954	\$52,083	\$78,248	\$99,011	\$119,075	\$131,250
Between \$2.5 million and \$5 million							
CEO/Executive Director	13	\$132,839		\$93,855	\$131,828	\$158,450	
Between \$5 million and \$10 million							
CEO/Executive Director	15	\$169,883		\$93,968	\$178,044	\$215,589	
Top Finance Position	5	\$94,474			\$78,292		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Performing Arts</b>							
Between \$10 million and \$25 million							
CEO/Executive Director	10	\$213,262		\$128,670	\$210,859	\$270,166	
Top Development Position	5	\$175,315			\$166,420		
Top Finance Position	7	\$118,481			\$117,537		
Top Operations Position	6	\$156,223			\$132,234		
<b>Arts, Culture and Humanities: Performing Arts Centers</b>							
\$250 thousand or less							
CEO/Executive Director	28	\$41,931	\$18,744	\$30,349	\$39,510	\$54,249	\$59,167
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	32	\$51,777	\$35,404	\$40,301	\$49,563	\$59,492	\$72,956
Between \$500 thousand and \$1 million							
CEO/Executive Director	44	\$69,154	\$26,490	\$43,869	\$59,478	\$81,795	\$109,225
Between \$1 million and \$2.5 million							
CEO/Executive Director	63	\$92,105	\$59,850	\$69,903	\$88,546	\$104,084	\$137,480

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture and Humanities: Performing Arts Centers							
Between \$2.5 million and \$5 million							
CEO/Executive Director	36	\$140,231	\$83,095	\$106,637	\$136,727	\$158,689	\$218,644
Top Finance Position	11	\$85,981		\$66,430	\$80,809	\$87,061	
Between \$5 million and \$10 million							
CEO/Executive Director	18	\$239,461		\$157,175	\$236,196	\$248,052	
Top Finance Position	8	\$104,957			\$104,406		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Performing Arts Centers</b>							
Between \$10 million and \$25 million							
CEO/Executive Director	31	\$362,232	\$216,651	\$276,081	\$324,054	\$412,206	\$495,784
Top Administrative Position	7	\$159,512			\$149,649		
Top Development Position	17	\$156,120		\$129,607	\$136,130	\$181,693	
Top Finance Position	25	\$157,547	\$117,136	\$119,707	\$151,217	\$180,598	\$222,575
Top Marketing Position	8	\$154,648			\$145,745		
Top Operations Position	9	\$138,058			\$142,068		
Top Technology Position	6	\$150,254			\$142,395		
Between \$25 million and \$50 million							
CEO/Executive Director	6	\$574,116			\$554,895		
Greater than \$50 million							
CEO/Executive Director	5	\$657,691			\$640,632		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Performing Arts Schools</b>							
\$250 thousand or less							
CEO/Executive Director	29	\$37,940	\$20,968	\$26,250	\$30,000	\$51,500	\$59,946
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	28	\$62,128	\$33,795	\$41,174	\$58,597	\$74,625	\$100,110
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	\$65,537	\$29,158	\$52,500	\$67,648	\$79,499	\$97,839
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	\$78,001		\$52,021	\$73,775	\$94,927	
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$123,619			\$123,246		
Between \$5 million and \$10 million							
CEO/Executive Director	7	\$273,977			\$246,211		
<b>Arts, Culture and Humanities: Printing &amp; Publishing</b>							
\$250 thousand or less							
CEO/Executive Director	47	\$43,325	\$18,900	\$24,000	\$39,000	\$54,950	\$72,632
Top Administrative Position							
	6	\$42,587			\$41,385		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Printing &amp; Publishing</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	30	\$65,436	\$26,360	\$44,500	\$60,999	\$78,456	\$100,749
Top Finance Position	5	\$56,099			\$42,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$88,636		\$54,653	\$80,318	\$110,525	
Between \$1 million and \$2.5 million							
CEO/Executive Director	27	\$107,961	\$49,613	\$62,893	\$101,016	\$137,587	\$184,163
Top Finance Position	6	\$73,377			\$47,443		
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	\$219,399		\$178,440	\$216,142	\$245,215	
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$280,823			\$289,218		
<b>Arts, Culture and Humanities: Professional Societies &amp; Associations</b>							
\$250 thousand or less							
CEO/Executive Director	11	\$39,265		\$24,518	\$40,000	\$46,422	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Professional Societies &amp; Associations</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	\$77,211		\$54,649	\$67,683	\$79,827	
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	\$113,989	\$65,419	\$77,095	\$88,621	\$145,017	\$170,503
Between \$1 million and \$2.5 million							
CEO/Executive Director	22	\$136,690	\$61,681	\$88,859	\$123,097	\$158,529	\$212,245
<b>Arts, Culture and Humanities: Radio</b>							
\$250 thousand or less							
CEO/Executive Director	18	\$37,581		\$26,763	\$31,250	\$44,591	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	17	\$58,327		\$42,400	\$49,359	\$70,000	
Top Administrative Position	5	\$46,561			\$44,292		
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$92,766		\$59,001	\$72,022	\$85,724	
Top Administrative Position	7	\$67,087			\$72,022		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture and Humanities: Radio							
Between \$1 million and \$2.5 million							
CEO/Executive Director	22	\$104,877	\$49,990	\$69,607	\$102,373	\$124,585	\$151,479
Top Administrative Position	8	\$74,633			\$78,252		
Between \$2.5 million and \$5 million							
CEO/Executive Director	13	\$135,799		\$80,668	\$122,567	\$167,477	
Top Administrative Position	7	\$101,960			\$95,728		
Top Finance Position	6	\$95,760			\$87,069		
Between \$5 million and \$10 million							
CEO/Executive Director	8	\$204,861			\$207,705		
Arts, Culture and Humanities: Research Institutes & Public Policy Analysis							
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$181,378			\$189,193		
Top Finance Position	5	\$102,345			\$117,730		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture and Humanities: Science & Technology Museums							
\$250 thousand or less							
CEO/Executive Director	5	\$44,021			\$45,000		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	\$52,906			\$50,808		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$72,430		\$49,803	\$76,610	\$84,777	
Between \$1 million and \$2.5 million							
CEO/Executive Director	19	\$106,659		\$79,530	\$96,400	\$118,098	
Between \$2.5 million and \$5 million							
CEO/Executive Director	12	\$135,476		\$109,622	\$134,271	\$154,525	
Between \$5 million and \$10 million							
CEO/Executive Director	9	\$177,540			\$187,813		
Between \$10 million and \$25 million							
CEO/Executive Director	12	\$373,843		\$261,679	\$357,134	\$437,879	
Top Finance Position	7	\$147,596			\$146,932		
Top Operations Position	6	\$177,684			\$162,650		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Singing &amp; Choral Groups</b>							
\$250 thousand or less							
CEO/Executive Director	27	\$33,360	\$17,600	\$21,478	\$30,217	\$43,387	\$54,015
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	29	\$49,155	\$23,760	\$31,056	\$49,786	\$62,500	\$73,364
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	\$66,456	\$40,010	\$51,208	\$61,793	\$77,000	\$102,815
Between \$1 million and \$2.5 million							
CEO/Executive Director	15	\$105,134		\$85,905	\$95,298	\$126,602	
<b>Arts, Culture and Humanities: Single Organization Support</b>							
\$250 thousand or less							
CEO/Executive Director	15	\$43,539		\$27,813	\$42,500	\$49,688	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	17	\$67,478		\$51,385	\$70,000	\$78,737	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$87,788		\$56,544	\$88,864	\$98,268	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Single Organization Support</b>							
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	\$104,179		\$66,692	\$99,560	\$129,152	
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	\$173,724			\$128,370		
<b>Arts, Culture and Humanities: Symphony Orchestras</b>							
\$250 thousand or less							
CEO/Executive Director	33	\$32,067	\$20,053	\$24,504	\$30,200	\$38,916	\$44,606
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	59	\$46,504	\$24,948	\$30,485	\$43,000	\$57,762	\$75,217
Between \$500 thousand and \$1 million							
CEO/Executive Director	50	\$68,900	\$48,360	\$55,410	\$66,254	\$75,954	\$84,173
Between \$1 million and \$2.5 million							
CEO/Executive Director	68	\$90,802	\$57,648	\$72,359	\$89,899	\$107,928	\$134,215
Between \$2.5 million and \$5 million							
CEO/Executive Director	26	\$122,651	\$64,063	\$99,985	\$131,765	\$157,098	\$167,074
Top Finance Position	5	\$75,691			\$72,264		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Symphony Orchestras</b>							
Between \$5 million and \$10 million							
CEO/Executive Director	13	\$152,752		\$134,227	\$166,695	\$186,052	
Top Finance Position	5	\$91,502			\$90,988		
Between \$10 million and \$25 million							
CEO/Executive Director	11	\$223,529		\$168,446	\$249,132	\$272,871	
Top Finance Position	10	\$120,513		\$79,724	\$115,952	\$144,745	
Between \$25 million and \$50 million							
CEO/Executive Director	9	\$390,031			\$377,477		
Top Finance Position	7	\$186,950			\$195,067		
Greater than \$50 million							
CEO/Executive Director	6	\$822,240			\$708,938		
Top Finance Position	5	\$298,891			\$287,062		
<b>Arts, Culture and Humanities: Television</b>							
\$250 thousand or less							
CEO/Executive Director	34	\$52,670	\$27,952	\$43,502	\$54,428	\$63,540	\$72,102

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Television</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	42	\$66,315	\$51,529	\$57,389	\$65,689	\$74,996	\$89,762
Top Administrative Position	5	\$59,437			\$60,108		
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	\$83,523	\$51,159	\$72,286	\$82,733	\$96,048	\$111,527
Between \$1 million and \$2.5 million							
CEO/Executive Director	29	\$120,186	\$73,863	\$88,888	\$105,238	\$133,179	\$194,797
Top Administrative Position	5	\$87,140			\$86,180		
Between \$2.5 million and \$5 million							
CEO/Executive Director	21	\$136,356	\$80,023	\$118,322	\$139,806	\$162,982	\$185,259
Top Administrative Position	6	\$124,098			\$121,905		
Between \$5 million and \$10 million							
CEO/Executive Director	10	\$190,226		\$151,758	\$170,045	\$198,123	
Top Finance Position	5	\$118,590			\$119,305		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Television</b>							
Between \$10 million and \$25 million							
CEO/Executive Director	13	\$292,651		\$227,151	\$291,307	\$343,068	
Top Administrative Position	5	\$184,061			\$170,303		
Top Development Position	6	\$143,454			\$141,668		
Top Finance Position	9	\$156,140			\$147,149		
Top Operations Position	6	\$150,948			\$140,166		
Between \$25 million and \$50 million							
CEO/Executive Director	5	\$525,292			\$438,589		
<b>Arts, Culture and Humanities: Theater</b>							
\$250 thousand or less							
CEO/Executive Director	133	\$35,839	\$18,000	\$25,500	\$35,100	\$43,000	\$50,486
Top Administrative Position	5	\$17,383			\$17,832		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	126	\$45,282	\$25,180	\$32,793	\$43,755	\$55,332	\$65,912

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Theater</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	141	\$62,802	\$35,000	\$46,722	\$62,226	\$73,250	\$90,288
Top Administrative Position	5	\$56,896			\$52,536		
Between \$1 million and \$2.5 million							
CEO/Executive Director	132	\$76,527	\$47,467	\$58,154	\$74,050	\$91,122	\$106,590
Top Finance Position	5	\$48,856			\$52,012		
Between \$2.5 million and \$5 million							
CEO/Executive Director	57	\$112,029	\$66,270	\$87,274	\$108,568	\$130,825	\$151,886
Top Finance Position	8	\$83,185			\$72,298		
Between \$5 million and \$10 million							
CEO/Executive Director	30	\$176,463	\$127,988	\$137,314	\$164,697	\$212,216	\$233,856
Top Development Position	7	\$130,911			\$125,154		
Top Finance Position	10	\$97,074		\$87,036	\$95,755	\$104,545	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture and Humanities: Theater							
Between \$10 million and \$25 million							
CEO/Executive Director	26	\$287,410	\$176,962	\$201,293	\$234,030	\$382,521	\$433,655
Top Administrative Position	10	\$140,802		\$115,032	\$152,897	\$157,202	
Top Development Position	16	\$148,781		\$125,940	\$146,606	\$163,491	
Top Finance Position	14	\$127,297		\$104,203	\$121,733	\$154,207	
Top Marketing Position	8	\$148,170			\$137,057		
Between \$25 million and \$50 million							
CEO/Executive Director	11	\$367,287		\$274,510	\$384,024	\$459,174	
Top Administrative Position	5	\$157,314			\$150,061		
Top Development Position	9	\$188,083			\$177,782		
Top Finance Position	9	\$163,998			\$151,823		
Top Marketing Position	7	\$167,601			\$166,300		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture and Humanities: Visual Arts							
\$250 thousand or less							
CEO/Executive Director	75	\$37,962	\$21,366	\$25,883	\$36,202	\$43,100	\$59,791
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	69	\$63,735	\$41,350	\$50,146	\$63,444	\$73,913	\$83,757
Between \$500 thousand and \$1 million							
CEO/Executive Director	51	\$80,991	\$38,000	\$50,030	\$71,625	\$92,267	\$111,500
Between \$1 million and \$2.5 million							
CEO/Executive Director	47	\$109,878	\$59,993	\$78,786	\$102,722	\$141,022	\$174,548
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	\$141,701			\$121,603		
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$246,254			\$232,071		
Civil Rights, Social Action, Advocacy: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	20	\$48,926	\$34,839	\$38,850	\$47,290	\$57,866	\$68,734

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy: Alliances & Advocacy							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	28	\$75,233	\$53,368	\$56,387	\$69,350	\$86,116	\$108,888
Between \$500 thousand and \$1 million							
CEO/Executive Director	41	\$95,691	\$63,256	\$70,511	\$89,500	\$107,963	\$137,852
Between \$1 million and \$2.5 million							
CEO/Executive Director	36	\$106,317	\$53,265	\$77,451	\$98,578	\$128,458	\$178,894
Between \$2.5 million and \$5 million							
CEO/Executive Director	13	\$164,245		\$129,033	\$150,000	\$193,184	
Between \$10 million and \$25 million							
CEO/Executive Director	8	\$201,601			\$193,400		
Top Finance Position	5	\$144,561			\$148,150		
Civil Rights, Social Action, Advocacy: Censorship, Freedom of Speech & Press							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$100,451			\$54,500		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$114,791			\$124,994		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy: Children's Rights							
\$250 thousand or less							
CEO/Executive Director	18	\$49,925		\$37,904	\$44,113	\$63,495	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$56,034			\$61,494		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$74,392			\$74,784		
Civil Rights, Social Action, Advocacy: Civil Liberties							
\$250 thousand or less							
CEO/Executive Director	9	\$46,181			\$50,000		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	17	\$80,073		\$55,000	\$85,601	\$100,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$116,118	\$69,693	\$89,136	\$107,413	\$116,094	\$150,100
Between \$1 million and \$2.5 million							
CEO/Executive Director	15	\$146,768		\$109,577	\$144,498	\$158,497	



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy: Civil Liberties							
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	\$180,385		\$147,279	\$173,952	\$225,343	
Between \$5 million and \$10 million							
Top Legal Position	5	\$184,252			\$193,807		
Civil Rights, Social Action, Advocacy: Civil Rights							
\$250 thousand or less							
CEO/Executive Director	41	\$47,232	\$31,100	\$39,172	\$48,540	\$58,000	\$65,236
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	37	\$61,908	\$47,880	\$54,058	\$60,000	\$67,420	\$81,969
Between \$500 thousand and \$1 million							
CEO/Executive Director	59	\$89,158	\$53,413	\$66,335	\$84,620	\$101,362	\$144,433
Between \$1 million and \$2.5 million							
CEO/Executive Director	54	\$124,191	\$67,645	\$91,049	\$120,071	\$160,312	\$180,272
Top Finance Position	5	\$97,247			\$114,227		
Top Legal Position	7	\$138,004			\$128,852		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy: Civil Rights							
Between \$2.5 million and \$5 million							
CEO/Executive Director	21	\$169,286	\$70,108	\$101,509	\$142,884	\$217,844	\$238,555
Top Finance Position	6	\$121,353			\$129,440		
Between \$5 million and \$10 million							
CEO/Executive Director	15	\$183,610		\$156,606	\$183,380	\$214,798	
Top Finance Position	9	\$114,710			\$120,863		
Top Legal Position	6	\$136,108			\$139,698		
Between \$10 million and \$25 million							
CEO/Executive Director	7	\$228,496			\$230,512		
Top Finance Position	5	\$154,195			\$150,269		
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action & Advocacy N.E.C.							
\$250 thousand or less							
CEO/Executive Director	32	\$48,052	\$18,460	\$33,062	\$41,337	\$60,469	\$80,540
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	23	\$73,208	\$34,594	\$59,108	\$73,099	\$83,842	\$99,200

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action & Advocacy N.E.C.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	\$86,843	\$48,658	\$60,018	\$78,131	\$107,250	\$140,441
Between \$1 million and \$2.5 million							
CEO/Executive Director	35	\$117,474	\$70,916	\$85,479	\$104,000	\$130,214	\$200,000
Between \$2.5 million and \$5 million							
CEO/Executive Director	17	\$179,180		\$138,739	\$182,898	\$218,931	
Top Finance Position	8	\$128,435			\$126,996		
Top Operations Position	5	\$165,622			\$158,592		
Between \$5 million and \$10 million							
CEO/Executive Director	8	\$236,203			\$210,070		
Civil Rights, Social Action, Advocacy: Disabled Persons Rights							
\$250 thousand or less							
CEO/Executive Director	11	\$56,365		\$42,369	\$60,000	\$66,809	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	\$55,385		\$46,526	\$56,707	\$70,000	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy: Disabled Persons Rights							
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$86,046		\$69,053	\$75,275	\$91,354	
Between \$1 million and \$2.5 million							
CEO/Executive Director	28	\$109,926	\$79,523	\$96,061	\$106,487	\$124,753	\$138,120
Top Finance Position	5	\$82,392			\$81,614		
Between \$2.5 million and \$5 million							
CEO/Executive Director	12	\$154,378		\$119,497	\$146,790	\$184,673	
Between \$5 million and \$10 million							
CEO/Executive Director	10	\$153,508		\$113,817	\$140,344	\$195,577	
Top Finance Position	6	\$107,991			\$109,921		
Civil Rights, Social Action, Advocacy: Intergroup & Race Relations							
\$250 thousand or less							
CEO/Executive Director	12	\$41,913		\$29,326	\$39,929	\$54,745	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$91,303			\$84,529		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy: Intergroup & Race Relations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$102,064		\$78,552	\$101,516	\$121,128	
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	\$151,662		\$106,563	\$147,664	\$195,781	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$158,237			\$145,812		
Civil Rights, Social Action, Advocacy: Lesbian & Gay Rights							
\$250 thousand or less							
CEO/Executive Director	13	\$55,005		\$43,903	\$59,583	\$66,250	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	20	\$69,742	\$34,658	\$65,863	\$75,670	\$79,702	\$86,749
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$89,553		\$70,000	\$87,777	\$102,839	
Between \$1 million and \$2.5 million							
CEO/Executive Director	15	\$126,454		\$93,687	\$120,000	\$145,885	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy: Lesbian & Gay Rights							
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$170,507			\$147,338		
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$279,352			\$277,760		
Top Finance Position	5	\$132,014			\$131,223		
Civil Rights, Social Action, Advocacy: Minority Rights							
\$250 thousand or less							
CEO/Executive Director	6	\$54,397			\$46,705		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	\$73,827		\$52,917	\$70,510	\$89,911	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$106,004			\$111,003		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	\$142,442			\$120,564		
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	\$152,488			\$145,398		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy: Reproductive Rights							
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	\$100,608			\$104,265		
Civil Rights, Social Action, Advocacy: Research Institutes & Public Policy Analysis							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$89,480			\$93,372		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$79,516			\$78,743		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$197,416			\$176,585		
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$230,690			\$217,851		
Civil Rights, Social Action, Advocacy: Right to Life							
\$250 thousand or less							
CEO/Executive Director	24	\$39,454	\$25,133	\$28,831	\$36,852	\$42,870	\$47,423
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	13	\$67,911		\$40,000	\$50,802	\$69,042	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy: Right to Life							
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$80,807		\$64,732	\$80,991	\$107,179	
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	\$116,896			\$111,304		
Civil Rights, Social Action, Advocacy: Voter Education & Registration							
\$250 thousand or less							
CEO/Executive Director	8	\$47,205			\$50,816		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$73,970			\$80,674		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$107,021			\$100,835		
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	\$115,689		\$78,621	\$96,525	\$137,395	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$118,536			\$130,000		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy: Womens Rights							
\$250 thousand or less							
CEO/Executive Director	25	\$46,256	\$27,555	\$34,340	\$40,000	\$60,630	\$71,912
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	\$80,001		\$69,382	\$73,710	\$92,876	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$85,687		\$65,753	\$73,535	\$89,523	
Between \$1 million and \$2.5 million							
CEO/Executive Director	22	\$118,496	\$82,526	\$91,230	\$118,272	\$133,121	\$151,432
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$151,768			\$139,030		
Between \$5 million and \$10 million							
CEO/Executive Director	8	\$267,921			\$263,120		
Top Finance Position	5	\$168,012			\$179,626		
Community Improvement, Capacity Building: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	12	\$58,356		\$41,903	\$55,600	\$69,648	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Alliances & Advocacy							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	18	\$74,393		\$59,940	\$71,187	\$88,962	
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	\$98,829	\$66,140	\$82,626	\$97,170	\$121,922	\$127,274
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	\$119,622		\$75,875	\$102,989	\$123,664	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$148,397			\$131,803		
Community Improvement, Capacity Building: Business & Industry							
\$250 thousand or less							
CEO/Executive Director	6	\$57,032			\$59,641		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	\$87,383		\$68,472	\$89,407	\$105,400	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$129,022			\$120,617		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Business & Industry							
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	\$189,970		\$128,895	\$187,159	\$209,193	
Between \$2.5 million and \$5 million							
CEO/Executive Director	14	\$182,437		\$127,227	\$170,530	\$212,941	
Top Finance Position	6	\$136,923			\$127,662		
Top Operations Position	5	\$138,744			\$137,887		
Between \$10 million and \$25 million							
CEO/Executive Director	6	\$455,485			\$425,645		
Top Finance Position	6	\$229,877			\$243,295		
Community Improvement, Capacity Building: Chambers of Commerce & Business Leagues							
\$250 thousand or less							
CEO/Executive Director	25	\$46,481	\$19,700	\$35,103	\$48,000	\$55,335	\$67,650
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	22	\$82,615	\$42,926	\$54,535	\$74,664	\$104,517	\$136,909

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Chambers of Commerce & Business Leagues							
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$120,043	\$66,770	\$78,815	\$124,656	\$154,200	\$193,351
Between \$1 million and \$2.5 million							
CEO/Executive Director	28	\$152,897	\$68,923	\$110,287	\$154,394	\$190,161	\$228,810
Between \$2.5 million and \$5 million							
CEO/Executive Director	12	\$203,707		\$150,921	\$203,903	\$245,238	
Between \$5 million and \$10 million							
CEO/Executive Director	7	\$298,956			\$275,088		
Between \$10 million and \$25 million							
CEO/Executive Director	12	\$472,087		\$234,782	\$346,334	\$552,618	
Top Finance Position	6	\$213,377			\$160,692		
Top Operations Position	5	\$228,904			\$263,640		
Between \$25 million and \$50 million							
CEO/Executive Director	6	\$786,566			\$572,565		
Top Finance Position	5	\$306,868			\$264,509		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Community & Neighborhood Development							
\$250 thousand or less							
CEO/Executive Director	303	\$49,885	\$25,917	\$35,054	\$47,721	\$61,461	\$72,446
Top Finance Position	11	\$39,985		\$27,303	\$39,417	\$45,251	
Top Program Position	11	\$33,893		\$25,805	\$33,328	\$35,487	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	224	\$65,552	\$31,714	\$47,974	\$63,973	\$79,999	\$97,029
Between \$500 thousand and \$1 million							
CEO/Executive Director	197	\$91,277	\$50,380	\$65,000	\$85,000	\$102,700	\$134,164
Top Finance Position	7	\$47,544			\$49,237		
Top Operations Position	8	\$95,011			\$71,914		
Between \$1 million and \$2.5 million							
CEO/Executive Director	185	\$108,154	\$55,800	\$73,389	\$96,000	\$126,709	\$174,065
Top Finance Position	22	\$76,900	\$38,786	\$48,884	\$71,710	\$98,560	\$124,419
Top Operations Position	10	\$131,360		\$90,074	\$112,108	\$148,351	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Community & Neighborhood Development							
Between \$2.5 million and \$5 million							
CEO/Executive Director	116	\$140,021	\$69,647	\$86,731	\$118,159	\$173,362	\$239,587
Top Finance Position	44	\$95,581	\$57,473	\$65,361	\$81,898	\$116,932	\$159,035
Top Operations Position	9	\$103,902			\$118,631		
Between \$5 million and \$10 million							
CEO/Executive Director	86	\$154,932	\$74,306	\$95,773	\$114,122	\$185,051	\$248,196
Top Finance Position	44	\$96,647	\$59,702	\$73,062	\$88,272	\$109,515	\$129,279
Top Operations Position	11	\$155,244		\$107,200	\$136,095	\$209,673	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Community & Neighborhood Development							
Between \$10 million and \$25 million							
CEO/Executive Director	59	\$201,352	\$85,298	\$103,239	\$131,076	\$218,561	\$312,378
Top Administrative Position	7	\$170,686			\$115,305		
Top Finance Position	38	\$127,753	\$68,944	\$78,708	\$107,963	\$149,893	\$219,510
Top Operations Position	6	\$133,632			\$135,000		
Top Program Position	6	\$167,085			\$156,821		
Between \$25 million and \$50 million							
CEO/Executive Director	12	\$226,395		\$146,484	\$203,459	\$247,295	
Top Finance Position	9	\$162,614			\$164,644		
Greater than \$50 million							
CEO/Executive Director	6	\$233,925			\$259,741		
Top Finance Position	6	\$176,149			\$171,555		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Community Coalitions							
\$250 thousand or less							
CEO/Executive Director	57	\$46,844	\$19,770	\$33,188	\$49,320	\$57,472	\$68,356
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	23	\$77,909	\$38,593	\$45,885	\$70,000	\$102,726	\$108,333
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	\$84,723	\$49,041	\$53,925	\$69,052	\$96,278	\$133,978
Between \$1 million and \$2.5 million							
CEO/Executive Director	23	\$98,882	\$61,908	\$71,573	\$89,354	\$122,327	\$137,242
Between \$2.5 million and \$5 million							
CEO/Executive Director	15	\$141,211		\$98,228	\$111,050	\$194,813	
Top Finance Position	6	\$122,428			\$126,047		
Between \$5 million and \$10 million							
CEO/Executive Director	8	\$134,232			\$134,762		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
\$250 thousand or less							
CEO/Executive Director	55	\$50,881	\$22,137	\$32,500	\$47,719	\$66,217	\$81,182



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	48	\$68,892	\$40,360	\$49,500	\$59,642	\$83,682	\$105,197
Between \$500 thousand and \$1 million							
CEO/Executive Director	51	\$86,468	\$43,228	\$61,464	\$76,545	\$101,933	\$130,000
Between \$1 million and \$2.5 million							
CEO/Executive Director	42	\$114,817	\$58,755	\$77,116	\$103,290	\$140,001	\$167,902
Top Finance Position	8	\$75,436			\$72,722		
Between \$2.5 million and \$5 million							
CEO/Executive Director	18	\$156,897		\$115,611	\$148,242	\$174,768	
Between \$5 million and \$10 million							
CEO/Executive Director	15	\$142,242		\$109,965	\$133,850	\$165,789	
Top Finance Position	6	\$91,329			\$89,931		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
Between \$10 million and \$25 million							
CEO/Executive Director	15	\$186,539		\$126,453	\$156,012	\$201,968	
Top Finance Position	9	\$147,979			\$120,475		
Top Operations Position	5	\$169,555			\$142,477		
Community Improvement, Capacity Building: Community Service Clubs							
\$250 thousand or less							
CEO/Executive Director	33	\$45,458	\$22,746	\$30,250	\$39,952	\$53,009	\$68,148
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	44	\$53,133	\$27,325	\$37,966	\$49,767	\$64,698	\$82,517
Between \$500 thousand and \$1 million							
CEO/Executive Director	40	\$77,310	\$48,856	\$52,651	\$65,528	\$86,390	\$121,625
Between \$1 million and \$2.5 million							
CEO/Executive Director	35	\$94,592	\$66,174	\$71,966	\$84,662	\$103,177	\$145,343
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$122,275			\$124,659		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Community Service Clubs							
Between \$5 million and \$10 million							
CEO/Executive Director	10	\$176,155		\$100,478	\$121,675	\$162,715	
Community Improvement, Capacity Building: Economic Development							
\$250 thousand or less							
CEO/Executive Director	126	\$54,375	\$23,693	\$36,939	\$51,204	\$65,000	\$83,026
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	112	\$91,602	\$45,599	\$62,352	\$80,689	\$110,868	\$149,254
Top Finance Position	5	\$74,144			\$80,426		
Between \$500 thousand and \$1 million							
CEO/Executive Director	118	\$103,830	\$60,489	\$73,078	\$97,428	\$130,115	\$159,665
Top Finance Position	8	\$73,247			\$72,814		
Between \$1 million and \$2.5 million							
CEO/Executive Director	105	\$147,786	\$81,080	\$95,758	\$131,633	\$174,327	\$246,825
Top Finance Position	9	\$83,753			\$87,925		
Top Operations Position	5	\$120,006			\$130,803		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Economic Development							
Between \$2.5 million and \$5 million							
CEO/Executive Director	63	\$217,881	\$102,820	\$133,385	\$190,150	\$261,225	\$358,299
Top Administrative Position	5	\$135,354			\$157,695		
Top Finance Position	21	\$121,701	\$95,183	\$99,229	\$124,325	\$144,257	\$157,695
Top Operations Position	12	\$160,424		\$132,927	\$163,218	\$181,930	
Between \$5 million and \$10 million							
CEO/Executive Director	23	\$225,134	\$131,414	\$172,940	\$218,971	\$248,553	\$304,986
Top Finance Position	10	\$125,727		\$104,173	\$113,573	\$154,335	
Top Operations Position	7	\$159,886			\$154,857		
Between \$10 million and \$25 million							
CEO/Executive Director	15	\$223,613		\$147,393	\$222,456	\$274,022	
Top Finance Position	11	\$167,825		\$113,947	\$159,911	\$222,302	
Between \$25 million and \$50 million							
CEO/Executive Director	6	\$304,770			\$295,779		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Fund Raising & Fund Distribution							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	\$67,122		\$43,344	\$57,653	\$81,689	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$66,844			\$67,365		
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	\$107,052		\$77,615	\$96,192	\$118,361	
Community Improvement, Capacity Building: Management & Technical Assistance							
\$250 thousand or less							
CEO/Executive Director	14	\$64,201		\$44,523	\$62,520	\$77,953	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	\$54,190		\$40,500	\$60,019	\$65,571	
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$97,573		\$69,059	\$90,765	\$123,200	
Between \$1 million and \$2.5 million							
CEO/Executive Director	16	\$155,645		\$112,550	\$154,380	\$163,166	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Management & Technical Assistance							
Between \$2.5 million and \$5 million							
CEO/Executive Director	17	\$185,347		\$138,502	\$198,913	\$224,895	
Between \$5 million and \$10 million							
CEO/Executive Director	10	\$217,512		\$171,520	\$228,392	\$240,220	
Top Finance Position	7	\$168,927			\$171,669		
Community Improvement, Capacity Building: Mens Service Clubs							
\$250 thousand or less							
CEO/Executive Director	11	\$60,933		\$34,985	\$50,000	\$80,762	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$73,132			\$79,292		
Community Improvement, Capacity Building: Neighborhood & Block Associations							
\$250 thousand or less							
CEO/Executive Director	24	\$51,266	\$28,967	\$37,861	\$47,661	\$62,633	\$76,782
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	\$62,517		\$57,378	\$59,133	\$67,957	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Neighborhood & Block Associations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$84,308		\$69,394	\$80,333	\$92,501	
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	\$108,443			\$104,399		
Community Improvement, Capacity Building: Nonprofit Management							
\$250 thousand or less							
CEO/Executive Director	19	\$46,796		\$27,406	\$36,720	\$68,000	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	22	\$72,251	\$45,700	\$58,308	\$70,314	\$78,338	\$93,492
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	\$97,034	\$54,469	\$74,250	\$87,193	\$124,800	\$143,487
Between \$1 million and \$2.5 million							
CEO/Executive Director	26	\$128,901	\$70,591	\$100,965	\$126,558	\$159,978	\$190,838
Top Finance Position	6	\$101,668			\$87,672		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Community Improvement, Capacity Building: Nonprofit Management</b>							
Between \$2.5 million and \$5 million							
CEO/Executive Director	26	\$168,961	\$113,709	\$124,189	\$159,474	\$195,452	\$244,341
Top Finance Position	9	\$111,247			\$105,350		
Top Operations Position	5	\$101,146			\$109,675		
Between \$5 million and \$10 million							
CEO/Executive Director	8	\$365,773			\$121,321		
Top Finance Position	5	\$159,966			\$154,086		
Between \$10 million and \$25 million							
CEO/Executive Director	8	\$216,284			\$192,104		
Top Finance Position	8	\$109,545			\$116,748		
<b>Community Improvement, Capacity Building: Professional Societies &amp; Associations</b>							
\$250 thousand or less							
CEO/Executive Director	11	\$50,734		\$43,384	\$53,000	\$59,001	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$120,480			\$111,152		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Professional Societies & Associations							
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$152,826			\$136,371		
Community Improvement, Capacity Building: Research Institutes & Public Policy Analysis							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$90,829			\$87,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$123,557			\$112,625		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	\$156,476			\$150,551		
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$182,112			\$159,814		
Community Improvement, Capacity Building: Rural Economic Development							
\$250 thousand or less							
CEO/Executive Director	12	\$36,074		\$19,392	\$33,014	\$43,342	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	\$63,171		\$38,123	\$51,833	\$79,830	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Rural Economic Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$70,795		\$59,680	\$63,600	\$82,917	
Between \$1 million and \$2.5 million							
CEO/Executive Director	15	\$99,211		\$77,726	\$87,691	\$116,079	
Between \$2.5 million and \$5 million							
CEO/Executive Director	13	\$116,156		\$86,362	\$96,000	\$135,940	
Top Finance Position	8	\$97,027			\$90,711		
Between \$5 million and \$10 million							
CEO/Executive Director	8	\$110,734			\$100,972		
Between \$10 million and \$25 million							
CEO/Executive Director	8	\$149,040			\$110,718		
Top Finance Position	5	\$114,245			\$102,250		
Community Improvement, Capacity Building: Single Organization Support							
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$250,931			\$218,667		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Small Business Development							
\$250 thousand or less							
CEO/Executive Director	16	\$64,275		\$43,861	\$63,524	\$80,223	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	14	\$66,180		\$46,662	\$58,276	\$84,326	
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	\$98,301	\$54,167	\$74,921	\$98,201	\$117,890	\$144,134
Between \$1 million and \$2.5 million							
CEO/Executive Director	42	\$134,661	\$90,192	\$105,713	\$133,540	\$155,843	\$187,961
Top Finance Position	9	\$95,636			\$104,501		
Between \$2.5 million and \$5 million							
CEO/Executive Director	15	\$188,279		\$139,843	\$185,978	\$224,045	
Top Finance Position	5	\$110,841			\$90,869		
Between \$5 million and \$10 million							
CEO/Executive Director	11	\$245,363		\$167,596	\$206,991	\$240,681	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Support N.E.C.							
\$250 thousand or less							
CEO/Executive Director	10	\$56,800		\$42,641	\$54,159	\$62,541	
Community Improvement, Capacity Building: Urban & Community Economic Development							
\$250 thousand or less							
CEO/Executive Director	42	\$53,110	\$26,933	\$36,354	\$50,682	\$68,946	\$81,509
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	39	\$89,007	\$40,085	\$52,813	\$73,878	\$101,445	\$160,164
Between \$500 thousand and \$1 million							
CEO/Executive Director	51	\$113,890	\$62,116	\$83,888	\$103,130	\$132,913	\$186,392
Between \$1 million and \$2.5 million							
CEO/Executive Director	35	\$142,407	\$78,589	\$99,754	\$135,245	\$166,397	\$244,322
Between \$2.5 million and \$5 million							
CEO/Executive Director	16	\$172,016		\$130,875	\$166,754	\$230,006	
Top Finance Position	7	\$104,930			\$103,071		
Between \$5 million and \$10 million							
CEO/Executive Director	11	\$224,895		\$140,956	\$197,175	\$231,097	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Urban & Community Economic Development							
Between \$10 million and \$25 million							
CEO/Executive Director	7	\$317,377			\$285,321		
Community Improvement, Capacity Building: Womens Service Clubs							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	\$51,345			\$41,467		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$112,832			\$124,116		
Crime, Legal-Related: Administration of Justice							
\$250 thousand or less							
CEO/Executive Director	10	\$47,026		\$40,995	\$47,932	\$55,677	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	\$88,378			\$85,454		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$84,373			\$88,542		
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	\$145,128		\$114,829	\$150,131	\$185,408	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Crime, Legal-Related: Alliances &amp; Advocacy</b>							
\$250 thousand or less							
CEO/Executive Director	9	\$46,312			\$43,860		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$48,994			\$47,184		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$80,657			\$76,640		
<b>Crime, Legal-Related: Child Abuse Prevention</b>							
\$250 thousand or less							
CEO/Executive Director	65	\$46,386	\$28,944	\$33,504	\$42,000	\$54,119	\$66,861
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	68	\$62,417	\$44,948	\$51,018	\$60,476	\$70,641	\$86,766
Between \$500 thousand and \$1 million							
CEO/Executive Director	52	\$80,895	\$49,488	\$64,129	\$72,598	\$86,272	\$119,739
Between \$1 million and \$2.5 million							
CEO/Executive Director	40	\$87,384	\$59,406	\$71,084	\$86,030	\$99,860	\$112,695

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Crime, Legal-Related: Child Abuse Prevention</b>							
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	\$117,721			\$103,583		
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$155,264			\$177,260		
<b>Crime, Legal-Related: Crime &amp; Legal Related N.E.C.</b>							
\$250 thousand or less							
CEO/Executive Director	6	\$33,511			\$29,643		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$96,291			\$85,883		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$60,415			\$52,310		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$207,034			\$212,086		
<b>Crime, Legal-Related: Crime Prevention</b>							
\$250 thousand or less							
CEO/Executive Director	31	\$51,353	\$33,885	\$38,888	\$48,637	\$63,226	\$78,000

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Crime, Legal-Related: Crime Prevention</b>							
Between \$250 thousand and \$500 thousand CEO/Executive Director	12	\$75,472		\$65,027	\$78,677	\$81,664	
Between \$500 thousand and \$1 million CEO/Executive Director	14	\$92,370		\$60,750	\$72,427	\$95,129	
Between \$1 million and \$2.5 million CEO/Executive Director	12	\$113,025		\$85,291	\$112,416	\$121,724	
Between \$2.5 million and \$5 million CEO/Executive Director	5	\$128,587			\$133,517		
<b>Crime, Legal-Related: Dispute Resolution &amp; Mediation</b>							
\$250 thousand or less CEO/Executive Director	39	\$48,652	\$25,758	\$32,418	\$46,965	\$57,194	\$70,327
Between \$250 thousand and \$500 thousand CEO/Executive Director	16	\$67,981		\$51,796	\$61,896	\$78,952	
Between \$500 thousand and \$1 million CEO/Executive Director	20	\$81,531	\$54,920	\$66,522	\$84,381	\$91,171	\$98,089



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, Legal-Related: Dispute Resolution & Mediation							
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	\$138,603			\$113,559		
Crime, Legal-Related: Drunk Driving Related							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$90,030			\$90,632		
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	\$151,736			\$141,560		
Crime, Legal-Related: Fund Raising & Fund Distribution							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$129,003			\$125,637		
Crime, Legal-Related: Inmate Support							
\$250 thousand or less							
CEO/Executive Director	29	\$39,635	\$16,929	\$22,498	\$39,200	\$51,799	\$68,095
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	19	\$53,400		\$45,070	\$55,192	\$60,841	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Crime, Legal-Related: Inmate Support</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$76,896		\$56,609	\$76,620	\$95,343	
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	\$98,767			\$91,461		
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$139,167			\$139,219		
<b>Crime, Legal-Related: Law Enforcement</b>							
\$250 thousand or less							
CEO/Executive Director	7	\$41,009			\$41,500		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$84,336			\$88,255		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	\$135,850			\$119,449		
<b>Crime, Legal-Related: Legal Services</b>							
\$250 thousand or less							
CEO/Executive Director	57	\$55,108	\$33,371	\$39,231	\$50,540	\$70,039	\$80,621

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Crime, Legal-Related: Legal Services</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	63	\$71,710	\$38,875	\$53,854	\$66,300	\$89,445	\$108,000
Between \$500 thousand and \$1 million							
CEO/Executive Director	72	\$98,489	\$60,196	\$69,718	\$89,377	\$109,765	\$157,263
Between \$1 million and \$2.5 million							
CEO/Executive Director	83	\$113,544	\$77,148	\$87,651	\$106,982	\$128,192	\$159,754
Top Administrative Position	5	\$68,313			\$65,278		
Top Finance Position	9	\$65,173			\$71,905		
Top Legal Position	12	\$138,793		\$116,861	\$141,972	\$154,444	
Between \$2.5 million and \$5 million							
CEO/Executive Director	53	\$147,637	\$98,579	\$119,015	\$140,338	\$172,720	\$201,775
Top Administrative Position	5	\$131,341			\$131,126		
Top Finance Position	18	\$102,483		\$80,064	\$102,521	\$118,769	
Top Legal Position	24	\$141,404	\$113,279	\$118,388	\$139,664	\$158,271	\$179,147

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Crime, Legal-Related: Legal Services</b>							
Between \$5 million and \$10 million							
CEO/Executive Director	59	\$161,956	\$114,046	\$134,627	\$152,707	\$184,239	\$216,894
Top Administrative Position	5	\$122,572			\$122,560		
Top Finance Position	23	\$99,937	\$59,342	\$85,430	\$100,451	\$114,030	\$132,809
Top Legal Position	31	\$145,920	\$114,574	\$125,554	\$143,572	\$159,997	\$181,889
Top Operations Position	8	\$128,388			\$126,025		
Between \$10 million and \$25 million							
CEO/Executive Director	31	\$193,899	\$135,021	\$152,232	\$186,047	\$215,470	\$239,133
Top Finance Position	15	\$129,432		\$92,676	\$132,246	\$156,572	
Top Legal Position	18	\$156,998		\$132,386	\$158,491	\$170,435	
<b>Crime, Legal-Related: Prison Alternatives</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$58,854			\$55,751		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Crime, Legal-Related: Prison Alternatives</b>							
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	\$86,805			\$92,003		
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$139,014			\$107,593		
Between \$10 million and \$25 million							
CEO/Executive Director	8	\$175,652			\$173,718		
<b>Crime, Legal-Related: Professional Societies &amp; Associations</b>							
\$250 thousand or less							
CEO/Executive Director	5	\$54,456			\$59,000		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$64,932			\$76,090		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$196,774			\$142,280		
<b>Crime, Legal-Related: Protection Against Abuse</b>							
\$250 thousand or less							
CEO/Executive Director	22	\$46,137	\$29,564	\$31,905	\$44,714	\$56,167	\$67,895

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Crime, Legal-Related: Protection Against Abuse</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	16	\$61,448		\$47,703	\$57,376	\$71,839	
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$69,041		\$52,837	\$67,169	\$85,481	
Between \$1 million and \$2.5 million							
CEO/Executive Director	15	\$91,120		\$66,393	\$89,974	\$108,228	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$118,056			\$117,526		
<b>Crime, Legal-Related: Public Interest Law</b>							
\$250 thousand or less							
CEO/Executive Director	6	\$59,805			\$50,703		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	\$123,494			\$98,500		
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$107,211		\$80,810	\$92,521	\$130,728	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Crime, Legal-Related: Public Interest Law</b>							
Between \$1 million and \$2.5 million							
CEO/Executive Director	16	\$126,100		\$92,447	\$101,345	\$152,647	
Between \$2.5 million and \$5 million							
CEO/Executive Director	12	\$150,634		\$121,528	\$141,938	\$159,994	
Top Finance Position	6	\$97,086			\$101,550		
Between \$10 million and \$25 million							
CEO/Executive Director	6	\$150,479			\$158,882		
Top Legal Position	6	\$167,778			\$157,525		
<b>Crime, Legal-Related: Rehabilitation Services for Offenders</b>							
\$250 thousand or less							
CEO/Executive Director	32	\$38,437	\$17,117	\$22,834	\$38,923	\$46,725	\$65,045
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	\$66,579		\$53,989	\$58,522	\$79,936	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$83,402			\$81,425		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Crime, Legal-Related: Rehabilitation Services for Offenders</b>							
Between \$1 million and \$2.5 million							
CEO/Executive Director	22	\$101,438	\$61,031	\$79,952	\$92,180	\$132,901	\$154,848
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	\$137,387			\$134,369		
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$142,948			\$140,061		
<b>Crime, Legal-Related: Research Institutes &amp; Public Policy Analysis</b>							
\$250 thousand or less							
CEO/Executive Director	10	\$68,169		\$37,272	\$71,151	\$94,950	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	13	\$95,492		\$64,590	\$90,623	\$100,061	
<b>Crime, Legal-Related: Sexual Abuse Prevention</b>							
\$250 thousand or less							
CEO/Executive Director	10	\$47,302		\$36,119	\$49,433	\$56,048	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$80,741			\$69,786		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Crime, Legal-Related: Sexual Abuse Prevention</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$79,259		\$49,209	\$80,000	\$95,212	
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	\$97,635		\$81,728	\$96,345	\$109,134	
<b>Crime, Legal-Related: Spouse Abuse Prevention</b>							
\$250 thousand or less							
CEO/Executive Director	7	\$47,217			\$40,923		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	\$62,195		\$51,331	\$58,824	\$73,397	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$59,968		\$48,338	\$58,188	\$68,580	
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	\$78,895		\$71,333	\$82,022	\$90,894	
<b>Crime, Legal-Related: Way Houses for Offenders &amp; Ex Offenders</b>							
\$250 thousand or less							
CEO/Executive Director	6	\$38,480			\$38,229		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Crime, Legal-Related: Way Houses for Offenders &amp; Ex Offenders</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$44,566			\$40,054		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$72,240		\$66,671	\$71,984	\$78,766	
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	\$94,984		\$75,199	\$83,156	\$113,119	
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$143,723			\$122,844		
<b>Crime, Legal-Related: Youth Violence Prevention</b>							
\$250 thousand or less							
CEO/Executive Director	26	\$49,183	\$32,878	\$37,980	\$44,685	\$61,904	\$73,675
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	18	\$68,268		\$47,725	\$61,600	\$88,410	
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	\$74,128	\$52,542	\$57,050	\$64,000	\$77,463	\$97,796

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Crime, Legal-Related: Youth Violence Prevention</b>							
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	\$121,049		\$95,162	\$106,561	\$137,850	
<b>Diseases, Disorders, Medical Disciplines: AIDS</b>							
\$250 thousand or less							
CEO/Executive Director	15	\$43,210		\$24,594	\$36,982	\$53,943	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	27	\$58,883	\$43,900	\$48,479	\$60,000	\$65,772	\$77,854
Between \$500 thousand and \$1 million							
CEO/Executive Director	41	\$76,477	\$41,528	\$56,701	\$76,739	\$89,382	\$102,013
Top Finance Position	7	\$52,642			\$60,894		
Between \$1 million and \$2.5 million							
CEO/Executive Director	55	\$90,062	\$60,000	\$67,442	\$84,462	\$99,310	\$126,557
Between \$2.5 million and \$5 million							
CEO/Executive Director	31	\$137,806	\$75,440	\$81,609	\$125,329	\$160,177	\$188,292
Top Operations Position	5	\$152,337			\$139,436		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: AIDS							
Between \$5 million and \$10 million							
CEO/Executive Director	14	\$146,198		\$124,474	\$140,206	\$160,511	
Top Finance Position	8	\$112,581			\$111,839		
Between \$10 million and \$25 million							
CEO/Executive Director	15	\$237,521		\$166,631	\$217,059	\$317,457	
Top Development Position	5	\$136,756			\$118,174		
Top Finance Position	9	\$169,403			\$174,720		
Top Operations Position	8	\$173,375			\$167,483		
Between \$25 million and \$50 million							
CEO/Executive Director	7	\$238,444			\$222,028		
Top Finance Position	6	\$176,191			\$192,951		
Greater than \$50 million							
CEO/Executive Director	5	\$424,174			\$450,738		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	10	\$68,045		\$45,011	\$56,834	\$71,206	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	14	\$75,647		\$55,000	\$64,993	\$85,630	
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$97,014		\$75,664	\$81,443	\$105,081	
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	\$153,846		\$99,763	\$108,522	\$166,242	
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$174,177			\$145,800		
Diseases, Disorders, Medical Disciplines: Alzheimers Disease							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$56,568			\$56,695		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$89,634			\$90,119		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Alheimers Disease							
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	\$109,219		\$76,923	\$108,021	\$127,802	
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$152,205			\$142,256		
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$205,069			\$201,231		
Diseases, Disorders, Medical Disciplines: Arthritis							
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$102,149			\$103,970		
Diseases, Disorders, Medical Disciplines: Autism							
\$250 thousand or less							
CEO/Executive Director	29	\$44,451	\$19,094	\$24,081	\$40,000	\$59,167	\$79,021
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	\$53,925		\$42,925	\$53,419	\$62,258	
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$77,721		\$57,600	\$65,691	\$90,367	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Autism							
Between \$1 million and \$2.5 million							
CEO/Executive Director	25	\$119,532	\$72,070	\$89,051	\$113,408	\$135,000	\$181,516
Between \$2.5 million and \$5 million							
CEO/Executive Director	12	\$95,094		\$60,551	\$80,235	\$122,914	
Between \$5 million and \$10 million							
CEO/Executive Director	7	\$180,544			\$144,003		
Between \$10 million and \$25 million							
CEO/Executive Director	8	\$182,929			\$160,916		
Top Finance Position	5	\$131,358			\$117,765		
Diseases, Disorders, Medical Disciplines: Birth Defects & Genetic Diseases							
\$250 thousand or less							
CEO/Executive Director	25	\$39,760	\$19,128	\$23,542	\$40,015	\$51,698	\$61,710
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	18	\$75,138		\$58,223	\$72,325	\$84,585	
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$103,756	\$59,423	\$82,326	\$100,200	\$107,658	\$155,388

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Birth Defects & Genetic Diseases							
Between \$1 million and \$2.5 million							
CEO/Executive Director	19	\$95,285		\$66,396	\$83,588	\$121,702	
Between \$2.5 million and \$5 million							
CEO/Executive Director	12	\$101,632		\$74,024	\$97,144	\$126,452	
Between \$5 million and \$10 million							
CEO/Executive Director	16	\$167,531		\$126,974	\$139,839	\$173,324	
Top Finance Position	8	\$108,613			\$110,832		
Between \$10 million and \$25 million							
CEO/Executive Director	15	\$184,866		\$146,990	\$170,427	\$196,139	
Top Finance Position	12	\$119,846		\$102,038	\$113,731	\$145,619	
Top Operations Position	6	\$118,533			\$120,176		
Greater than \$50 million							
CEO/Executive Director	7	\$484,533			\$460,098		
Top Finance Position	5	\$273,250			\$274,531		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Brain Disorders							
\$250 thousand or less							
CEO/Executive Director	19	\$47,363		\$29,125	\$43,955	\$63,680	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$74,107			\$72,021		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	\$128,695			\$124,615		
Diseases, Disorders, Medical Disciplines: Breast Cancer							
\$250 thousand or less							
CEO/Executive Director	7	\$41,463			\$42,500		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$54,579			\$51,893		
Diseases, Disorders, Medical Disciplines: Cancer							
\$250 thousand or less							
CEO/Executive Director	65	\$42,393	\$18,000	\$27,756	\$40,000	\$52,799	\$67,920
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	54	\$64,846	\$42,838	\$52,875	\$66,226	\$75,000	\$82,265

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Cancer							
Between \$500 thousand and \$1 million							
CEO/Executive Director	55	\$91,800	\$50,000	\$64,370	\$90,198	\$106,893	\$133,876
Between \$1 million and \$2.5 million							
CEO/Executive Director	50	\$132,616	\$89,456	\$100,749	\$117,117	\$142,615	\$194,211
Top Finance Position	5	\$82,848			\$73,213		
Top Operations Position	6	\$84,556			\$78,456		
Between \$2.5 million and \$5 million							
CEO/Executive Director	13	\$239,614		\$144,935	\$175,270	\$222,571	
Between \$5 million and \$10 million							
CEO/Executive Director	14	\$236,146		\$148,602	\$191,563	\$216,856	
Top Finance Position	5	\$134,198			\$130,614		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Cancer							
Between \$10 million and \$25 million							
CEO/Executive Director	14	\$406,304		\$237,766	\$358,413	\$393,142	
Top Finance Position	5	\$170,247			\$171,529		
Top Operations Position	5	\$165,745			\$142,990		
Between \$25 million and \$50 million							
CEO/Executive Director	7	\$472,420			\$371,385		
Top Finance Position	6	\$179,696			\$165,373		
Greater than \$50 million							
CEO/Executive Director	5	\$510,771			\$515,228		
Diseases, Disorders, Medical Disciplines: Digestive Diseases & Disorders							
\$250 thousand or less							
CEO/Executive Director	7	\$35,028			\$29,298		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$157,882			\$150,865		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
\$250 thousand or less							
CEO/Executive Director	6	\$53,558			\$54,924		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$84,982			\$91,031		
Diseases, Disorders, Medical Disciplines: Down Syndrome							
\$250 thousand or less							
CEO/Executive Director	7	\$43,179			\$40,000		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	\$69,310			\$70,755		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$107,824			\$102,502		
Diseases, Disorders, Medical Disciplines: Epilepsy							
\$250 thousand or less							
CEO/Executive Director	11	\$41,694		\$30,270	\$42,569	\$46,453	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	16	\$75,290		\$56,695	\$74,111	\$91,609	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Epilepsy							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$98,004			\$106,541		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$100,122			\$105,438		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$176,484			\$159,409		
Diseases, Disorders, Medical Disciplines: Eye Diseases, Blindness & Vision Impairments							
\$250 thousand or less							
CEO/Executive Director	35	\$54,844	\$22,552	\$31,487	\$60,000	\$75,493	\$89,048
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	31	\$82,054	\$38,760	\$51,490	\$77,300	\$97,627	\$128,000
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	\$74,477	\$40,057	\$53,642	\$64,950	\$91,182	\$119,716
Between \$1 million and \$2.5 million							
CEO/Executive Director	27	\$141,486	\$83,733	\$100,944	\$121,980	\$176,607	\$212,692
Top Finance Position	5	\$88,025			\$62,224		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Eye Diseases, Blindness & Vision Impairments							
Between \$2.5 million and \$5 million							
CEO/Executive Director	13	\$157,343		\$110,098	\$138,122	\$233,908	
Between \$5 million and \$10 million							
CEO/Executive Director	9	\$261,922			\$209,451		
Diseases, Disorders, Medical Disciplines: Fund Raising & Fund Distribution							
\$250 thousand or less							
CEO/Executive Director	9	\$37,375			\$31,972		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	\$70,214		\$51,060	\$57,494	\$81,350	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$97,448			\$89,394		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$119,666			\$116,886		
Diseases, Disorders, Medical Disciplines: Geriatrics							
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$167,661			\$185,329		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Heart & Circulatory System Diseases & Disorders							
\$250 thousand or less							
CEO/Executive Director	49	\$47,647	\$23,240	\$28,167	\$41,417	\$58,103	\$79,720
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	17	\$64,975		\$56,774	\$62,203	\$72,091	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$99,867		\$60,435	\$76,336	\$128,428	
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	\$108,747		\$59,604	\$79,291	\$126,980	
Between \$25 million and \$50 million							
CEO/Executive Director	5	\$579,736			\$769,508		
Diseases, Disorders, Medical Disciplines: Kidney Diseases							
\$250 thousand or less							
CEO/Executive Director	6	\$65,670			\$67,132		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$123,470			\$110,416		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Kidney Diseases							
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	\$121,235			\$122,741		
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$114,411			\$117,619		
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	\$190,335		\$127,420	\$164,225	\$227,131	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$257,719			\$284,918		
Between \$10 million and \$25 million							
CEO/Executive Director	7	\$492,800			\$450,696		
Top Finance Position	6	\$231,111			\$204,212		
Between \$25 million and \$50 million							
CEO/Executive Director	6	\$589,178			\$633,844		
Top Finance Position	5	\$252,077			\$267,346		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Nerve, Muscle & Bone Diseases							
\$250 thousand or less							
CEO/Executive Director	12	\$43,446		\$26,025	\$36,964	\$62,178	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	\$68,709			\$68,157		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$94,623			\$70,178		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	\$115,090			\$93,934		
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$181,004			\$175,000		
Diseases, Disorders, Medical Disciplines: Neurology & Neuroscience							
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	\$124,481			\$91,826		
Between \$5 million and \$10 million							
CEO/Executive Director	7	\$237,756			\$273,477		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Pediatrics							
\$250 thousand or less							
CEO/Executive Director	11	\$45,221		\$23,531	\$37,460	\$59,870	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	\$63,209		\$50,306	\$61,307	\$81,613	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$79,003			\$89,253		
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	\$100,994		\$87,115	\$95,236	\$114,619	
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	\$132,875		\$104,531	\$113,789	\$144,512	
Diseases, Disorders, Medical Disciplines: Professional Societies & Associations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$138,475			\$108,000		
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	\$259,682			\$271,292		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Professional Societies & Associations							
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$375,522			\$415,000		
Diseases, Disorders, Medical Disciplines: Single Organization Support							
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	\$113,834			\$141,079		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
\$250 thousand or less							
CEO/Executive Director	33	\$48,117	\$22,867	\$35,151	\$46,527	\$60,000	\$75,801
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	32	\$68,852	\$34,100	\$58,004	\$73,493	\$83,215	\$88,734
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	\$89,967	\$56,615	\$71,765	\$87,371	\$103,774	\$126,454
Between \$1 million and \$2.5 million							
CEO/Executive Director	23	\$103,448	\$49,148	\$72,168	\$89,481	\$125,663	\$158,834
Top Finance Position	6	\$67,054			\$64,652		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	\$141,030			\$116,664		
Between \$5 million and \$10 million							
CEO/Executive Director	10	\$181,550		\$149,111	\$185,086	\$208,468	
Diseases, Disorders, Medical Disciplines: Surgical Specialties							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$97,219			\$90,960		
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$336,463			\$320,554		
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$602,104			\$518,913		
Between \$25 million and \$50 million							
CEO/Executive Director	6	\$1,039,788			\$1,021,838		
Diseases, Disorders, Medical Disciplines: Voluntary Health Associations & Medical Disciplines N.E.C							
\$250 thousand or less							
CEO/Executive Director	11	\$38,684		\$30,250	\$34,164	\$49,861	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Voluntary Health Associations & Medical Disciplines N.E.C							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	\$66,335			\$70,173		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$77,431		\$49,063	\$84,611	\$99,905	
Between \$1 million and \$2.5 million							
CEO/Executive Director	27	\$127,656	\$92,856	\$104,839	\$123,637	\$144,805	\$176,202
Between \$2.5 million and \$5 million							
CEO/Executive Director	14	\$165,276		\$132,923	\$170,174	\$182,094	
Between \$5 million and \$10 million							
CEO/Executive Director	11	\$189,654		\$152,336	\$184,972	\$225,611	
Educational Institutions and Related Activities: Adult Education							
\$250 thousand or less							
CEO/Executive Director	118	\$46,005	\$26,320	\$32,391	\$46,229	\$56,110	\$65,339
Top Program Position	8	\$37,776			\$29,875		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	64	\$64,215	\$39,373	\$50,200	\$58,541	\$73,810	\$84,582

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Adult Education							
Between \$500 thousand and \$1 million							
CEO/Executive Director	77	\$78,361	\$42,200	\$58,268	\$72,960	\$91,057	\$123,089
Between \$1 million and \$2.5 million							
CEO/Executive Director	57	\$113,172	\$55,816	\$75,640	\$94,096	\$136,580	\$178,166
Between \$2.5 million and \$5 million							
CEO/Executive Director	16	\$132,418		\$106,610	\$122,046	\$161,052	
Top Finance Position	5	\$87,935			\$85,542		
Between \$5 million and \$10 million							
CEO/Executive Director	15	\$228,696		\$127,494	\$220,787	\$258,539	
Top Finance Position	9	\$137,049			\$132,009		
Between \$10 million and \$25 million							
CEO/Executive Director	9	\$273,589			\$218,238		
Top Finance Position	7	\$161,738			\$163,740		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	49	\$55,623	\$31,200	\$39,910	\$51,796	\$64,000	\$75,342
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	69	\$74,744	\$49,633	\$57,560	\$68,485	\$90,000	\$103,584
Between \$500 thousand and \$1 million							
CEO/Executive Director	53	\$98,700	\$40,600	\$64,400	\$90,997	\$120,000	\$154,575
Between \$1 million and \$2.5 million							
CEO/Executive Director	66	\$133,411	\$63,534	\$88,826	\$122,218	\$163,364	\$219,515
Between \$2.5 million and \$5 million							
CEO/Executive Director	30	\$146,278	\$69,890	\$81,529	\$114,966	\$178,716	\$280,136
Top Finance Position	10	\$106,352		\$61,637	\$95,204	\$131,956	
Between \$5 million and \$10 million							
CEO/Executive Director	19	\$201,058		\$125,302	\$157,566	\$283,033	
Top Finance Position	7	\$108,628			\$107,748		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Alliances & Advocacy							
Between \$10 million and \$25 million							
CEO/Executive Director	9	\$261,200			\$264,600		
Top Finance Position	7	\$162,081			\$196,145		
Educational Institutions and Related Activities: Alumni Associations							
\$250 thousand or less							
CEO/Executive Director	11	\$43,161		\$29,123	\$34,392	\$51,652	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$86,823			\$78,167		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$117,590		\$92,284	\$107,613	\$143,438	
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	\$148,224		\$91,511	\$143,095	\$177,885	
Between \$2.5 million and \$5 million							
CEO/Executive Director	12	\$232,136		\$192,820	\$214,720	\$266,647	
Top Finance Position	7	\$103,712			\$96,294		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Alumni Associations							
Between \$5 million and \$10 million							
CEO/Executive Director	8	\$237,890			\$175,994		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$278,016			\$240,551		
Educational Institutions and Related Activities: Charter Schools							
\$250 thousand or less							
CEO/Executive Director	7	\$77,120			\$76,800		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	\$77,477		\$41,922	\$75,748	\$96,243	
Between \$500 thousand and \$1 million							
CEO/Executive Director	36	\$85,382	\$47,148	\$61,944	\$75,197	\$95,044	\$145,534
Top Administrative Position	5	\$93,359			\$103,000		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Charter Schools							
Between \$1 million and \$2.5 million							
CEO/Executive Director	159	\$87,698	\$51,353	\$64,884	\$85,000	\$106,186	\$128,097
Top Administrative Position	16	\$79,586		\$68,601	\$79,042	\$95,508	
Top Business Position	10	\$63,655		\$44,157	\$54,597	\$77,307	
Top Education Position	6	\$77,821			\$74,614		
Top Finance Position	11	\$54,730		\$42,292	\$54,260	\$55,416	
Between \$2.5 million and \$5 million							
CEO/Executive Director	237	\$122,775	\$66,507	\$90,288	\$118,273	\$146,636	\$178,330
Top Administrative Position	11	\$118,869		\$84,582	\$129,052	\$151,697	
Top Business Position	16	\$76,443		\$57,925	\$72,116	\$86,144	
Top Education Position	14	\$131,078		\$113,190	\$129,059	\$138,064	
Top Finance Position	20	\$79,629	\$43,753	\$53,895	\$71,745	\$109,457	\$127,360
Top Operations Position	16	\$107,962		\$87,734	\$107,924	\$129,560	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Charter Schools							
Between \$5 million and \$10 million							
CEO/Executive Director	237	\$144,234	\$90,122	\$111,611	\$139,027	\$163,167	\$195,754
Top Administrative Position	13	\$117,709		\$99,125	\$106,699	\$116,090	
Top Business Position	15	\$91,993		\$71,805	\$98,153	\$112,811	
Top Education Position	7	\$125,520			\$116,328		
Top Finance Position	29	\$106,225	\$56,173	\$66,988	\$112,071	\$129,086	\$152,706
Top Operations Position	23	\$123,653	\$96,051	\$104,821	\$118,900	\$126,856	\$145,617
Between \$10 million and \$25 million							
CEO/Executive Director	130	\$177,287	\$109,827	\$145,577	\$172,221	\$204,556	\$238,274
Top Administrative Position	19	\$175,847		\$130,406	\$167,667	\$226,504	
Top Education Position	9	\$133,438			\$131,695		
Top Finance Position	29	\$127,907	\$93,052	\$112,378	\$122,132	\$140,141	\$171,453
Top Operations Position	26	\$138,402	\$116,129	\$122,669	\$137,517	\$147,739	\$176,430

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Charter Schools							
Between \$25 million and \$50 million							
CEO/Executive Director	26	\$200,734	\$135,735	\$149,933	\$192,856	\$235,836	\$278,284
Top Administrative Position	6	\$132,873			\$130,866		
Top Education Position	5	\$151,425			\$152,323		
Top Finance Position	8	\$145,706			\$136,162		
Top Operations Position	6	\$175,672			\$156,459		
Greater than \$50 million							
CEO/Executive Director	11	\$192,491		\$145,370	\$207,691	\$232,128	
Top Education Position	7	\$160,897			\$167,634		
Top Finance Position	7	\$144,949			\$146,362		
Top Operations Position	6	\$138,642			\$132,477		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Education N.E.C.							
\$250 thousand or less							
CEO/Executive Director	153	\$47,994	\$20,857	\$26,846	\$42,000	\$61,040	\$82,055
Top Administrative Position	6	\$34,780			\$29,568		
Top Finance Position	9	\$32,872			\$34,485		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	137	\$65,929	\$30,400	\$40,616	\$60,000	\$83,627	\$107,090
Top Administrative Position	15	\$40,943		\$29,775	\$43,794	\$49,554	
Top Finance Position	9	\$36,637			\$29,325		
Between \$500 thousand and \$1 million							
CEO/Executive Director	149	\$91,803	\$41,663	\$56,461	\$82,104	\$117,256	\$148,843
Top Administrative Position	8	\$55,821			\$50,787		
Top Finance Position	9	\$64,360			\$63,630		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Education N.E.C.							
Between \$1 million and \$2.5 million							
CEO/Executive Director	158	\$108,407	\$46,910	\$66,295	\$95,464	\$131,415	\$183,329
Top Administrative Position	8	\$117,318			\$113,121		
Top Finance Position	14	\$69,537		\$45,928	\$61,577	\$96,217	
Top Operations Position	5	\$107,516			\$70,000		
Top Program Position	5	\$110,162			\$119,302		
Between \$2.5 million and \$5 million							
CEO/Executive Director	98	\$150,248	\$68,966	\$103,555	\$131,674	\$179,860	\$242,712
Top Administrative Position	5	\$89,587			\$76,934		
Top Finance Position	17	\$83,864		\$46,439	\$86,422	\$92,994	
Top Operations Position	10	\$108,612		\$86,759	\$94,294	\$138,007	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Education N.E.C.							
Between \$5 million and \$10 million							
CEO/Executive Director	61	\$200,212	\$108,194	\$134,789	\$160,285	\$235,583	\$351,944
Top Administrative Position	7	\$116,660			\$107,545		
Top Finance Position	32	\$119,446	\$63,429	\$74,954	\$108,573	\$163,412	\$194,886
Top Operations Position	10	\$141,528		\$117,667	\$137,058	\$178,121	
Between \$10 million and \$25 million							
CEO/Executive Director	40	\$227,041	\$100,604	\$131,127	\$203,864	\$301,375	\$404,439
Top Business Position	6	\$188,379			\$160,086		
Top Development Position	8	\$151,570			\$156,619		
Top Finance Position	24	\$146,616	\$85,259	\$122,070	\$144,986	\$190,734	\$201,279
Top Operations Position	13	\$162,114		\$130,906	\$163,984	\$197,087	
Top Technology Position	5	\$191,270			\$156,194		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Education N.E.C.							
Between \$25 million and \$50 million							
CEO/Executive Director	10	\$321,896		\$176,513	\$247,625	\$376,998	
Top Finance Position	6	\$242,130			\$215,348		
Greater than \$50 million							
CEO/Executive Director	8	\$393,169			\$351,250		
Top Finance Position	8	\$201,753			\$161,072		
Educational Institutions and Related Activities: Educational Services							
\$250 thousand or less							
CEO/Executive Director	188	\$47,751	\$24,218	\$30,582	\$44,163	\$59,637	\$75,460
Top Program Position	8	\$28,402			\$24,133		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	176	\$67,414	\$36,000	\$48,231	\$62,882	\$81,399	\$100,865



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Educational Services							
Between \$500 thousand and \$1 million							
CEO/Executive Director	158	\$84,974	\$45,000	\$59,625	\$79,605	\$102,284	\$128,727
Top Finance Position	7	\$90,495			\$78,912		
Top Operations Position	6	\$86,121			\$76,402		
Between \$1 million and \$2.5 million							
CEO/Executive Director	199	\$124,471	\$64,531	\$83,319	\$110,094	\$152,980	\$202,509
Top Administrative Position	8	\$85,597			\$79,996		
Top Finance Position	30	\$84,690	\$34,459	\$61,160	\$74,460	\$111,645	\$136,638
Top Operations Position	21	\$111,180	\$66,950	\$81,000	\$106,667	\$135,457	\$163,500
Top Program Position	10	\$113,117		\$91,269	\$115,844	\$126,242	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Educational Services							
Between \$2.5 million and \$5 million							
CEO/Executive Director	108	\$151,778	\$86,600	\$106,276	\$142,957	\$184,073	\$233,168
Top Administrative Position	5	\$109,111			\$115,078		
Top Finance Position	22	\$109,574	\$69,157	\$90,204	\$114,942	\$128,622	\$147,014
Top Operations Position	20	\$141,615	\$81,238	\$99,831	\$131,456	\$172,906	\$217,114
Top Program Position	8	\$123,425			\$140,412		
Between \$5 million and \$10 million							
CEO/Executive Director	62	\$198,850	\$84,671	\$130,169	\$167,003	\$239,665	\$327,475
Top Administrative Position	6	\$141,507			\$116,248		
Top Development Position	5	\$162,062			\$136,573		
Top Finance Position	25	\$127,868	\$69,140	\$78,993	\$110,000	\$162,488	\$220,846
Top Operations Position	14	\$143,900		\$104,391	\$133,569	\$160,532	
Top Program Position	6	\$166,480			\$172,649		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Educational Services							
Between \$10 million and \$25 million							
CEO/Executive Director	47	\$211,542	\$97,350	\$151,136	\$194,712	\$263,546	\$357,825
Top Administrative Position	9	\$145,382			\$155,846		
Top Development Position	14	\$175,964		\$140,030	\$165,234	\$191,546	
Top Education Position	6	\$165,583			\$172,059		
Top Finance Position	28	\$158,060	\$106,632	\$122,710	\$148,122	\$177,811	\$226,545
Top Human Resources Position	5	\$138,301			\$153,749		
Top Operations Position	8	\$207,321			\$174,008		
Top Program Position	6	\$180,667			\$167,028		
Between \$25 million and \$50 million							
CEO/Executive Director	10	\$326,380		\$216,234	\$291,225	\$391,615	
Top Finance Position	9	\$190,711			\$166,747		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Educational Services							
Greater than \$50 million							
CEO/Executive Director	18	\$593,840		\$239,289	\$486,832	\$664,420	
Top Finance Position	15	\$291,710		\$215,686	\$257,084	\$358,753	
Top Legal Position	5	\$321,303			\$341,262		
Top Operations Position	8	\$391,291			\$365,016		
Top Technology Position	6	\$252,409			\$251,038		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
\$250 thousand or less							
CEO/Executive Director	106	\$37,751	\$18,400	\$23,487	\$31,639	\$46,591	\$62,541
Top Administrative Position	9	\$27,100			\$27,095		
Top Finance Position	7	\$45,725			\$28,565		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Elementary & Secondary Schools							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	156	\$53,712	\$27,100	\$35,103	\$47,937	\$66,224	\$82,958
Top Administrative Position	18	\$38,994		\$31,667	\$40,864	\$47,417	
Top Finance Position	8	\$28,873			\$29,943		
Between \$500 thousand and \$1 million							
CEO/Executive Director	216	\$66,118	\$30,338	\$41,942	\$55,779	\$77,635	\$107,158
Top Administrative Position	34	\$42,645	\$28,345	\$34,302	\$40,365	\$49,634	\$61,972
Top Business Position	6	\$46,666			\$52,036		
Top Finance Position	26	\$44,966	\$21,669	\$27,264	\$39,388	\$56,136	\$82,342
Top Operations Position	5	\$53,915			\$50,000		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Elementary & Secondary Schools							
Between \$1 million and \$2.5 million							
CEO/Executive Director	359	\$89,651	\$44,910	\$61,874	\$82,438	\$109,356	\$139,307
Top Administrative Position	53	\$70,511	\$41,111	\$50,995	\$64,750	\$82,629	\$108,706
Top Business Position	17	\$54,198		\$41,371	\$51,600	\$58,261	
Top Finance Position	43	\$58,381	\$33,503	\$39,917	\$50,000	\$74,501	\$91,873
Top Operations Position	16	\$94,342		\$45,673	\$79,209	\$127,222	
Top Program Position	5	\$62,061			\$65,103		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Elementary & Secondary Schools							
Between \$2.5 million and \$5 million							
CEO/Executive Director	288	\$120,529	\$68,432	\$84,495	\$110,603	\$140,617	\$182,895
Top Administrative Position	27	\$98,224	\$61,276	\$72,878	\$92,275	\$123,234	\$141,361
Top Business Position	18	\$79,464		\$45,917	\$78,408	\$100,885	
Top Development Position	6	\$76,860			\$82,108		
Top Finance Position	49	\$69,719	\$33,496	\$47,623	\$60,033	\$90,130	\$110,863
Top Operations Position	9	\$113,604			\$96,589		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Elementary & Secondary Schools							
Between \$5 million and \$10 million							
CEO/Executive Director	240	\$166,242	\$90,724	\$111,790	\$151,496	\$204,730	\$258,199
Top Administrative Position	25	\$123,693	\$81,551	\$92,183	\$113,442	\$140,290	\$183,288
Top Business Position	24	\$98,659	\$72,558	\$80,837	\$100,631	\$117,633	\$124,834
Top Development Position	7	\$125,818			\$123,846		
Top Education Position	6	\$129,749			\$131,879		
Top Finance Position	78	\$106,468	\$61,701	\$79,374	\$109,070	\$127,485	\$143,011
Top Operations Position	16	\$118,925		\$101,660	\$117,861	\$130,562	
Top Program Position	5	\$188,237			\$190,973		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Elementary & Secondary Schools							
Between \$10 million and \$25 million							
CEO/Executive Director	256	\$257,105	\$128,726	\$165,238	\$233,126	\$326,963	\$403,621
Top Administrative Position	16	\$174,053		\$119,819	\$172,556	\$220,188	
Top Business Position	32	\$147,051	\$103,144	\$122,401	\$138,521	\$154,794	\$169,227
Top Development Position	61	\$150,316	\$117,388	\$126,686	\$144,028	\$159,771	\$211,965
Top Education Position	20	\$117,173	\$70,003	\$103,527	\$128,524	\$139,240	\$152,983
Top Facilities Position	8	\$142,404			\$131,644		
Top Finance Position	146	\$144,735	\$84,618	\$111,036	\$141,103	\$173,728	\$203,358
Top Human Resources Position	6	\$124,497			\$130,200		
Top Operations Position	50	\$146,455	\$93,705	\$110,190	\$147,587	\$175,936	\$198,336
Top Technology Position	19	\$137,763		\$122,972	\$131,798	\$143,144	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Elementary & Secondary Schools							
Between \$25 million and \$50 million							
CEO/Executive Director	122	\$491,866	\$193,903	\$348,537	\$455,762	\$622,069	\$768,568
Top Administrative Position	5	\$201,672			\$185,673		
Top Business Position	8	\$219,157			\$185,061		
Top Development Position	71	\$204,616	\$136,512	\$162,020	\$192,253	\$230,054	\$289,874
Top Education Position	14	\$198,531		\$146,354	\$199,362	\$240,084	
Top Facilities Position	16	\$178,430		\$151,732	\$162,725	\$216,671	
Top Finance Position	102	\$239,000	\$138,007	\$172,043	\$228,760	\$290,865	\$341,616
Top Human Resources Position	7	\$136,324			\$130,962		
Top Operations Position	31	\$236,506	\$147,764	\$168,574	\$232,062	\$263,667	\$344,302
Top Program Position	5	\$222,212			\$231,763		
Top Technology Position	27	\$170,753	\$140,626	\$149,099	\$158,453	\$178,293	\$226,921

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Elementary & Secondary Schools							
Greater than \$50 million							
CEO/Executive Director	37	\$475,527	\$175,864	\$203,131	\$475,853	\$612,410	\$799,484
Top Development Position	12	\$252,584		\$237,055	\$251,373	\$274,489	
Top Education Position	6	\$224,117			\$206,541		
Top Finance Position	25	\$230,850	\$111,452	\$149,272	\$227,867	\$276,556	\$347,014
Top Human Resources Position	5	\$193,421			\$181,775		
Top Operations Position	5	\$211,631			\$225,475		
Top Technology Position	8	\$214,101			\$229,917		
Educational Institutions and Related Activities: Fund Raising & Fund Distribution							
\$250 thousand or less							
CEO/Executive Director	22	\$51,179	\$22,076	\$30,000	\$45,000	\$65,013	\$82,305
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	24	\$71,602	\$32,844	\$55,507	\$65,201	\$83,251	\$106,195

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Fund Raising & Fund Distribution							
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	\$91,021	\$45,279	\$58,125	\$83,200	\$118,959	\$150,000
Between \$1 million and \$2.5 million							
CEO/Executive Director	50	\$115,083	\$67,960	\$77,278	\$102,648	\$136,115	\$180,200
Between \$2.5 million and \$5 million							
CEO/Executive Director	41	\$154,715	\$83,304	\$102,231	\$135,230	\$188,759	\$228,186
Between \$5 million and \$10 million							
CEO/Executive Director	16	\$196,125		\$129,949	\$185,854	\$236,644	
Top Finance Position	7	\$118,138			\$102,300		
Between \$10 million and \$25 million							
CEO/Executive Director	11	\$185,254		\$134,343	\$162,405	\$243,327	
Top Finance Position	6	\$157,657			\$141,501		
Between \$25 million and \$50 million							
CEO/Executive Director	6	\$313,853			\$283,550		
Top Finance Position	6	\$158,855			\$185,181		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Fund Raising & Fund Distribution							
Greater than \$50 million							
CEO/Executive Director	5	\$1,088,316			\$641,523		
Top Finance Position	6	\$294,344			\$235,913		
Educational Institutions and Related Activities: Graduate & Professional Schools							
\$250 thousand or less							
CEO/Executive Director	16	\$41,490		\$26,851	\$35,885	\$54,515	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	\$73,893		\$58,178	\$67,407	\$84,193	
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$117,387	\$32,156	\$73,229	\$94,628	\$135,847	\$192,741
Between \$1 million and \$2.5 million							
CEO/Executive Director	38	\$126,051	\$30,630	\$82,525	\$122,013	\$166,113	\$192,039
Top Finance Position	7	\$66,383			\$63,317		
Between \$2.5 million and \$5 million							
CEO/Executive Director	23	\$171,723	\$84,076	\$112,828	\$160,944	\$219,471	\$272,977

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Graduate & Professional Schools							
Between \$5 million and \$10 million							
CEO/Executive Director	23	\$192,204	\$96,129	\$131,740	\$201,534	\$241,005	\$298,242
Top Finance Position	16	\$122,202		\$87,538	\$115,120	\$140,622	
Between \$10 million and \$25 million							
CEO/Executive Director	25	\$320,607	\$180,530	\$262,758	\$318,590	\$356,167	\$435,610
Top Development Position	5	\$132,005			\$126,391		
Top Education Position	5	\$147,548			\$154,915		
Top Finance Position	17	\$164,127		\$140,638	\$159,164	\$175,087	
Top Operations Position	6	\$204,579			\$181,495		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Graduate & Professional Schools							
Between \$25 million and \$50 million							
CEO/Executive Director	26	\$349,590	\$156,250	\$224,437	\$356,776	\$435,875	\$523,022
Top Development Position	10	\$189,531		\$154,472	\$176,296	\$223,124	
Top Education Position	6	\$213,625			\$223,706		
Top Finance Position	22	\$196,334	\$122,687	\$164,963	\$206,047	\$235,575	\$263,763
Top Operations Position	5	\$249,963			\$184,338		
Top Technology Position	5	\$213,068			\$175,563		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Graduate & Professional Schools							
Greater than \$50 million							
CEO/Executive Director	32	\$713,683	\$297,740	\$402,531	\$584,393	\$852,427	\$1,131,634
Top Development Position	8	\$221,704			\$219,635		
Top Education Position	5	\$297,065			\$318,079		
Top Finance Position	25	\$355,257	\$179,003	\$224,050	\$313,552	\$420,049	\$622,730
Top Legal Position	7	\$256,404			\$261,357		
Top Operations Position	5	\$373,595			\$427,003		
Educational Institutions and Related Activities: Higher Education							
\$250 thousand or less							
CEO/Executive Director	6	\$47,351			\$33,200		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	\$72,685		\$59,640	\$75,097	\$88,900	
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$78,945		\$45,345	\$80,818	\$107,578	



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Higher Education							
Between \$1 million and \$2.5 million							
CEO/Executive Director	27	\$127,815	\$73,548	\$93,937	\$113,624	\$143,766	\$194,520
Between \$2.5 million and \$5 million							
CEO/Executive Director	20	\$188,638	\$83,553	\$119,878	\$182,219	\$231,339	\$305,296
Between \$5 million and \$10 million							
CEO/Executive Director	23	\$184,708	\$78,859	\$134,594	\$183,076	\$221,758	\$295,063
Top Finance Position	13	\$136,934		\$114,200	\$117,597	\$159,308	
Top Operations Position	5	\$85,036			\$84,630		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Higher Education							
Between \$10 million and \$25 million							
CEO/Executive Director	40	\$264,485	\$132,431	\$175,808	\$226,744	\$305,764	\$424,996
Top Administrative Position	5	\$127,955			\$127,373		
Top Development Position	11	\$142,590		\$114,464	\$132,610	\$163,313	
Top Education Position	7	\$132,524			\$118,320		
Top Finance Position	24	\$127,793	\$65,422	\$81,479	\$127,818	\$170,688	\$182,050
Top Operations Position	5	\$198,534			\$139,602		
Between \$25 million and \$50 million							
CEO/Executive Director	28	\$274,954	\$153,064	\$181,023	\$238,142	\$314,077	\$438,933
Top Administrative Position	10	\$175,588		\$142,089	\$174,976	\$190,161	
Top Development Position	16	\$154,145		\$137,505	\$148,092	\$191,274	
Top Education Position	6	\$142,703			\$132,628		
Top Finance Position	26	\$159,156	\$94,391	\$127,162	\$161,328	\$188,543	\$228,001

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Higher Education							
Greater than \$50 million							
CEO/Executive Director	89	\$639,552	\$219,833	\$319,689	\$487,180	\$685,464	\$1,138,417
Top Administrative Position	20	\$260,161	\$141,703	\$189,517	\$260,865	\$337,194	\$388,490
Top Business Position	7	\$294,960			\$288,525		
Top Development Position	44	\$232,974	\$132,296	\$169,545	\$229,763	\$277,624	\$347,834
Top Education Position	17	\$220,287		\$165,513	\$199,189	\$285,794	
Top Finance Position	62	\$270,834	\$132,455	\$171,141	\$252,409	\$333,306	\$431,025
Top Human Resources Position	10	\$262,180		\$195,870	\$217,881	\$323,850	
Top Legal Position	28	\$393,339	\$211,057	\$251,664	\$376,973	\$502,412	\$664,187
Top Marketing Position	7	\$212,538			\$182,082		
Top Operations Position	13	\$433,175		\$215,455	\$293,978	\$702,582	
Top PR/Communications Position	6	\$238,059			\$173,454		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Higher Education							
Greater than \$50 million							
Top Technology Position	13	\$227,694		\$141,252	\$177,724	\$254,731	
Educational Institutions and Related Activities: Libraries							
\$250 thousand or less							
CEO/Executive Director	62	\$42,111	\$21,675	\$29,492	\$39,858	\$48,625	\$67,918
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	67	\$56,442	\$35,548	\$40,006	\$52,364	\$67,745	\$91,797
Between \$500 thousand and \$1 million							
CEO/Executive Director	79	\$79,365	\$48,935	\$59,352	\$73,213	\$98,891	\$111,257
Between \$1 million and \$2.5 million							
CEO/Executive Director	82	\$99,930	\$55,021	\$73,770	\$97,003	\$115,609	\$142,290
Top Finance Position	10	\$72,269		\$57,509	\$69,293	\$86,478	
Between \$2.5 million and \$5 million							
CEO/Executive Director	37	\$129,655	\$74,563	\$88,937	\$119,600	\$149,597	\$187,677
Top Finance Position	12	\$92,730		\$66,666	\$92,312	\$114,042	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Libraries							
Between \$5 million and \$10 million							
CEO/Executive Director	16	\$175,338		\$118,923	\$148,625	\$211,817	
Top Finance Position	6	\$130,848			\$134,137		
Between \$10 million and \$25 million							
CEO/Executive Director	13	\$211,415		\$143,217	\$170,136	\$213,168	
Top Finance Position	12	\$117,110		\$84,156	\$93,166	\$148,700	
Between \$25 million and \$50 million							
CEO/Executive Director	7	\$193,416			\$202,663		
Educational Institutions and Related Activities: Management & Technical Assistance							
\$250 thousand or less							
CEO/Executive Director	14	\$63,618		\$38,521	\$56,126	\$81,423	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$69,396			\$81,513		
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$115,357		\$77,753	\$93,580	\$177,057	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Management & Technical Assistance							
Between \$1 million and \$2.5 million							
CEO/Executive Director	26	\$139,027	\$81,462	\$102,614	\$122,135	\$173,843	\$197,396
Top Finance Position	7	\$107,390			\$114,947		
Top Operations Position	5	\$98,678			\$106,000		
Between \$2.5 million and \$5 million							
CEO/Executive Director	17	\$167,678		\$109,998	\$149,985	\$211,588	
Between \$5 million and \$10 million							
CEO/Executive Director	17	\$220,064		\$154,471	\$206,698	\$283,854	
Top Finance Position	7	\$157,620			\$153,985		
Top Operations Position	5	\$155,717			\$154,990		
Between \$10 million and \$25 million							
CEO/Executive Director	8	\$297,936			\$231,320		
Top Finance Position	7	\$208,154			\$159,761		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Parent & Teacher Groups							
\$250 thousand or less							
CEO/Executive Director	6	\$42,499			\$35,035		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$76,776			\$83,005		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	\$85,154			\$80,358		
Educational Institutions and Related Activities: Preschools							
\$250 thousand or less							
CEO/Executive Director	110	\$41,532	\$21,718	\$27,372	\$38,667	\$49,606	\$66,039
Top Administrative Position	7	\$32,586			\$25,732		
Top Finance Position	16	\$32,597		\$23,505	\$34,109	\$39,041	
Top Program Position	5	\$37,576			\$38,723		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Preschools							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	176	\$52,055	\$27,305	\$35,212	\$48,881	\$61,048	\$77,560
Top Administrative Position	10	\$44,948		\$32,300	\$36,120	\$61,958	
Top Finance Position	21	\$55,164	\$18,777	\$35,283	\$44,360	\$54,909	\$97,565
Top Program Position	5	\$60,165			\$53,625		
Between \$500 thousand and \$1 million							
CEO/Executive Director	182	\$63,814	\$37,409	\$49,139	\$61,279	\$75,736	\$94,251
Top Administrative Position	22	\$59,877	\$38,445	\$47,112	\$56,915	\$69,324	\$82,748
Top Finance Position	11	\$31,963		\$23,088	\$30,000	\$41,117	
Top Program Position	7	\$66,843			\$66,396		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Preschools							
Between \$1 million and \$2.5 million							
CEO/Executive Director	214	\$90,904	\$54,170	\$66,090	\$81,208	\$105,530	\$131,758
Top Administrative Position	16	\$73,613		\$51,389	\$72,169	\$91,504	
Top Business Position	5	\$52,012			\$60,989		
Top Finance Position	21	\$54,069	\$28,500	\$38,817	\$47,669	\$61,746	\$86,015
Top Operations Position	5	\$55,269			\$49,442		
Between \$2.5 million and \$5 million							
CEO/Executive Director	141	\$121,686	\$73,588	\$89,471	\$109,872	\$152,570	\$187,579
Top Administrative Position	8	\$95,625			\$87,041		
Top Business Position	9	\$86,206			\$84,940		
Top Finance Position	33	\$79,371	\$47,405	\$57,310	\$72,265	\$98,311	\$115,788

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Preschools							
Between \$5 million and \$10 million							
CEO/Executive Director	88	\$165,512	\$90,217	\$118,251	\$149,781	\$205,082	\$279,864
Top Development Position	6	\$115,486			\$125,125		
Top Finance Position	32	\$109,198	\$63,631	\$84,637	\$111,355	\$127,748	\$161,565
Top Operations Position	8	\$115,736			\$119,145		
Between \$10 million and \$25 million							
CEO/Executive Director	58	\$194,068	\$96,512	\$127,618	\$168,759	\$233,149	\$365,646
Top Development Position	6	\$135,544			\$123,143		
Top Finance Position	42	\$116,024	\$72,199	\$87,815	\$109,881	\$141,178	\$172,380
Top Human Resources Position	5	\$123,955			\$132,043		
Top Operations Position	13	\$133,779		\$100,158	\$128,656	\$151,190	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Preschools							
Between \$25 million and \$50 million							
CEO/Executive Director	18	\$236,724		\$136,206	\$172,189	\$225,132	
Top Development Position	5	\$188,804			\$159,146		
Top Finance Position	16	\$131,353		\$95,512	\$116,274	\$137,779	
Top Operations Position	5	\$258,873			\$194,620		
Greater than \$50 million							
CEO/Executive Director	9	\$294,892			\$215,955		
Top Finance Position	5	\$133,256			\$142,951		
Educational Institutions and Related Activities: Primary & Elementary Schools							
\$250 thousand or less							
CEO/Executive Director	43	\$43,862	\$20,216	\$28,016	\$38,138	\$51,794	\$73,256
Top Administrative Position	5	\$36,478			\$29,529		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Primary & Elementary Schools							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	54	\$50,443	\$26,000	\$32,321	\$46,464	\$61,179	\$82,932
Top Administrative Position	7	\$31,626			\$28,706		
Between \$500 thousand and \$1 million							
CEO/Executive Director	92	\$63,335	\$33,703	\$43,644	\$54,424	\$76,205	\$96,841
Top Administrative Position	12	\$56,540		\$49,687	\$57,195	\$65,912	
Top Finance Position	8	\$49,286			\$46,670		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Primary & Elementary Schools							
Between \$1 million and \$2.5 million							
CEO/Executive Director	220	\$93,894	\$47,940	\$66,500	\$89,031	\$115,057	\$142,521
Top Administrative Position	28	\$77,535	\$42,250	\$50,514	\$69,680	\$91,527	\$108,420
Top Business Position	15	\$65,065		\$47,682	\$64,004	\$76,575	
Top Development Position	5	\$92,763			\$96,016		
Top Finance Position	21	\$71,138	\$41,174	\$50,000	\$56,664	\$87,000	\$101,079
Top Operations Position	7	\$87,079			\$82,550		
Between \$2.5 million and \$5 million							
CEO/Executive Director	213	\$137,523	\$77,246	\$100,396	\$125,230	\$166,380	\$210,318
Top Administrative Position	13	\$102,035		\$70,339	\$98,630	\$127,410	
Top Business Position	26	\$75,622	\$45,579	\$50,982	\$61,728	\$104,990	\$119,793
Top Finance Position	32	\$89,533	\$46,425	\$59,980	\$94,067	\$117,116	\$130,866
Top Operations Position	10	\$115,975		\$102,723	\$120,211	\$124,766	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Primary & Elementary Schools							
Between \$5 million and \$10 million							
CEO/Executive Director	191	\$194,195	\$101,113	\$128,054	\$184,500	\$241,724	\$301,839
Top Administrative Position	20	\$128,798	\$75,444	\$91,900	\$123,396	\$160,743	\$194,556
Top Business Position	25	\$116,237	\$70,607	\$95,483	\$119,480	\$135,258	\$156,198
Top Development Position	14	\$118,302		\$104,786	\$134,620	\$142,965	
Top Finance Position	58	\$115,460	\$62,779	\$95,035	\$115,114	\$136,876	\$160,345
Top Operations Position	23	\$118,458	\$56,885	\$98,269	\$132,456	\$145,328	\$150,155

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Primary & Elementary Schools							
Between \$10 million and \$25 million							
CEO/Executive Director	137	\$279,673	\$132,095	\$188,932	\$257,781	\$348,456	\$428,491
Top Administrative Position	11	\$184,774		\$157,801	\$197,797	\$211,907	
Top Business Position	12	\$161,729		\$137,746	\$166,583	\$179,049	
Top Development Position	48	\$147,618	\$114,727	\$123,377	\$142,093	\$160,161	\$186,336
Top Education Position	10	\$127,543		\$110,814	\$118,961	\$132,275	
Top Facilities Position	5	\$117,121			\$115,749		
Top Finance Position	83	\$153,917	\$85,001	\$116,655	\$157,259	\$192,144	\$225,441
Top Operations Position	27	\$154,854	\$100,431	\$127,095	\$157,595	\$192,144	\$208,114
Top Technology Position	15	\$124,731		\$114,697	\$119,320	\$129,710	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Primary & Elementary Schools							
Between \$25 million and \$50 million							
CEO/Executive Director	20	\$549,532	\$147,957	\$295,909	\$422,978	\$605,411	\$721,632
Top Development Position	11	\$189,660		\$165,628	\$203,892	\$216,013	
Top Finance Position	14	\$209,239		\$173,459	\$211,128	\$256,117	
Greater than \$50 million							
CEO/Executive Director	5	\$311,106			\$258,399		
Educational Institutions and Related Activities: Professional Societies & Associations							
\$250 thousand or less							
CEO/Executive Director	34	\$52,499	\$19,771	\$30,375	\$51,500	\$71,467	\$87,281
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	38	\$74,417	\$24,700	\$50,275	\$69,295	\$94,103	\$122,033
Between \$500 thousand and \$1 million							
CEO/Executive Director	44	\$122,598	\$52,211	\$81,521	\$110,185	\$154,798	\$214,908



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Professional Societies & Associations							
Between \$1 million and \$2.5 million							
CEO/Executive Director	72	\$175,094	\$80,032	\$114,275	\$161,565	\$216,256	\$263,428
Top Finance Position	9	\$114,277			\$97,435		
Between \$2.5 million and \$5 million							
CEO/Executive Director	44	\$226,229	\$92,719	\$144,562	\$208,593	\$279,499	\$332,713
Top Finance Position	7	\$125,654			\$120,119		
Top Operations Position	11	\$167,613		\$127,396	\$161,875	\$188,192	
Between \$5 million and \$10 million							
CEO/Executive Director	29	\$320,812	\$171,761	\$191,178	\$255,996	\$396,646	\$546,272
Top Finance Position	16	\$198,168		\$102,132	\$143,965	\$206,698	
Top Operations Position	5	\$190,993			\$197,207		
Top Technology Position	6	\$165,283			\$161,575		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Professional Societies & Associations							
Between \$10 million and \$25 million							
CEO/Executive Director	28	\$359,330	\$169,966	\$224,228	\$339,598	\$441,241	\$599,553
Top Finance Position	21	\$190,616	\$124,211	\$143,561	\$178,268	\$238,710	\$254,721
Top Marketing Position	5	\$155,442			\$149,602		
Top Operations Position	7	\$224,297			\$238,710		
Top PR/Communications Position	6	\$179,305			\$182,614		
Greater than \$50 million							
CEO/Executive Director	7	\$849,951			\$581,611		
Top Finance Position	8	\$330,968			\$336,154		
Educational Institutions and Related Activities: Remedial Reading & Encouragement							
\$250 thousand or less							
CEO/Executive Director	28	\$39,105	\$20,343	\$24,200	\$38,500	\$47,789	\$61,467
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	23	\$57,106	\$29,035	\$46,234	\$53,300	\$71,384	\$85,598

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Remedial Reading & Encouragement							
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$85,382	\$58,298	\$63,379	\$81,933	\$92,184	\$108,955
Between \$1 million and \$2.5 million							
CEO/Executive Director	26	\$110,194	\$60,375	\$80,165	\$112,251	\$140,431	\$154,710
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$127,747			\$144,919		
Educational Institutions and Related Activities: Research Institutes & Public Policy Analysis							
\$250 thousand or less							
CEO/Executive Director	10	\$64,559		\$40,277	\$47,000	\$75,378	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	\$83,616		\$30,925	\$60,000	\$86,649	
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	\$136,345	\$55,591	\$69,028	\$129,258	\$164,176	\$191,951
Between \$1 million and \$2.5 million							
CEO/Executive Director	23	\$194,950	\$112,670	\$143,802	\$188,734	\$252,301	\$293,846

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Research Institutes & Public Policy Analysis							
Between \$2.5 million and \$5 million							
CEO/Executive Director	21	\$237,735	\$146,900	\$185,547	\$221,073	\$308,872	\$320,740
Top Finance Position	6	\$134,117			\$119,851		
Between \$5 million and \$10 million							
CEO/Executive Director	11	\$262,206		\$155,297	\$240,593	\$298,089	
Top Finance Position	5	\$175,216			\$164,495		
Educational Institutions and Related Activities: Scholarships & Student Financial Aid							
\$250 thousand or less							
CEO/Executive Director	70	\$42,384	\$21,583	\$26,264	\$39,050	\$52,800	\$67,377
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	40	\$73,388	\$31,111	\$46,846	\$65,642	\$85,357	\$115,079
Between \$500 thousand and \$1 million							
CEO/Executive Director	60	\$85,316	\$44,400	\$57,556	\$84,235	\$105,656	\$131,903

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Scholarships & Student Financial Aid							
Between \$1 million and \$2.5 million							
CEO/Executive Director	67	\$120,118	\$57,999	\$77,610	\$106,311	\$148,056	\$200,682
Top Finance Position	5	\$127,823			\$134,615		
Top Operations Position	5	\$140,942			\$104,088		
Between \$2.5 million and \$5 million							
CEO/Executive Director	28	\$157,710	\$86,843	\$115,768	\$168,922	\$198,449	\$230,180
Top Finance Position	5	\$109,423			\$104,649		
Between \$5 million and \$10 million							
CEO/Executive Director	23	\$212,702	\$107,634	\$117,427	\$182,815	\$271,888	\$353,688
Top Operations Position	5	\$138,235			\$130,506		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Scholarships & Student Financial Aid							
Between \$10 million and \$25 million							
CEO/Executive Director	29	\$316,378	\$123,780	\$193,999	\$259,148	\$433,649	\$555,202
Top Development Position	8	\$181,182			\$165,290		
Top Finance Position	12	\$189,837		\$145,441	\$174,220	\$184,331	
Top Operations Position	5	\$144,760			\$121,215		
Between \$25 million and \$50 million							
CEO/Executive Director	8	\$434,742			\$450,994		
Top Finance Position	8	\$189,050			\$166,334		
Greater than \$50 million							
CEO/Executive Director	5	\$369,603			\$360,884		
Educational Institutions and Related Activities: Secondary & High Schools							
\$250 thousand or less							
CEO/Executive Director	29	\$44,124	\$24,222	\$33,231	\$44,355	\$56,000	\$61,150
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	33	\$60,535	\$27,861	\$45,600	\$58,501	\$74,400	\$98,864

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Secondary & High Schools							
Between \$500 thousand and \$1 million							
CEO/Executive Director	62	\$68,887	\$42,530	\$50,378	\$60,622	\$84,690	\$104,800
Between \$1 million and \$2.5 million							
CEO/Executive Director	106	\$107,367	\$53,777	\$77,398	\$101,837	\$134,355	\$159,456
Top Administrative Position	6	\$62,847			\$59,368		
Top Finance Position	9	\$69,592			\$62,408		
Top Operations Position	10	\$69,374		\$45,778	\$76,755	\$96,989	
Between \$2.5 million and \$5 million							
CEO/Executive Director	131	\$126,859	\$65,000	\$92,931	\$121,793	\$154,320	\$195,055
Top Administrative Position	7	\$111,719			\$115,217		
Top Business Position	5	\$59,672			\$57,821		
Top Finance Position	22	\$87,220	\$56,001	\$66,980	\$85,291	\$105,209	\$116,495
Top Operations Position	8	\$124,488			\$120,722		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Secondary & High Schools							
Between \$5 million and \$10 million							
CEO/Executive Director	145	\$155,991	\$88,984	\$114,621	\$155,957	\$190,220	\$226,456
Top Administrative Position	10	\$107,995		\$104,165	\$109,162	\$125,457	
Top Business Position	9	\$91,793			\$108,449		
Top Finance Position	27	\$106,967	\$69,273	\$76,513	\$103,824	\$125,648	\$158,014
Top Operations Position	20	\$113,521	\$57,473	\$81,753	\$109,958	\$139,685	\$171,782



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Secondary & High Schools							
Between \$10 million and \$25 million							
CEO/Executive Director	158	\$274,715	\$151,156	\$182,129	\$251,021	\$344,088	\$439,992
Top Administrative Position	9	\$232,304			\$175,435		
Top Business Position	17	\$158,181		\$126,362	\$153,394	\$199,514	
Top Development Position	54	\$157,109	\$115,211	\$123,574	\$152,093	\$185,955	\$206,518
Top Education Position	11	\$143,532		\$123,555	\$138,001	\$156,060	
Top Finance Position	80	\$155,282	\$98,606	\$117,427	\$150,234	\$193,522	\$229,715
Top Operations Position	21	\$165,793	\$120,075	\$147,416	\$163,457	\$196,214	\$212,872
Top Technology Position	10	\$140,404		\$119,113	\$129,129	\$159,150	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Secondary & High Schools							
Between \$25 million and \$50 million							
CEO/Executive Director	62	\$462,175	\$233,453	\$347,703	\$439,696	\$544,264	\$650,718
Top Business Position	7	\$221,286			\$188,669		
Top Development Position	40	\$214,164	\$137,674	\$160,312	\$207,806	\$264,055	\$289,913
Top Education Position	8	\$165,002			\$156,888		
Top Facilities Position	12	\$155,618		\$134,282	\$154,073	\$165,841	
Top Finance Position	49	\$236,971	\$142,679	\$192,068	\$240,075	\$278,730	\$330,144
Top Operations Position	11	\$222,595		\$161,299	\$194,352	\$282,455	
Top Technology Position	7	\$157,529			\$169,895		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Secondary & High Schools							
Greater than \$50 million							
CEO/Executive Director	10	\$497,370		\$264,067	\$561,374	\$667,548	
Top Development Position	7	\$293,553			\$277,331		
Top Facilities Position	5	\$173,711			\$167,542		
Top Finance Position	12	\$277,331		\$213,761	\$294,947	\$329,693	
Top Operations Position	5	\$250,409			\$247,000		
Educational Institutions and Related Activities: Single Organization Support							
\$250 thousand or less							
CEO/Executive Director	59	\$43,182	\$19,900	\$25,146	\$38,923	\$55,808	\$70,330
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	59	\$76,999	\$39,417	\$52,028	\$71,660	\$95,846	\$116,798
Between \$500 thousand and \$1 million							
CEO/Executive Director	76	\$95,381	\$40,800	\$54,880	\$84,750	\$121,960	\$168,895

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Single Organization Support							
Between \$1 million and \$2.5 million							
CEO/Executive Director	76	\$137,835	\$58,657	\$87,060	\$130,198	\$165,394	\$237,822
Top Finance Position	13	\$79,962		\$61,640	\$68,795	\$95,483	
Top Operations Position	5	\$139,241			\$114,409		
Between \$2.5 million and \$5 million							
CEO/Executive Director	63	\$159,328	\$74,410	\$109,121	\$160,360	\$194,295	\$232,011
Top Administrative Position	6	\$102,976			\$99,208		
Top Finance Position	17	\$131,331		\$87,050	\$109,293	\$152,593	
Between \$5 million and \$10 million							
CEO/Executive Director	41	\$202,189	\$92,500	\$146,424	\$177,969	\$261,956	\$322,885
Top Finance Position	29	\$133,224	\$72,442	\$85,198	\$129,388	\$160,572	\$178,349
Top Operations Position	6	\$148,470			\$147,038		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Single Organization Support							
Between \$10 million and \$25 million							
CEO/Executive Director	31	\$400,138	\$137,714	\$171,875	\$270,608	\$326,762	\$512,045
Top Development Position	8	\$176,074			\$158,043		
Top Finance Position	25	\$148,388	\$88,423	\$117,357	\$142,920	\$173,661	\$200,213
Top Operations Position	8	\$283,232			\$217,555		
Between \$25 million and \$50 million							
CEO/Executive Director	26	\$268,247	\$137,128	\$207,035	\$277,422	\$337,414	\$410,847
Top Development Position	8	\$181,879			\$161,588		
Top Finance Position	24	\$154,023	\$106,095	\$125,771	\$165,034	\$184,165	\$195,399
Top Operations Position	10	\$171,052		\$124,688	\$176,319	\$198,553	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Single Organization Support							
Greater than \$50 million							
CEO/Executive Director	28	\$362,395	\$197,976	\$248,659	\$373,857	\$469,525	\$526,008
Top Development Position	7	\$250,984			\$213,655		
Top Finance Position	25	\$206,715	\$130,082	\$168,008	\$208,071	\$229,327	\$284,957
Top Legal Position	7	\$207,559			\$223,260		
Top Operations Position	12	\$294,903		\$163,178	\$244,728	\$287,632	
Top Program Position	6	\$185,803			\$168,733		
Top Technology Position	8	\$193,109			\$188,194		
Educational Institutions and Related Activities: Special Education							
\$250 thousand or less							
CEO/Executive Director	31	\$37,695	\$19,000	\$23,901	\$31,939	\$41,509	\$70,470
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	33	\$55,986	\$24,805	\$40,000	\$58,635	\$72,147	\$77,766

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Special Education							
Between \$500 thousand and \$1 million							
CEO/Executive Director	66	\$75,630	\$39,709	\$52,011	\$66,568	\$86,890	\$120,082
Top Finance Position	9	\$52,202			\$42,000		
Between \$1 million and \$2.5 million							
CEO/Executive Director	118	\$100,884	\$54,251	\$65,113	\$84,955	\$110,764	\$151,969
Top Finance Position	10	\$50,017		\$41,399	\$46,984	\$60,146	
Between \$2.5 million and \$5 million							
CEO/Executive Director	112	\$139,752	\$88,811	\$106,125	\$125,468	\$163,115	\$205,275
Top Administrative Position	6	\$110,180			\$104,187		
Top Finance Position	17	\$89,884		\$77,096	\$87,822	\$101,488	
Top Program Position	6	\$104,449			\$98,063		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Special Education							
Between \$5 million and \$10 million							
CEO/Executive Director	105	\$172,397	\$100,400	\$118,665	\$162,494	\$227,604	\$266,312
Top Administrative Position	6	\$157,608			\$133,043		
Top Business Position	15	\$100,560		\$81,348	\$101,500	\$113,719	
Top Education Position	7	\$149,911			\$155,088		
Top Finance Position	28	\$120,948	\$72,250	\$91,616	\$108,643	\$136,048	\$151,489
Top Operations Position	8	\$152,968			\$142,510		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Special Education							
Between \$10 million and \$25 million							
CEO/Executive Director	106	\$244,983	\$129,007	\$160,401	\$208,637	\$297,591	\$374,967
Top Administrative Position	14	\$156,391		\$123,030	\$160,341	\$187,331	
Top Business Position	14	\$141,257		\$108,889	\$140,997	\$155,767	
Top Development Position	17	\$157,226		\$138,276	\$150,200	\$188,895	
Top Education Position	10	\$156,804		\$94,009	\$161,348	\$181,064	
Top Facilities Position	5	\$128,021			\$132,578		
Top Finance Position	56	\$158,131	\$97,770	\$114,834	\$143,739	\$180,714	\$240,324
Top Human Resources Position	9	\$115,142			\$126,891		
Top Operations Position	17	\$190,605		\$121,643	\$142,760	\$179,661	
Top Program Position	14	\$126,575		\$111,359	\$115,870	\$153,318	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Special Education							
Between \$25 million and \$50 million							
CEO/Executive Director	16	\$297,996		\$236,109	\$271,623	\$357,332	
Top Finance Position	11	\$156,971		\$142,727	\$155,537	\$179,460	
Greater than \$50 million							
CEO/Executive Director	5	\$331,982			\$295,431		
Top Finance Position	6	\$198,632			\$178,053		
Educational Institutions and Related Activities: Student Services							
\$250 thousand or less							
CEO/Executive Director	30	\$45,549	\$22,775	\$30,543	\$40,325	\$59,800	\$73,106
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	27	\$65,293	\$38,742	\$48,121	\$64,200	\$81,645	\$98,943
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	\$102,097	\$55,115	\$77,813	\$103,150	\$118,926	\$132,178
Top Finance Position	5	\$94,794			\$98,995		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Student Services							
Between \$1 million and \$2.5 million							
CEO/Executive Director	50	\$113,883	\$60,000	\$76,398	\$102,586	\$148,483	\$181,149
Between \$2.5 million and \$5 million							
CEO/Executive Director	30	\$150,039	\$65,437	\$108,874	\$145,578	\$178,721	\$228,946
Between \$5 million and \$10 million							
CEO/Executive Director	16	\$153,404		\$121,119	\$141,737	\$205,446	
Top Finance Position	5	\$118,680			\$125,975		
Between \$10 million and \$25 million							
CEO/Executive Director	14	\$183,517		\$162,855	\$171,060	\$198,127	
Top Finance Position	6	\$167,118			\$145,992		
Between \$25 million and \$50 million							
CEO/Executive Director	5	\$172,776			\$189,781		
Top Finance Position	5	\$111,590			\$120,023		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Student Sororities & Fraternities							
\$250 thousand or less							
CEO/Executive Director	8	\$33,768			\$26,073		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	\$80,708			\$75,890		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$64,281			\$75,082		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$116,841			\$127,943		
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$150,673			\$137,623		
Educational Institutions and Related Activities: Support N.E.C.							
\$250 thousand or less							
CEO/Executive Director	19	\$39,135		\$26,456	\$39,010	\$49,859	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	18	\$75,780		\$45,944	\$69,635	\$90,698	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Support N.E.C.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$93,102		\$67,451	\$89,406	\$97,007	
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	\$124,883		\$81,735	\$90,000	\$133,310	
Between \$2.5 million and \$5 million							
CEO/Executive Director	12	\$121,960		\$86,282	\$108,267	\$158,750	
Between \$5 million and \$10 million							
CEO/Executive Director	11	\$202,007		\$136,433	\$205,910	\$272,619	
Top Finance Position	5	\$121,353			\$109,217		
Between \$10 million and \$25 million							
CEO/Executive Director	10	\$226,989		\$148,696	\$174,727	\$243,909	
Top Finance Position	5	\$137,499			\$129,937		
Educational Institutions and Related Activities: Two Year Colleges							
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	\$111,637		\$71,319	\$99,077	\$137,260	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Two Year Colleges							
Between \$2.5 million and \$5 million							
CEO/Executive Director	14	\$165,057		\$100,687	\$129,029	\$209,881	
Top Finance Position	5	\$113,341			\$115,314		
Between \$5 million and \$10 million							
CEO/Executive Director	11	\$161,598		\$120,705	\$164,368	\$196,294	
Top Finance Position	7	\$88,784			\$92,592		
Between \$10 million and \$25 million							
CEO/Executive Director	19	\$169,115		\$121,170	\$200,419	\$221,314	
Top Education Position	8	\$137,969			\$118,688		
Top Finance Position	17	\$130,366		\$108,670	\$123,077	\$167,509	
Between \$25 million and \$50 million							
Top Development Position	5	\$125,191			\$129,943		
Top Finance Position	5	\$149,412			\$140,267		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Undergraduate Colleges							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$65,352			\$67,264		
Between \$1 million and \$2.5 million							
CEO/Executive Director	19	\$99,603		\$64,198	\$109,054	\$118,398	
Between \$2.5 million and \$5 million							
CEO/Executive Director	24	\$119,735	\$65,242	\$92,507	\$106,566	\$151,557	\$195,183
Top Finance Position	9	\$51,608			\$55,501		
Between \$5 million and \$10 million							
CEO/Executive Director	29	\$151,535	\$90,522	\$104,787	\$124,976	\$192,920	\$223,180
Top Development Position	5	\$79,943			\$69,632		
Top Education Position	5	\$87,160			\$85,114		
Top Finance Position	12	\$97,579		\$73,684	\$92,594	\$110,843	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Undergraduate Colleges							
Between \$10 million and \$25 million							
CEO/Executive Director	66	\$219,327	\$115,663	\$156,400	\$215,456	\$263,246	\$322,408
Top Administrative Position	12	\$112,602		\$87,587	\$114,334	\$142,248	
Top Business Position	7	\$109,505			\$105,653		
Top Development Position	14	\$101,084		\$77,210	\$107,301	\$123,808	
Top Education Position	17	\$107,372		\$84,575	\$100,464	\$130,000	
Top Finance Position	44	\$116,806	\$73,963	\$95,195	\$111,693	\$143,028	\$156,487
Top Operations Position	7	\$145,509			\$142,495		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Undergraduate Colleges							
Between \$25 million and \$50 million							
CEO/Executive Director	87	\$269,308	\$158,434	\$215,613	\$254,876	\$313,546	\$378,098
Top Administrative Position	20	\$136,578	\$95,325	\$110,331	\$131,135	\$150,454	\$174,540
Top Business Position	10	\$120,652		\$99,837	\$121,658	\$132,373	
Top Development Position	36	\$130,525	\$88,987	\$105,442	\$125,591	\$149,165	\$173,659
Top Education Position	30	\$137,665	\$96,906	\$118,131	\$137,170	\$161,626	\$178,336
Top Finance Position	63	\$135,169	\$85,379	\$111,308	\$130,352	\$156,785	\$182,735
Top Operations Position	5	\$132,114			\$124,712		
Top Technology Position	8	\$141,178			\$140,138		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Undergraduate Colleges							
Greater than \$50 million							
CEO/Executive Director	147	\$440,909	\$244,109	\$311,944	\$401,194	\$535,182	\$696,085
Top Administrative Position	33	\$252,701	\$165,319	\$187,165	\$232,122	\$309,026	\$369,290
Top Business Position	18	\$186,334		\$148,950	\$198,165	\$225,250	
Top Development Position	90	\$224,383	\$134,621	\$162,351	\$199,041	\$264,684	\$335,364
Top Education Position	27	\$204,492	\$133,491	\$151,546	\$198,279	\$251,138	\$304,441
Top Facilities Position	8	\$179,931			\$170,120		
Top Finance Position	111	\$213,941	\$128,178	\$168,395	\$197,701	\$254,967	\$314,352
Top Human Resources Position	10	\$150,678		\$110,675	\$151,334	\$184,604	
Top Legal Position	14	\$242,789		\$157,221	\$185,214	\$273,756	
Top Operations Position	6	\$251,791			\$256,469		
Top PR/Communications Position	12	\$193,021		\$143,334	\$185,867	\$206,680	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Undergraduate Colleges							
Greater than \$50 million							
Top Technology Position	39	\$172,536	\$122,523	\$131,377	\$155,723	\$199,078	\$244,620
Educational Institutions and Related Activities: Universities							
\$250 thousand or less							
CEO/Executive Director	10	\$31,441		\$22,125	\$23,642	\$35,675	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$95,357			\$99,914		
Between \$1 million and \$2.5 million							
CEO/Executive Director	21	\$104,851	\$55,642	\$60,568	\$106,000	\$137,282	\$176,197
Top Finance Position	5	\$38,862			\$37,800		
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	\$168,641		\$81,690	\$116,084	\$230,240	
Between \$5 million and \$10 million							
CEO/Executive Director	18	\$175,632		\$135,865	\$177,186	\$190,722	
Top Finance Position	6	\$130,463			\$107,170		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Universities							
Between \$10 million and \$25 million							
CEO/Executive Director	39	\$303,346	\$142,972	\$192,216	\$240,165	\$305,751	\$616,172
Top Administrative Position	5	\$118,081			\$109,680		
Top Development Position	7	\$124,966			\$121,025		
Top Education Position	7	\$113,393			\$114,875		
Top Finance Position	23	\$118,475	\$75,775	\$84,760	\$111,690	\$147,443	\$161,956

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Universities							
Between \$25 million and \$50 million							
CEO/Executive Director	67	\$355,271	\$184,991	\$231,871	\$288,109	\$347,102	\$464,166
Top Administrative Position	10	\$304,504		\$124,030	\$161,708	\$194,061	
Top Business Position	9	\$150,216			\$153,747		
Top Development Position	30	\$141,604	\$90,565	\$117,468	\$135,816	\$155,525	\$194,369
Top Education Position	19	\$142,028		\$130,751	\$144,637	\$153,271	
Top Finance Position	45	\$149,899	\$99,012	\$125,296	\$150,358	\$171,975	\$197,213
Top Technology Position	9	\$179,476			\$145,671		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Universities							
Greater than \$50 million							
CEO/Executive Director	294	\$595,245	\$242,042	\$335,210	\$469,639	\$649,283	\$1,075,074
Top Administrative Position	73	\$272,636	\$173,248	\$198,636	\$249,039	\$326,087	\$376,541
Top Business Position	29	\$256,842	\$139,311	\$178,285	\$200,078	\$282,265	\$445,677
Top Development Position	154	\$238,759	\$134,562	\$168,522	\$210,672	\$268,993	\$372,166
Top Education Position	70	\$207,379	\$134,091	\$155,747	\$198,308	\$232,281	\$291,829
Top Facilities Position	19	\$265,568		\$200,047	\$223,899	\$322,879	
Top Finance Position	213	\$269,518	\$148,619	\$181,811	\$231,579	\$321,227	\$424,314
Top Human Resources Position	41	\$254,450	\$140,346	\$179,783	\$228,051	\$307,559	\$444,440
Top Legal Position	72	\$342,312	\$171,765	\$218,464	\$262,233	\$424,454	\$567,765
Top Marketing Position	16	\$244,154		\$187,531	\$239,208	\$300,228	
Top Operations Position	28	\$271,782	\$132,511	\$181,029	\$222,318	\$314,089	\$556,515

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Universities							
Greater than \$50 million							
Top PR/Communications Position	29	\$238,222	\$132,052	\$168,863	\$231,064	\$286,090	\$340,395
Top Technology Position	71	\$259,342	\$150,930	\$168,954	\$210,480	\$288,346	\$388,703
Educational Institutions and Related Activities: Vocational & Technical Schools							
\$250 thousand or less							
CEO/Executive Director	11	\$34,694		\$25,342	\$30,500	\$40,805	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	16	\$83,314		\$55,704	\$67,123	\$89,250	
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$90,488		\$61,875	\$83,664	\$105,022	
Between \$1 million and \$2.5 million							
CEO/Executive Director	25	\$135,290	\$67,646	\$79,574	\$124,956	\$169,406	\$247,377
Top Education Position	5	\$110,141			\$92,974		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Vocational & Technical Schools							
Between \$2.5 million and \$5 million							
CEO/Executive Director	12	\$178,852		\$132,527	\$171,199	\$224,158	
Top Education Position	5	\$155,405			\$163,860		
Between \$5 million and \$10 million							
CEO/Executive Director	7	\$207,018			\$176,463		
Top Finance Position	6	\$102,697			\$113,146		
Between \$10 million and \$25 million							
CEO/Executive Director	7	\$163,945			\$141,387		
Top Finance Position	5	\$129,743			\$124,626		
Employment, Job-Related: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	5	\$50,387			\$58,084		
Employment, Job-Related: Employment N.E.C.							
\$250 thousand or less							
CEO/Executive Director	8	\$50,485			\$50,020		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, Job-Related: Employment N.E.C.							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	\$61,245			\$59,500		
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	\$105,908		\$81,000	\$99,178	\$113,000	
Employment, Job-Related: Employment Preparation & Procurement							
\$250 thousand or less							
CEO/Executive Director	41	\$44,740	\$18,868	\$28,023	\$43,008	\$56,500	\$69,029
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	38	\$62,856	\$35,264	\$42,059	\$56,148	\$78,569	\$103,425
Between \$500 thousand and \$1 million							
CEO/Executive Director	43	\$77,572	\$50,019	\$60,133	\$77,909	\$92,693	\$107,306
Top Finance Position	5	\$63,268			\$56,091		
Between \$1 million and \$2.5 million							
CEO/Executive Director	58	\$107,770	\$62,646	\$81,531	\$100,070	\$113,224	\$140,323
Top Finance Position	9	\$98,562			\$81,977		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
Between \$2.5 million and \$5 million							
CEO/Executive Director	67	\$117,088	\$78,025	\$93,991	\$106,517	\$132,333	\$156,536
Top Finance Position	27	\$83,919	\$57,346	\$70,999	\$81,059	\$99,201	\$114,267
Top Operations Position	5	\$73,606			\$69,289		
Between \$5 million and \$10 million							
CEO/Executive Director	38	\$150,231	\$92,259	\$102,715	\$132,868	\$162,115	\$229,171
Top Finance Position	22	\$121,052	\$73,776	\$81,266	\$109,359	\$138,947	\$171,236
Top Operations Position	10	\$126,986		\$104,523	\$119,725	\$148,300	
Between \$10 million and \$25 million							
CEO/Executive Director	35	\$210,807	\$117,398	\$148,214	\$201,006	\$272,103	\$311,290
Top Finance Position	20	\$135,359	\$86,008	\$120,207	\$137,353	\$158,652	\$172,104
Top Operations Position	9	\$160,318			\$160,803		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
Between \$25 million and \$50 million							
CEO/Executive Director	10	\$217,339		\$156,606	\$193,335	\$267,651	
Top Finance Position	10	\$117,698		\$90,687	\$103,043	\$131,612	
Greater than \$50 million							
CEO/Executive Director	6	\$314,180			\$274,405		
Top Finance Position	6	\$192,729			\$183,098		
Top Operations Position	5	\$212,292			\$230,815		
<b>Employment, Job-Related: Goodwill Industries</b>							
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$125,188			\$123,854		
Between \$10 million and \$25 million							
CEO/Executive Director	18	\$234,123		\$163,926	\$235,035	\$281,869	
Top Finance Position	12	\$115,348		\$87,333	\$108,846	\$128,008	
Top Operations Position	7	\$169,032			\$160,110		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Employment, Job-Related: Goodwill Industries</b>							
Between \$25 million and \$50 million							
CEO/Executive Director	7	\$381,580			\$434,250		
Top Finance Position	6	\$219,214			\$230,681		
Greater than \$50 million							
CEO/Executive Director	10	\$472,008		\$298,554	\$356,151	\$505,504	
Top Finance Position	7	\$239,238			\$218,095		
<b>Employment, Job-Related: Job Training</b>							
\$250 thousand or less							
CEO/Executive Director	38	\$39,291	\$16,545	\$26,100	\$35,230	\$51,083	\$63,352
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	35	\$67,945	\$27,600	\$48,484	\$66,955	\$80,059	\$101,275
Top Education Position	18	\$94,950		\$72,643	\$84,471	\$126,774	
Between \$500 thousand and \$1 million							
CEO/Executive Director	46	\$90,042	\$55,614	\$65,064	\$81,456	\$110,012	\$130,836
Top Education Position	26	\$125,212	\$80,261	\$106,826	\$120,694	\$150,012	\$166,736

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Employment, Job-Related: Job Training</b>							
Between \$1 million and \$2.5 million							
CEO/Executive Director	57	\$107,936	\$63,156	\$77,000	\$103,099	\$134,337	\$159,982
Top Administrative Position	6	\$149,453			\$159,232		
Top Education Position	27	\$136,916	\$88,149	\$105,116	\$132,169	\$158,149	\$181,743
Top Finance Position	14	\$89,544		\$57,832	\$76,066	\$85,491	
Top Operations Position	9	\$79,324			\$63,769		
Between \$2.5 million and \$5 million							
CEO/Executive Director	47	\$132,070	\$84,701	\$97,534	\$114,072	\$156,944	\$193,596
Top Administrative Position	7	\$181,671			\$185,391		
Top Education Position	17	\$205,234		\$171,362	\$192,814	\$232,731	
Top Finance Position	11	\$95,430		\$70,934	\$97,577	\$122,093	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Employment, Job-Related: Job Training</b>							
Between \$5 million and \$10 million							
CEO/Executive Director	27	\$189,748	\$103,672	\$139,286	\$156,306	\$204,100	\$272,255
Top Education Position	8	\$207,328			\$198,261		
Top Finance Position	17	\$117,785		\$102,321	\$117,593	\$135,578	
Top Operations Position	8	\$142,823			\$128,672		
Between \$10 million and \$25 million							
CEO/Executive Director	25	\$200,474	\$119,535	\$153,646	\$184,244	\$234,378	\$299,706
Top Administrative Position	6	\$190,986			\$166,419		
Top Education Position	6	\$236,021			\$247,766		
Top Finance Position	13	\$125,134		\$91,513	\$137,909	\$143,838	
Top Operations Position	5	\$160,308			\$164,871		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Employment, Job-Related: Job Training</b>							
Between \$25 million and \$50 million							
CEO/Executive Director	7	\$260,791			\$252,528		
Top Finance Position	7	\$134,791			\$130,423		
<b>Employment, Job-Related: Labor Unions</b>							
\$250 thousand or less							
CEO/Executive Director	19	\$49,424		\$25,467	\$43,080	\$74,784	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	\$73,414			\$71,688		
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$117,592		\$71,723	\$90,488	\$127,852	
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	\$117,463		\$64,516	\$120,632	\$153,520	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$185,593			\$195,759		
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$169,145			\$144,805		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Employment, Job-Related: Management &amp; Technical Assistance</b>							
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$158,952			\$152,801		
<b>Employment, Job-Related: Sheltered Employment</b>							
\$250 thousand or less							
CEO/Executive Director	9	\$45,902			\$45,000		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	\$56,198		\$43,172	\$56,684	\$70,957	
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$67,744	\$41,125	\$46,474	\$60,399	\$74,843	\$123,021
Between \$1 million and \$2.5 million							
CEO/Executive Director	50	\$92,479	\$51,132	\$60,997	\$79,799	\$102,133	\$127,816
Top Finance Position	5	\$58,528			\$45,099		
Between \$2.5 million and \$5 million							
CEO/Executive Director	31	\$102,089	\$60,000	\$76,144	\$97,792	\$119,274	\$140,513
Top Finance Position	8	\$60,648			\$54,454		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Employment, Job-Related: Sheltered Employment</b>							
Between \$5 million and \$10 million							
CEO/Executive Director	22	\$123,291	\$86,661	\$96,382	\$114,247	\$134,775	\$170,202
Top Finance Position	11	\$84,855		\$70,117	\$89,055	\$100,082	
Between \$10 million and \$25 million							
CEO/Executive Director	17	\$281,683		\$147,628	\$181,200	\$357,232	
Top Finance Position	6	\$174,667			\$132,802		
Top Operations Position	5	\$208,718			\$206,118		
Between \$25 million and \$50 million							
CEO/Executive Director	8	\$249,876			\$229,167		
Top Finance Position	7	\$141,042			\$128,589		
<b>Employment, Job-Related: Vocational Counseling</b>							
\$250 thousand or less							
CEO/Executive Director	6	\$63,663			\$51,773		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$72,141			\$77,139		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Employment, Job-Related: Vocational Counseling</b>							
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$135,938			\$134,646		
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
\$250 thousand or less							
CEO/Executive Director	6	\$46,496			\$47,922		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	18	\$58,087		\$48,624	\$54,000	\$67,203	
Between \$500 thousand and \$1 million							
CEO/Executive Director	38	\$74,270	\$51,584	\$60,635	\$75,544	\$84,551	\$91,369
Between \$1 million and \$2.5 million							
CEO/Executive Director	69	\$93,374	\$59,005	\$68,554	\$86,000	\$107,925	\$139,174
Top Finance Position	9	\$70,131			\$75,592		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
Between \$2.5 million and \$5 million							
CEO/Executive Director	66	\$114,609	\$66,071	\$78,541	\$101,553	\$121,947	\$183,116
Top Business Position	5	\$87,265			\$78,231		
Top Finance Position	15	\$92,021		\$69,966	\$77,388	\$106,541	
Top Operations Position	6	\$83,895			\$91,916		
Between \$5 million and \$10 million							
CEO/Executive Director	48	\$132,342	\$84,940	\$101,139	\$127,092	\$155,206	\$189,111
Top Finance Position	19	\$94,918		\$84,086	\$90,556	\$113,875	
Top Operations Position	7	\$111,494			\$110,624		
Between \$10 million and \$25 million							
CEO/Executive Director	33	\$221,614	\$105,717	\$130,108	\$192,616	\$233,814	\$417,545
Top Finance Position	22	\$112,859	\$54,138	\$83,083	\$108,251	\$137,661	\$175,588
Top Operations Position	9	\$156,778			\$138,752		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
Greater than \$50 million							
CEO/Executive Director	8	\$405,609			\$340,743		
Top Finance Position	8	\$217,218			\$218,198		
<b>Environmental Quality, Protection and Beautification : Alliances &amp; Advocacy</b>							
\$250 thousand or less							
CEO/Executive Director	38	\$46,699	\$24,708	\$32,953	\$44,503	\$56,245	\$74,210
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	50	\$73,999	\$51,719	\$59,250	\$67,720	\$77,620	\$97,144
Between \$500 thousand and \$1 million							
CEO/Executive Director	46	\$92,881	\$59,580	\$67,791	\$90,508	\$107,653	\$126,195
Between \$1 million and \$2.5 million							
CEO/Executive Director	26	\$137,077	\$87,043	\$100,197	\$133,471	\$163,173	\$192,016
Between \$2.5 million and \$5 million							
CEO/Executive Director	26	\$139,596	\$96,526	\$117,855	\$133,645	\$165,471	\$185,411
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$171,264			\$181,765		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection and Beautification : Alliances & Advocacy							
Between \$10 million and \$25 million							
CEO/Executive Director	10	\$236,561		\$185,020	\$241,696	\$271,843	
Top Development Position	5	\$197,387			\$195,119		
Top Operations Position	5	\$192,228			\$180,169		
Environmental Quality, Protection and Beautification : Botanical Gardens & Arboreta							
\$250 thousand or less							
CEO/Executive Director	5	\$51,458			\$57,900		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	13	\$57,592		\$48,480	\$57,180	\$61,166	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$79,185		\$60,780	\$71,997	\$87,032	
Between \$1 million and \$2.5 million							
CEO/Executive Director	24	\$106,882	\$56,031	\$76,835	\$103,807	\$128,261	\$161,338

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection and Beautification : Botanical Gardens & Arboreta							
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	\$174,597		\$155,683	\$177,972	\$186,950	
Top Finance Position	5	\$98,781			\$103,719		
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$207,434			\$199,273		
Between \$10 million and \$25 million							
CEO/Executive Director	6	\$330,004			\$319,040		
Top Finance Position	5	\$152,232			\$158,589		
Environmental Quality, Protection and Beautification : Botanical, Horticultural & Landscape Service							
\$250 thousand or less							
CEO/Executive Director	5	\$39,985			\$33,667		
Environmental Quality, Protection and Beautification : Energy Resources Conservation & Development							
\$250 thousand or less							
CEO/Executive Director	23	\$47,119	\$20,154	\$26,699	\$42,814	\$58,321	\$79,562

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection and Beautification : Energy Resources Conservation & Development							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	13	\$82,383		\$65,000	\$75,000	\$100,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$83,696		\$69,512	\$82,500	\$102,006	
Between \$1 million and \$2.5 million							
CEO/Executive Director	29	\$163,004	\$78,026	\$109,179	\$152,149	\$202,287	\$250,553
Between \$2.5 million and \$5 million							
CEO/Executive Director	20	\$191,670	\$126,876	\$147,352	\$178,987	\$233,682	\$283,724
Top Program Position	5	\$139,861			\$131,437		
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$236,490			\$197,497		
Environmental Quality, Protection and Beautification : Environment N.E.C.							
\$250 thousand or less							
CEO/Executive Director	44	\$41,730	\$20,240	\$26,887	\$38,771	\$53,500	\$70,330
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	34	\$67,582	\$45,168	\$56,454	\$61,650	\$81,875	\$98,400

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection and Beautification : Environment N.E.C.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	33	\$83,267	\$52,094	\$62,798	\$75,000	\$98,834	\$121,009
Between \$1 million and \$2.5 million							
CEO/Executive Director	31	\$120,904	\$74,344	\$98,366	\$121,338	\$136,737	\$173,569
Between \$2.5 million and \$5 million							
CEO/Executive Director	19	\$141,813		\$119,630	\$134,681	\$145,140	
Top Finance Position	6	\$99,791			\$99,736		
Between \$5 million and \$10 million							
CEO/Executive Director	11	\$176,254		\$147,617	\$159,876	\$210,514	
Top Finance Position	7	\$122,295			\$99,302		
Environmental Quality, Protection and Beautification : Environmental Beautification							
\$250 thousand or less							
CEO/Executive Director	44	\$50,632	\$20,450	\$37,961	\$47,875	\$65,125	\$76,137
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	18	\$60,699		\$39,919	\$57,975	\$73,524	



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection and Beautification : Environmental Beautification							
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$77,111		\$61,200	\$82,650	\$93,035	
Between \$1 million and \$2.5 million							
CEO/Executive Director	15	\$132,704		\$94,687	\$123,750	\$171,261	
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$247,824			\$278,683		
Environmental Quality, Protection and Beautification : Environmental Education							
\$250 thousand or less							
CEO/Executive Director	73	\$42,869	\$20,973	\$28,350	\$40,000	\$53,000	\$69,142
Top Program Position	5	\$38,156			\$39,931		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	63	\$58,838	\$27,621	\$41,753	\$56,248	\$71,256	\$82,675
Between \$500 thousand and \$1 million							
CEO/Executive Director	51	\$80,157	\$54,096	\$63,171	\$75,000	\$88,225	\$123,371

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection and Beautification : Environmental Education							
Between \$1 million and \$2.5 million							
CEO/Executive Director	61	\$106,388	\$63,061	\$74,150	\$103,402	\$129,976	\$157,004
Top Finance Position	5	\$48,783			\$46,872		
Between \$2.5 million and \$5 million							
CEO/Executive Director	25	\$133,813	\$92,581	\$110,435	\$125,833	\$156,835	\$185,342
Top Finance Position	6	\$84,768			\$82,680		
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$200,651			\$160,634		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$213,606			\$218,378		
Environmental Quality, Protection and Beautification : Forest Conservation							
\$250 thousand or less							
CEO/Executive Director	16	\$40,989		\$26,360	\$39,032	\$53,750	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$63,082			\$61,418		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection and Beautification : Forest Conservation							
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$79,136		\$67,714	\$78,600	\$90,074	
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	\$111,913		\$97,558	\$116,710	\$131,073	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$142,457			\$147,322		
Environmental Quality, Protection and Beautification : Fund Raising & Fund Distribution							
\$250 thousand or less							
CEO/Executive Director	6	\$46,985			\$42,454		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$79,507		\$67,453	\$80,369	\$94,006	
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	\$125,255			\$125,000		
Environmental Quality, Protection and Beautification : Garden Clubs							
\$250 thousand or less							
CEO/Executive Director	6	\$40,799			\$40,293		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection and Beautification : Land Resources Conservation							
\$250 thousand or less							
CEO/Executive Director	55	\$49,846	\$32,773	\$37,025	\$48,282	\$58,135	\$71,152
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	68	\$72,276	\$47,644	\$55,183	\$70,527	\$85,912	\$105,382
Between \$500 thousand and \$1 million							
CEO/Executive Director	60	\$89,455	\$57,685	\$70,370	\$82,924	\$104,554	\$131,699
Between \$1 million and \$2.5 million							
CEO/Executive Director	50	\$97,625	\$62,400	\$72,345	\$89,914	\$118,099	\$137,796
Between \$2.5 million and \$5 million							
CEO/Executive Director	24	\$132,254	\$72,280	\$89,600	\$119,062	\$174,055	\$191,057
Top Finance Position	7	\$106,001			\$89,538		
Between \$5 million and \$10 million							
CEO/Executive Director	14	\$184,933		\$140,540	\$164,637	\$208,829	
Top Finance Position	5	\$138,130			\$129,923		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection and Beautification : Management & Technical Assistance							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$106,177			\$99,469		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	\$126,331			\$127,125		
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$217,344			\$216,183		
Top Finance Position	5	\$146,355			\$135,042		
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$175,043			\$168,425		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
\$250 thousand or less							
CEO/Executive Director	116	\$44,351	\$24,000	\$32,942	\$44,208	\$52,821	\$65,925
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	129	\$69,171	\$44,124	\$52,609	\$65,000	\$79,829	\$100,673
Between \$500 thousand and \$1 million							
CEO/Executive Director	128	\$83,046	\$48,094	\$60,556	\$78,124	\$99,088	\$123,392

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
Between \$1 million and \$2.5 million							
CEO/Executive Director	145	\$115,185	\$65,410	\$87,277	\$109,090	\$135,445	\$170,749
Top Finance Position	13	\$75,119		\$50,357	\$71,590	\$105,282	
Between \$2.5 million and \$5 million							
CEO/Executive Director	44	\$141,729	\$80,617	\$92,510	\$152,730	\$170,857	\$196,891
Top Finance Position	10	\$106,273		\$103,393	\$107,203	\$118,262	
Top Operations Position	8	\$108,444			\$105,970		
Between \$5 million and \$10 million							
CEO/Executive Director	29	\$187,584	\$120,681	\$131,680	\$179,827	\$209,503	\$260,325
Top Finance Position	13	\$112,534		\$99,022	\$108,840	\$150,003	
Top Operations Position	10	\$150,698		\$137,715	\$151,804	\$164,009	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
Between \$10 million and \$25 million							
CEO/Executive Director	20	\$261,200	\$122,131	\$201,998	\$252,186	\$343,561	\$411,700
Top Development Position	10	\$173,630		\$138,896	\$166,776	\$211,000	
Top Finance Position	16	\$170,133		\$134,002	\$160,256	\$204,863	
Between \$25 million and \$50 million							
CEO/Executive Director	10	\$262,078		\$186,262	\$248,247	\$295,548	
Top Development Position	5	\$162,175			\$148,192		
Top Finance Position	7	\$141,007			\$156,894		
Greater than \$50 million							
CEO/Executive Director	7	\$657,039			\$621,483		
Top Development Position	6	\$303,522			\$285,854		
Top Finance Position	7	\$300,118			\$284,177		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection and Beautification : Pollution Abatement & Control							
\$250 thousand or less							
CEO/Executive Director	11	\$40,156		\$21,891	\$35,336	\$54,901	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	\$70,876		\$47,328	\$74,219	\$90,186	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$102,852		\$71,029	\$78,899	\$137,334	
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	\$151,967			\$106,039		
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$152,844			\$120,263		
Environmental Quality, Protection and Beautification : Professional Societies & Associations							
\$250 thousand or less							
CEO/Executive Director	6	\$50,062			\$47,523		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	\$96,606		\$68,754	\$84,604	\$110,009	



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection and Beautification : Professional Societies & Associations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$95,119		\$74,037	\$100,594	\$116,651	
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	\$138,364		\$96,070	\$130,753	\$183,736	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$122,168			\$148,026		
Environmental Quality, Protection and Beautification : Recycling							
\$250 thousand or less							
CEO/Executive Director	20	\$41,978	\$24,008	\$29,280	\$43,013	\$53,057	\$60,870
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	\$64,070			\$38,461		
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$75,416		\$54,538	\$56,885	\$82,001	
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	\$93,138		\$66,524	\$81,447	\$98,654	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection and Beautification : Research Institutes & Public Policy Analysis							
\$250 thousand or less							
CEO/Executive Director	8	\$52,895			\$34,996		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	\$100,955		\$66,645	\$86,805	\$112,670	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$121,374			\$129,537		
Between \$1 million and \$2.5 million							
CEO/Executive Director	18	\$147,784		\$117,003	\$138,326	\$158,429	
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	\$222,162			\$241,951		
Environmental Quality, Protection and Beautification : Single Organization Support							
\$250 thousand or less							
CEO/Executive Director	5	\$50,610			\$48,736		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$115,881			\$129,132		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection and Beautification : Water Resources, Wetlands Conservation & Man							
\$250 thousand or less							
CEO/Executive Director	81	\$46,967	\$24,360	\$35,792	\$45,693	\$58,049	\$67,500
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	60	\$65,445	\$40,155	\$48,000	\$61,793	\$76,489	\$93,797
Between \$500 thousand and \$1 million							
CEO/Executive Director	55	\$76,724	\$42,550	\$64,328	\$76,652	\$92,783	\$106,216
Between \$1 million and \$2.5 million							
CEO/Executive Director	47	\$113,764	\$61,982	\$85,510	\$112,533	\$144,858	\$168,327
Top Finance Position	5	\$93,733			\$97,200		
Between \$2.5 million and \$5 million							
CEO/Executive Director	19	\$170,631		\$122,890	\$157,431	\$187,747	
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$201,558			\$185,224		
Food, Agriculture and Nutrition: Agricultural Programs							
\$250 thousand or less							
CEO/Executive Director	31	\$50,043	\$21,500	\$35,520	\$47,800	\$63,180	\$81,655

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture and Nutrition: Agricultural Programs							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	20	\$54,336	\$23,607	\$33,862	\$56,998	\$65,485	\$77,494
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	\$78,804	\$49,207	\$58,040	\$78,104	\$95,461	\$119,209
Top Finance Position	5	\$32,656			\$22,880		
Between \$1 million and \$2.5 million							
CEO/Executive Director	20	\$99,712	\$63,898	\$75,751	\$92,034	\$114,158	\$152,024
Top Finance Position	5	\$29,215			\$19,638		
Between \$2.5 million and \$5 million							
CEO/Executive Director	19	\$120,500		\$73,961	\$120,145	\$148,805	
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$191,162			\$189,036		
Food, Agriculture and Nutrition: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	8	\$45,165			\$41,425		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture and Nutrition: Alliances & Advocacy							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$73,060			\$87,564		
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	\$93,437		\$78,997	\$87,918	\$107,600	
Food, Agriculture and Nutrition: Congregate Meals							
\$250 thousand or less							
CEO/Executive Director	14	\$36,140		\$26,740	\$32,102	\$45,565	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	\$52,628		\$40,883	\$51,442	\$60,101	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$68,936		\$52,814	\$59,414	\$82,197	
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	\$93,460		\$72,478	\$102,418	\$110,491	
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	\$92,710			\$91,438		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture and Nutrition: Farmland Preservation							
\$250 thousand or less							
CEO/Executive Director	5	\$48,423			\$32,067		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$67,606			\$63,475		
Food, Agriculture and Nutrition: Food Banks & Pantries							
\$250 thousand or less							
CEO/Executive Director	51	\$41,174	\$20,608	\$30,001	\$37,907	\$44,617	\$66,382
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	34	\$49,566	\$20,387	\$28,184	\$41,135	\$57,710	\$82,025
Between \$500 thousand and \$1 million							
CEO/Executive Director	41	\$50,995	\$24,649	\$36,000	\$50,267	\$65,550	\$71,051
Between \$1 million and \$2.5 million							
CEO/Executive Director	53	\$71,368	\$41,270	\$51,668	\$65,408	\$81,927	\$108,849
Between \$2.5 million and \$5 million							
CEO/Executive Director	40	\$88,990	\$34,801	\$64,220	\$79,807	\$116,456	\$143,193

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture and Nutrition: Food Banks & Pantries							
Between \$5 million and \$10 million							
CEO/Executive Director	29	\$96,672	\$56,186	\$74,097	\$87,166	\$108,222	\$157,010
Between \$10 million and \$25 million							
CEO/Executive Director	54	\$111,350	\$61,404	\$83,740	\$105,904	\$136,895	\$173,247
Top Finance Position	11	\$92,359		\$73,911	\$100,178	\$105,685	
Top Operations Position	7	\$91,706			\$92,882		
Between \$25 million and \$50 million							
CEO/Executive Director	24	\$129,035	\$76,695	\$115,518	\$142,031	\$155,726	\$162,955
Top Finance Position	12	\$92,882		\$68,967	\$88,700	\$112,169	
Top Operations Position	6	\$96,297			\$97,403		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture and Nutrition: Food Banks & Pantries							
Greater than \$50 million							
CEO/Executive Director	31	\$228,928	\$137,810	\$172,827	\$218,766	\$297,007	\$330,918
Top Development Position	14	\$166,410		\$132,345	\$156,414	\$173,918	
Top Finance Position	22	\$140,223	\$97,544	\$114,424	\$152,108	\$170,343	\$175,495
Top Human Resources Position	5	\$135,857			\$139,082		
Top Operations Position	18	\$153,603		\$131,286	\$155,384	\$189,261	
Food, Agriculture and Nutrition: Food Programs							
\$250 thousand or less							
CEO/Executive Director	60	\$40,106	\$19,429	\$27,240	\$35,035	\$50,111	\$60,000
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	33	\$54,044	\$22,097	\$37,588	\$49,325	\$60,200	\$89,047
Between \$500 thousand and \$1 million							
CEO/Executive Director	42	\$56,800	\$30,859	\$41,922	\$52,095	\$70,997	\$85,584
Between \$1 million and \$2.5 million							
CEO/Executive Director	41	\$73,171	\$43,050	\$50,000	\$67,492	\$86,995	\$114,957



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture and Nutrition: Food Programs							
Between \$2.5 million and \$5 million							
CEO/Executive Director	30	\$92,763	\$32,378	\$56,130	\$77,946	\$116,340	\$145,317
Between \$5 million and \$10 million							
CEO/Executive Director	22	\$95,985	\$52,494	\$68,509	\$90,835	\$113,330	\$143,610
Top Finance Position	7	\$74,484			\$71,090		
Between \$10 million and \$25 million							
CEO/Executive Director	24	\$120,035	\$76,130	\$95,917	\$113,598	\$131,985	\$180,461
Top Finance Position	7	\$102,213			\$106,037		
Between \$25 million and \$50 million							
CEO/Executive Director	17	\$150,446		\$112,970	\$144,680	\$184,245	
Top Finance Position	9	\$104,441			\$98,988		
Top Operations Position	5	\$123,569			\$121,687		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture and Nutrition: Food Programs							
Greater than \$50 million							
CEO/Executive Director	15	\$219,383		\$151,308	\$171,618	\$208,029	
Top Development Position	7	\$173,912			\$177,786		
Top Finance Position	9	\$156,954			\$133,111		
Food, Agriculture and Nutrition: Food, Agriculture & Nutrition N.E.C.							
\$250 thousand or less							
CEO/Executive Director	18	\$46,122		\$35,534	\$45,517	\$58,309	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	20	\$55,361	\$31,678	\$45,731	\$55,626	\$68,151	\$79,582
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$59,823		\$48,199	\$50,000	\$68,255	
Between \$1 million and \$2.5 million							
CEO/Executive Director	16	\$123,457		\$90,992	\$103,344	\$136,421	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$138,768			\$137,199		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture and Nutrition: Management & Technical Assistance							
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$88,999			\$81,491		
Food, Agriculture and Nutrition: Meals on Wheels							
\$250 thousand or less							
CEO/Executive Director	19	\$29,650		\$22,590	\$27,448	\$32,952	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	25	\$51,565	\$31,910	\$43,716	\$54,305	\$63,348	\$66,935
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	\$69,052	\$43,591	\$61,685	\$70,542	\$78,465	\$92,676
Between \$1 million and \$2.5 million							
CEO/Executive Director	31	\$78,815	\$54,509	\$59,421	\$76,000	\$92,949	\$111,309
Between \$2.5 million and \$5 million							
CEO/Executive Director	15	\$103,182		\$83,080	\$99,400	\$113,249	
Between \$10 million and \$25 million							
CEO/Executive Director	10	\$188,812		\$137,944	\$171,296	\$211,488	
Top Finance Position	7	\$124,259			\$122,172		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture and Nutrition: Nutrition							
\$250 thousand or less							
CEO/Executive Director	10	\$34,686		\$23,549	\$38,625	\$43,559	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	13	\$56,445		\$37,577	\$60,950	\$78,339	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$69,593		\$44,589	\$64,232	\$90,038	
Between \$1 million and \$2.5 million							
CEO/Executive Director	21	\$78,415	\$56,597	\$60,801	\$73,774	\$88,650	\$116,328
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	\$118,011		\$68,002	\$91,172	\$142,518	
Between \$5 million and \$10 million							
CEO/Executive Director	12	\$153,317		\$110,479	\$133,483	\$149,986	
Between \$10 million and \$25 million							
CEO/Executive Director	6	\$190,687			\$162,135		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture and Nutrition: Soup Kitchens							
\$250 thousand or less							
CEO/Executive Director	13	\$39,703		\$35,414	\$37,380	\$47,700	
Health – General and Rehabilitative: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	29	\$49,645	\$23,255	\$30,000	\$49,584	\$72,849	\$80,200
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	26	\$82,668	\$40,088	\$50,707	\$82,151	\$104,667	\$133,845
Between \$500 thousand and \$1 million							
CEO/Executive Director	40	\$96,138	\$50,820	\$69,625	\$89,481	\$125,078	\$152,747
Between \$1 million and \$2.5 million							
CEO/Executive Director	38	\$141,791	\$85,536	\$107,423	\$135,998	\$175,843	\$199,242
Between \$2.5 million and \$5 million							
CEO/Executive Director	18	\$203,058		\$159,401	\$182,694	\$211,719	
Between \$5 million and \$10 million							
CEO/Executive Director	11	\$253,909		\$203,673	\$265,025	\$287,517	
Top Finance Position	7	\$145,953			\$164,853		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Alliances & Advocacy							
Between \$10 million and \$25 million							
CEO/Executive Director	6	\$452,919			\$240,971		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
\$250 thousand or less							
CEO/Executive Director	29	\$44,089	\$23,196	\$30,603	\$39,907	\$54,912	\$60,295
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	28	\$69,536	\$27,427	\$47,500	\$57,327	\$82,776	\$111,403
Between \$500 thousand and \$1 million							
CEO/Executive Director	37	\$77,767	\$49,904	\$54,411	\$72,058	\$88,642	\$113,637
Between \$1 million and \$2.5 million							
CEO/Executive Director	64	\$113,827	\$51,492	\$75,678	\$101,366	\$141,124	\$177,869
Top Finance Position	8	\$93,466			\$91,878		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
Between \$2.5 million and \$5 million							
CEO/Executive Director	68	\$136,688	\$75,471	\$101,495	\$120,051	\$149,759	\$199,707
Top Administrative Position	6	\$101,935			\$99,176		
Top Finance Position	32	\$101,253	\$38,013	\$50,130	\$88,106	\$117,764	\$181,776
Top Operations Position	8	\$104,518			\$89,644		
Between \$5 million and \$10 million							
CEO/Executive Director	73	\$175,567	\$103,101	\$121,536	\$150,000	\$199,145	\$260,570
Top Finance Position	47	\$101,407	\$65,327	\$80,366	\$100,424	\$113,045	\$141,522
Top Operations Position	15	\$121,026		\$82,241	\$104,560	\$155,910	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
Between \$10 million and \$25 million							
CEO/Executive Director	106	\$199,876	\$113,603	\$140,886	\$184,645	\$228,198	\$289,301
Top Finance Position	82	\$132,462	\$84,490	\$99,958	\$117,192	\$149,882	\$186,796
Top Human Resources Position	7	\$80,159			\$85,594		
Top Operations Position	36	\$120,139	\$82,674	\$95,894	\$114,254	\$149,582	\$169,048
Top Technology Position	5	\$111,453			\$106,452		
Between \$25 million and \$50 million							
CEO/Executive Director	38	\$352,668	\$169,611	\$208,063	\$309,681	\$421,525	\$603,163
Top Finance Position	35	\$213,530	\$101,822	\$139,361	\$173,930	\$249,560	\$319,210
Top Human Resources Position	6	\$150,008			\$151,019		
Top Operations Position	23	\$184,118	\$112,990	\$136,112	\$159,101	\$226,091	\$271,744



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
Greater than \$50 million							
CEO/Executive Director	24	\$863,247	\$316,907	\$363,567	\$541,343	\$737,416	\$2,124,265
Top Finance Position	18	\$419,750		\$263,019	\$326,106	\$441,425	
Top Operations Position	14	\$397,997		\$342,574	\$355,152	\$409,977	
Health – General and Rehabilitative: Blood Banks							
Between \$5 million and \$10 million							
CEO/Executive Director	8	\$210,566			\$175,152		
Between \$10 million and \$25 million							
CEO/Executive Director	13	\$295,466		\$258,231	\$272,618	\$312,709	
Top Finance Position	6	\$162,929			\$142,768		
Top Operations Position	5	\$169,410			\$167,158		
Between \$25 million and \$50 million							
CEO/Executive Director	8	\$325,595			\$315,966		
Top Finance Position	6	\$189,647			\$190,827		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Blood Banks							
Greater than \$50 million							
CEO/Executive Director	13	\$630,461		\$382,323	\$483,164	\$776,584	
Top Finance Position	14	\$284,613		\$206,058	\$268,943	\$354,633	
Top Human Resources Position	5	\$196,743			\$160,197		
Top Operations Position	6	\$314,023			\$294,087		
Top Technology Position	7	\$236,355			\$238,893		
Health – General and Rehabilitative: Community Clinics							
\$250 thousand or less							
CEO/Executive Director	40	\$52,322	\$24,055	\$34,110	\$48,121	\$65,381	\$94,323
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	57	\$60,817	\$34,685	\$43,846	\$59,542	\$76,028	\$91,391
Between \$500 thousand and \$1 million							
CEO/Executive Director	47	\$81,320	\$46,134	\$58,139	\$72,692	\$88,625	\$131,764

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Community Clinics							
Between \$1 million and \$2.5 million							
CEO/Executive Director	86	\$113,688	\$57,128	\$77,702	\$98,391	\$123,222	\$180,483
Top Finance Position	17	\$80,533		\$51,498	\$67,972	\$77,282	
Top Operations Position	9	\$91,507			\$94,318		
Between \$2.5 million and \$5 million							
CEO/Executive Director	91	\$125,232	\$70,039	\$89,971	\$116,582	\$152,857	\$198,284
Top Finance Position	46	\$83,232	\$34,445	\$62,782	\$79,659	\$106,589	\$128,656
Top Operations Position	13	\$76,777		\$62,610	\$68,488	\$80,420	
Between \$5 million and \$10 million							
CEO/Executive Director	132	\$151,091	\$88,058	\$116,674	\$147,033	\$182,943	\$210,044
Top Development Position	6	\$120,311			\$120,773		
Top Finance Position	88	\$103,732	\$64,033	\$83,877	\$98,290	\$118,808	\$131,014
Top Operations Position	28	\$96,398	\$50,998	\$64,514	\$97,781	\$123,901	\$136,880

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Community Clinics							
Between \$10 million and \$25 million							
CEO/Executive Director	163	\$213,004	\$128,627	\$158,819	\$196,100	\$238,984	\$322,567
Top Administrative Position	5	\$108,675			\$103,000		
Top Development Position	9	\$152,371			\$153,345		
Top Finance Position	121	\$136,987	\$81,162	\$107,884	\$129,345	\$156,595	\$192,679
Top Human Resources Position	6	\$121,289			\$94,497		
Top Operations Position	47	\$137,817	\$92,139	\$110,814	\$131,961	\$153,413	\$194,518
Top Technology Position	7	\$127,521			\$108,426		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Community Clinics							
Between \$25 million and \$50 million							
CEO/Executive Director	88	\$295,882	\$151,979	\$198,929	\$264,897	\$321,492	\$430,121
Top Development Position	5	\$259,867			\$177,984		
Top Finance Position	70	\$176,643	\$104,687	\$125,589	\$159,875	\$206,634	\$261,596
Top Human Resources Position	9	\$97,212			\$101,515		
Top Operations Position	45	\$188,268	\$114,131	\$134,795	\$163,024	\$205,836	\$278,754
Top Technology Position	7	\$140,602			\$154,994		
Greater than \$50 million							
CEO/Executive Director	40	\$535,128	\$230,443	\$299,993	\$383,552	\$537,647	\$987,009
Top Finance Position	35	\$261,283	\$141,584	\$171,499	\$241,635	\$295,025	\$421,577
Top Operations Position	20	\$386,869	\$138,886	\$178,937	\$228,269	\$306,984	\$719,869
Top Technology Position	5	\$439,291			\$273,114		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Community Health Systems							
\$250 thousand or less							
CEO/Executive Director	29	\$56,466	\$19,785	\$31,636	\$54,750	\$65,000	\$89,378
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	24	\$88,985	\$31,260	\$55,238	\$72,710	\$111,303	\$149,648
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	\$104,703	\$43,544	\$67,469	\$88,503	\$112,459	\$173,886
Between \$1 million and \$2.5 million							
CEO/Executive Director	57	\$126,224	\$52,059	\$79,308	\$100,413	\$141,968	\$195,084
Top Finance Position	15	\$118,469		\$67,541	\$98,559	\$162,133	
Between \$2.5 million and \$5 million							
CEO/Executive Director	51	\$214,303	\$89,026	\$115,155	\$137,081	\$213,361	\$395,200
Top Finance Position	20	\$152,076	\$37,118	\$70,707	\$117,468	\$146,721	\$341,320
Top Operations Position	10	\$138,152		\$74,841	\$124,991	\$171,366	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Community Health Systems							
Between \$5 million and \$10 million							
CEO/Executive Director	72	\$298,510	\$104,669	\$120,662	\$169,604	\$251,351	\$518,637
Top Development Position	6	\$144,191			\$141,019		
Top Finance Position	45	\$166,412	\$75,775	\$85,308	\$113,116	\$150,201	\$270,615
Top Operations Position	21	\$226,029	\$78,820	\$100,084	\$121,516	\$179,601	\$610,486

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Community Health Systems							
Between \$10 million and \$25 million							
CEO/Executive Director	89	\$363,413	\$153,034	\$174,234	\$213,022	\$284,057	\$552,357
Top Administrative Position	10	\$196,747		\$108,543	\$146,626	\$174,741	
Top Development Position	5	\$157,484			\$146,898		
Top Finance Position	70	\$173,836	\$91,137	\$104,854	\$141,583	\$190,612	\$275,602
Top Human Resources Position	7	\$140,584			\$122,904		
Top Legal Position	6	\$286,737			\$259,022		
Top Operations Position	41	\$198,945	\$82,971	\$106,859	\$137,806	\$186,048	\$275,110
Top Technology Position	6	\$279,540			\$212,660		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Community Health Systems							
Between \$25 million and \$50 million							
CEO/Executive Director	39	\$394,892	\$137,484	\$220,545	\$305,594	\$449,531	\$848,231
Top Finance Position	33	\$271,187	\$144,690	\$176,165	\$225,851	\$266,211	\$514,097
Top Human Resources Position	11	\$204,624		\$155,828	\$186,799	\$252,830	
Top Operations Position	15	\$190,652		\$136,963	\$159,137	\$189,291	
Top Technology Position	7	\$176,658			\$150,181		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Community Health Systems							
Greater than \$50 million							
CEO/Executive Director	155	\$1,837,421	\$318,895	\$590,834	\$1,178,951	\$2,102,296	\$4,135,701
Top Administrative Position	16	\$489,940		\$229,885	\$350,237	\$552,240	
Top Business Position	7	\$528,178			\$491,800		
Top Development Position	9	\$422,900			\$304,888		
Top Education Position	8	\$541,098			\$440,048		
Top Finance Position	145	\$801,225	\$192,010	\$300,944	\$598,603	\$1,091,582	\$1,568,199
Top Human Resources Position	69	\$486,097	\$192,697	\$289,231	\$437,630	\$637,479	\$747,797
Top Legal Position	50	\$711,849	\$323,270	\$389,506	\$592,721	\$926,900	\$1,343,289
Top Marketing Position	10	\$489,092		\$314,777	\$452,532	\$633,924	
Top Operations Position	84	\$803,885	\$220,018	\$304,516	\$522,436	\$1,198,228	\$1,645,176
Top Program Position	5	\$154,825			\$173,845		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Community Health Systems							
Greater than \$50 million							
Top Technology Position	56	\$510,819	\$227,581	\$307,825	\$439,644	\$659,962	\$889,408
Health – General and Rehabilitative: Emergency Medical Services & Transport							
\$250 thousand or less							
CEO/Executive Director	15	\$49,538		\$25,265	\$46,339	\$62,490	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	23	\$55,980	\$24,179	\$32,658	\$51,192	\$61,607	\$86,786
Top Finance Position	6	\$25,518			\$27,015		
Top Operations Position	7	\$50,613			\$46,398		
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	\$84,340	\$49,085	\$54,968	\$68,196	\$108,574	\$150,161
Top Finance Position	13	\$43,654		\$33,640	\$42,380	\$60,080	
Top Operations Position	8	\$59,686			\$58,758		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Emergency Medical Services & Transport							
Between \$1 million and \$2.5 million							
CEO/Executive Director	62	\$81,921	\$44,568	\$57,518	\$75,947	\$92,020	\$109,966
Top Administrative Position	8	\$67,201			\$70,954		
Top Finance Position	16	\$63,037		\$42,108	\$51,530	\$63,322	
Top Operations Position	9	\$80,160			\$69,431		
Between \$2.5 million and \$5 million							
CEO/Executive Director	32	\$103,207	\$60,704	\$78,487	\$107,482	\$124,418	\$143,070
Top Administrative Position	7	\$98,290			\$89,082		
Top Finance Position	11	\$64,697		\$48,870	\$65,223	\$81,924	
Between \$5 million and \$10 million							
CEO/Executive Director	22	\$155,024	\$89,326	\$112,746	\$144,423	\$178,078	\$206,653
Top Finance Position	7	\$93,985			\$79,652		
Top Operations Position	5	\$155,712			\$156,203		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Health – General and Rehabilitative: Emergency Medical Services &amp; Transport</b>							
Between \$10 million and \$25 million							
CEO/Executive Director	9	\$198,482			\$170,118		
Top Finance Position	6	\$124,977			\$124,909		
Between \$25 million and \$50 million							
CEO/Executive Director	9	\$338,704			\$297,759		
Top Finance Position	7	\$188,156			\$196,120		
<b>Health – General and Rehabilitative: Family Planning</b>							
\$250 thousand or less							
CEO/Executive Director	12	\$35,964		\$25,925	\$34,147	\$45,972	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	\$57,392		\$45,073	\$62,531	\$66,459	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$82,121		\$71,433	\$84,498	\$90,178	
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	\$80,404		\$70,113	\$78,959	\$87,599	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Family Planning							
Between \$2.5 million and \$5 million							
CEO/Executive Director	14	\$119,446		\$96,069	\$115,110	\$138,588	
Top Finance Position	7	\$104,720			\$103,319		
Between \$5 million and \$10 million							
CEO/Executive Director	16	\$158,471		\$127,179	\$153,751	\$172,195	
Top Finance Position	9	\$108,570			\$107,085		
Between \$10 million and \$25 million							
CEO/Executive Director	16	\$244,379		\$199,190	\$221,114	\$262,268	
Top Development Position	7	\$143,769			\$148,887		
Top Finance Position	13	\$139,068		\$129,966	\$145,906	\$159,943	
Top Operations Position	10	\$143,170		\$115,013	\$145,465	\$169,301	
Between \$25 million and \$50 million							
CEO/Executive Director	6	\$329,372			\$328,124		
Top Finance Position	6	\$220,478			\$214,653		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Fund Raising & Fund Distribution							
\$250 thousand or less							
CEO/Executive Director	19	\$55,289		\$23,825	\$45,900	\$63,144	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	\$73,593		\$48,262	\$78,698	\$88,515	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$113,068		\$77,137	\$105,030	\$139,626	
Between \$1 million and \$2.5 million							
CEO/Executive Director	24	\$187,605	\$76,833	\$108,544	\$141,498	\$174,712	\$304,998
Top Finance Position	5	\$117,886			\$115,168		
Between \$2.5 million and \$5 million							
CEO/Executive Director	15	\$280,695		\$165,919	\$251,120	\$295,340	
Top Finance Position	5	\$158,365			\$172,102		
Top Operations Position	5	\$146,936			\$134,444		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Fund Raising & Fund Distribution							
Between \$5 million and \$10 million							
CEO/Executive Director	12	\$246,722		\$197,982	\$239,894	\$305,319	
Top Finance Position	5	\$150,072			\$135,537		
Between \$10 million and \$25 million							
CEO/Executive Director	14	\$330,847		\$202,010	\$291,712	\$427,711	
Top Development Position	6	\$202,744			\$213,677		
Between \$25 million and \$50 million							
CEO/Executive Director	8	\$486,345			\$376,687		
Greater than \$50 million							
CEO/Executive Director	6	\$984,250			\$578,176		
Top Finance Position	5	\$598,301			\$502,481		
Top Operations Position	5	\$628,259			\$376,065		
Health – General and Rehabilitative: General Hospitals							
\$250 thousand or less							
CEO/Executive Director	5	\$44,134			\$32,388		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: General Hospitals							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$69,538			\$69,500		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$93,514		\$65,209	\$93,420	\$125,443	
Between \$1 million and \$2.5 million							
CEO/Executive Director	21	\$131,323	\$73,904	\$93,140	\$111,532	\$150,447	\$200,821
Top Finance Position	6	\$107,817			\$95,486		
Between \$2.5 million and \$5 million							
CEO/Executive Director	17	\$154,331		\$83,371	\$142,321	\$245,775	
Top Administrative Position	5	\$81,996			\$85,803		
Top Finance Position	13	\$78,565		\$61,009	\$71,151	\$92,841	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: General Hospitals							
Between \$5 million and \$10 million							
CEO/Executive Director	33	\$177,552	\$88,840	\$108,451	\$146,518	\$204,810	\$235,804
Top Administrative Position	8	\$129,322			\$118,604		
Top Finance Position	28	\$108,293	\$44,800	\$61,144	\$86,399	\$137,947	\$161,147
Between \$10 million and \$25 million							
CEO/Executive Director	117	\$189,963	\$126,178	\$148,195	\$182,167	\$225,346	\$273,017
Top Administrative Position	21	\$186,498	\$111,633	\$126,613	\$148,224	\$233,226	\$288,848
Top Finance Position	103	\$119,071	\$77,497	\$96,363	\$119,617	\$135,819	\$153,518
Top Human Resources Position	6	\$133,738			\$149,261		
Top Operations Position	16	\$146,573		\$123,759	\$141,395	\$167,706	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: General Hospitals							
Between \$25 million and \$50 million							
CEO/Executive Director	114	\$273,469	\$161,487	\$219,715	\$256,152	\$320,786	\$388,191
Top Administrative Position	10	\$200,431		\$158,612	\$183,457	\$223,052	
Top Finance Position	118	\$170,736	\$109,319	\$132,858	\$160,110	\$189,704	\$243,425
Top Human Resources Position	10	\$167,794		\$137,694	\$167,438	\$192,316	
Top Operations Position	25	\$183,310	\$121,511	\$148,811	\$167,756	\$193,636	\$242,723

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: General Hospitals							
Greater than \$50 million							
CEO/Executive Director	539	\$844,436	\$305,642	\$427,374	\$640,098	\$996,218	\$1,496,394
Top Administrative Position	62	\$381,276	\$160,484	\$202,531	\$319,419	\$500,447	\$678,049
Top Business Position	17	\$367,177		\$268,362	\$347,581	\$449,813	
Top Development Position	25	\$292,667	\$166,219	\$225,855	\$305,713	\$359,942	\$401,634
Top Education Position	14	\$507,226		\$234,636	\$328,695	\$582,157	
Top Facilities Position	13	\$286,378		\$216,316	\$258,838	\$355,181	
Top Finance Position	525	\$403,487	\$170,413	\$230,340	\$335,423	\$478,350	\$665,957
Top Human Resources Position	169	\$321,551	\$179,122	\$221,818	\$290,524	\$359,693	\$501,818
Top Legal Position	58	\$407,873	\$223,033	\$259,915	\$353,301	\$458,943	\$609,175
Top Marketing Position	15	\$283,490		\$228,335	\$276,003	\$327,587	
Top Operations Position	298	\$432,925	\$202,665	\$258,202	\$359,101	\$499,740	\$739,679

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: General Hospitals							
Greater than \$50 million							
Top PR/Communications Position	8	\$272,058			\$277,226		
Top Technology Position	105	\$334,762	\$183,337	\$225,744	\$289,229	\$398,541	\$550,020
Health – General and Rehabilitative: Group Health Practices							
\$250 thousand or less							
CEO/Executive Director	7	\$51,815			\$42,439		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	\$158,241			\$128,123		
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	\$161,039			\$139,637		
Top Finance Position	5	\$107,385			\$79,260		
Between \$5 million and \$10 million							
CEO/Executive Director	12	\$273,469		\$127,684	\$162,031	\$244,740	
Top Finance Position	9	\$203,361			\$145,300		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Group Health Practices							
Between \$10 million and \$25 million							
CEO/Executive Director	15	\$284,675		\$165,066	\$214,043	\$274,626	
Top Finance Position	12	\$138,868		\$88,998	\$106,325	\$163,738	
Between \$25 million and \$50 million							
CEO/Executive Director	12	\$425,466		\$225,332	\$325,150	\$572,879	
Top Finance Position	11	\$338,356		\$136,832	\$214,779	\$394,579	
Greater than \$50 million							
CEO/Executive Director	43	\$651,707	\$276,178	\$403,032	\$538,218	\$898,414	\$1,071,022
Top Finance Position	38	\$400,734	\$194,333	\$259,713	\$323,982	\$432,859	\$571,146
Top Human Resources Position	6	\$513,568			\$229,194		
Top Operations Position	31	\$360,369	\$210,332	\$247,034	\$314,683	\$453,230	\$525,442
Top Technology Position	8	\$277,241			\$241,994		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Health (General & Financing)							
\$250 thousand or less							
CEO/Executive Director	18	\$50,907		\$37,232	\$51,300	\$63,489	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	\$83,711		\$59,544	\$75,568	\$87,300	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$95,696			\$99,987		
Between \$1 million and \$2.5 million							
CEO/Executive Director	18	\$131,824		\$88,236	\$111,359	\$156,314	
Between \$2.5 million and \$5 million							
CEO/Executive Director	20	\$179,461	\$82,695	\$101,110	\$145,234	\$264,600	\$288,841
Top Finance Position	5	\$132,364			\$77,429		
Top Operations Position	5	\$209,389			\$211,897		
Between \$5 million and \$10 million							
CEO/Executive Director	10	\$204,571		\$171,510	\$202,180	\$257,892	
Between \$10 million and \$25 million							
CEO/Executive Director	7	\$215,932			\$157,191		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Health (General & Financing)							
Greater than \$50 million							
CEO/Executive Director	16	\$798,283		\$277,107	\$450,171	\$574,102	
Top Finance Position	15	\$456,198		\$177,286	\$274,692	\$495,194	
Top Operations Position	7	\$436,042			\$281,406		
Top Technology Position	7	\$457,830			\$380,622		
Health – General and Rehabilitative: Health Care N.E.C.							
\$250 thousand or less							
CEO/Executive Director	31	\$44,611	\$24,480	\$25,815	\$40,000	\$57,182	\$73,669
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	39	\$58,054	\$29,831	\$38,246	\$56,456	\$73,137	\$83,037
Between \$500 thousand and \$1 million							
CEO/Executive Director	43	\$81,384	\$50,004	\$62,084	\$74,851	\$97,231	\$128,118
Between \$1 million and \$2.5 million							
CEO/Executive Director	61	\$144,575	\$70,531	\$87,983	\$110,865	\$141,940	\$166,503
Top Finance Position	7	\$125,026			\$104,652		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Health Care N.E.C.							
Between \$2.5 million and \$5 million							
CEO/Executive Director	26	\$191,368	\$66,096	\$103,464	\$132,683	\$291,905	\$354,993
Top Finance Position	11	\$103,157		\$60,446	\$87,678	\$138,968	
Between \$5 million and \$10 million							
CEO/Executive Director	24	\$181,419	\$105,317	\$110,967	\$163,589	\$227,974	\$295,419
Top Finance Position	15	\$93,521		\$77,889	\$93,575	\$112,144	
Top Operations Position	7	\$105,238			\$88,174		
Between \$10 million and \$25 million							
CEO/Executive Director	18	\$219,441		\$135,916	\$205,999	\$250,258	
Top Finance Position	15	\$145,972		\$114,216	\$144,847	\$182,174	
Between \$25 million and \$50 million							
CEO/Executive Director	7	\$472,302			\$306,999		
Top Finance Position	7	\$252,155			\$175,531		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Health Care N.E.C.							
Greater than \$50 million							
CEO/Executive Director	10	\$858,037		\$532,892	\$1,019,523	\$1,090,115	
Top Finance Position	7	\$406,054			\$471,226		
Top Operations Position	7	\$446,528			\$430,755		
Health – General and Rehabilitative: Health Support							
\$250 thousand or less							
CEO/Executive Director	48	\$46,179	\$21,132	\$30,936	\$43,353	\$57,692	\$72,763
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	46	\$67,510	\$34,625	\$54,334	\$62,981	\$74,880	\$100,005
Between \$500 thousand and \$1 million							
CEO/Executive Director	61	\$82,289	\$47,394	\$60,200	\$76,154	\$100,500	\$114,439
Between \$1 million and \$2.5 million							
CEO/Executive Director	60	\$115,216	\$49,456	\$74,435	\$106,096	\$141,213	\$188,504
Top Finance Position	7	\$90,364			\$65,000		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Health Support							
Between \$2.5 million and \$5 million							
CEO/Executive Director	40	\$162,624	\$92,919	\$112,000	\$138,199	\$206,861	\$233,946
Top Finance Position	10	\$102,132		\$86,766	\$103,195	\$130,552	
Top Program Position	5	\$136,173			\$139,409		
Between \$5 million and \$10 million							
CEO/Executive Director	23	\$189,824	\$76,174	\$128,311	\$152,228	\$216,797	\$386,318
Top Finance Position	10	\$131,502		\$115,900	\$119,709	\$153,111	
Top Operations Position	6	\$158,181			\$159,066		
Between \$10 million and \$25 million							
CEO/Executive Director	22	\$213,084	\$112,493	\$147,983	\$183,182	\$282,135	\$356,351
Top Finance Position	14	\$123,960		\$121,704	\$129,265	\$142,390	
Top Operations Position	10	\$150,382		\$90,759	\$127,231	\$179,535	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Health – General and Rehabilitative: Health Support</b>							
Between \$25 million and \$50 million							
CEO/Executive Director	14	\$372,129		\$272,178	\$366,341	\$460,266	
Top Finance Position	9	\$204,240			\$180,826		
Greater than \$50 million							
CEO/Executive Director	15	\$709,551		\$427,967	\$512,527	\$769,968	
Top Finance Position	17	\$296,307		\$198,540	\$259,934	\$308,555	
Top Human Resources Position	5	\$263,605			\$255,806		
Top Operations Position	11	\$234,551		\$195,355	\$247,225	\$267,128	
<b>Health – General and Rehabilitative: Home Health Care</b>							
\$250 thousand or less							
CEO/Executive Director	14	\$45,583		\$26,025	\$47,386	\$61,502	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	\$60,194			\$54,824		
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$94,550	\$47,665	\$56,592	\$89,600	\$132,000	\$148,851

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Home Health Care							
Between \$1 million and \$2.5 million							
CEO/Executive Director	43	\$110,476	\$55,036	\$73,705	\$88,169	\$115,475	\$166,882
Top Administrative Position	8	\$104,297			\$86,586		
Top Finance Position	8	\$116,532			\$94,350		
Between \$2.5 million and \$5 million							
CEO/Executive Director	31	\$140,663	\$76,754	\$100,326	\$115,100	\$137,981	\$186,433
Top Administrative Position	6	\$137,132			\$127,640		
Top Finance Position	13	\$98,273		\$76,584	\$81,874	\$97,034	
Between \$5 million and \$10 million							
CEO/Executive Director	42	\$169,073	\$101,903	\$127,148	\$157,584	\$187,945	\$236,475
Top Finance Position	17	\$109,879		\$92,214	\$108,093	\$120,718	
Top Operations Position	7	\$162,215			\$117,129		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Home Health Care							
Between \$10 million and \$25 million							
CEO/Executive Director	50	\$207,378	\$135,714	\$160,134	\$213,996	\$247,497	\$276,690
Top Administrative Position	11	\$163,087		\$123,276	\$148,199	\$186,229	
Top Finance Position	36	\$158,400	\$96,992	\$115,079	\$149,342	\$175,624	\$209,336
Top Human Resources Position	9	\$134,678			\$133,784		
Top Operations Position	16	\$162,650		\$144,948	\$158,972	\$169,824	
Top Technology Position	8	\$153,706			\$151,857		
Between \$25 million and \$50 million							
CEO/Executive Director	25	\$265,365	\$134,995	\$173,584	\$241,955	\$346,879	\$432,034
Top Finance Position	24	\$170,582	\$100,166	\$139,779	\$157,954	\$199,477	\$247,009
Top Human Resources Position	9	\$145,601			\$145,831		
Top Operations Position	9	\$192,493			\$216,893		
Top Technology Position	5	\$129,235			\$117,750		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Home Health Care							
Greater than \$50 million							
CEO/Executive Director	10	\$368,327		\$202,375	\$303,829	\$569,340	
Top Finance Position	13	\$238,551		\$187,390	\$212,487	\$244,572	
Top Operations Position	8	\$254,539			\$226,688		
Health – General and Rehabilitative: Hospitals							
\$250 thousand or less							
CEO/Executive Director	18	\$51,460		\$30,383	\$52,467	\$74,480	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	\$67,574		\$46,669	\$62,600	\$69,640	
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$111,687		\$66,549	\$88,349	\$122,931	
Between \$1 million and \$2.5 million							
CEO/Executive Director	17	\$138,764		\$87,539	\$96,980	\$131,800	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Hospitals							
Between \$2.5 million and \$5 million							
CEO/Executive Director	33	\$184,937	\$80,762	\$126,269	\$150,000	\$234,249	\$324,545
Top Finance Position	11	\$98,558		\$64,635	\$93,216	\$100,158	
Top Operations Position	5	\$113,531			\$107,485		
Between \$5 million and \$10 million							
CEO/Executive Director	33	\$239,119	\$79,101	\$121,563	\$158,633	\$225,092	\$456,134
Top Administrative Position	6	\$127,579			\$140,453		
Top Finance Position	10	\$86,758		\$71,524	\$84,445	\$104,828	
Top Operations Position	5	\$80,610			\$80,383		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Hospitals							
Between \$10 million and \$25 million							
CEO/Executive Director	54	\$222,559	\$115,602	\$152,422	\$194,760	\$244,725	\$327,408
Top Administrative Position	12	\$197,243		\$157,015	\$181,823	\$240,349	
Top Development Position	7	\$145,411			\$152,588		
Top Finance Position	39	\$129,762	\$76,434	\$93,202	\$121,470	\$148,431	\$192,891
Top Operations Position	7	\$179,797			\$150,818		
Between \$25 million and \$50 million							
CEO/Executive Director	20	\$316,009	\$149,807	\$202,232	\$247,406	\$307,893	\$358,367
Top Administrative Position	5	\$206,407			\$238,179		
Top Development Position	5	\$158,947			\$130,000		
Top Finance Position	19	\$193,272		\$122,185	\$179,233	\$202,344	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Hospitals							
Greater than \$50 million							
CEO/Executive Director	69	\$914,918	\$304,611	\$403,244	\$712,662	\$1,031,516	\$1,982,344
Top Administrative Position	11	\$383,369		\$245,739	\$377,398	\$531,143	
Top Business Position	6	\$338,034			\$214,290		
Top Development Position	5	\$424,957			\$400,388		
Top Finance Position	69	\$391,677	\$176,497	\$226,228	\$323,728	\$523,190	\$685,912
Top Human Resources Position	21	\$307,997	\$174,085	\$245,741	\$296,112	\$407,695	\$438,041
Top Legal Position	9	\$556,175			\$603,345		
Top Operations Position	34	\$416,177	\$164,324	\$200,651	\$315,266	\$586,224	\$850,996
Top Technology Position	13	\$388,693		\$246,609	\$368,637	\$539,696	
Health – General and Rehabilitative: Management & Technical Assistance							
\$250 thousand or less							
CEO/Executive Director	6	\$59,770			\$57,952		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Management & Technical Assistance							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	14	\$73,583		\$54,416	\$64,906	\$72,831	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$95,413			\$89,145		
Between \$1 million and \$2.5 million							
CEO/Executive Director	15	\$122,114		\$92,335	\$101,067	\$168,725	
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	\$212,380			\$187,379		
Between \$5 million and \$10 million							
CEO/Executive Director	9	\$292,829			\$216,145		
Between \$10 million and \$25 million							
CEO/Executive Director	6	\$314,239			\$323,965		
Health – General and Rehabilitative: Nursing							
\$250 thousand or less							
CEO/Executive Director	5	\$43,573			\$31,500		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Nursing							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$92,658			\$87,841		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$93,469			\$70,319		
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$152,948			\$139,689		
Between \$5 million and \$10 million							
CEO/Executive Director	7	\$141,750			\$148,175		
Top Finance Position	7	\$114,520			\$110,028		
Between \$10 million and \$25 million							
CEO/Executive Director	18	\$211,306		\$136,032	\$166,153	\$240,480	
Top Administrative Position	9	\$172,805			\$150,263		
Top Finance Position	11	\$164,691		\$91,445	\$107,460	\$142,544	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Health – General and Rehabilitative: Nursing Facilities</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	13	\$60,845		\$48,000	\$58,000	\$68,208	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$102,392			\$87,563		
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	\$128,742		\$77,342	\$102,124	\$194,662	
Top Administrative Position	15	\$65,460		\$60,578	\$68,729	\$73,707	
Between \$2.5 million and \$5 million							
CEO/Executive Director	30	\$135,652	\$74,889	\$93,130	\$119,891	\$161,852	\$221,386
Top Administrative Position	58	\$91,366	\$63,738	\$77,068	\$87,330	\$99,139	\$124,673
Top Finance Position	17	\$115,936		\$59,244	\$88,946	\$117,948	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Nursing Facilities							
Between \$5 million and \$10 million							
CEO/Executive Director	78	\$131,188	\$74,732	\$103,907	\$124,576	\$147,576	\$193,593
Top Administrative Position	90	\$121,351	\$82,727	\$99,322	\$118,096	\$138,753	\$165,862
Top Finance Position	41	\$99,017	\$61,281	\$68,258	\$88,960	\$101,420	\$140,619
Between \$10 million and \$25 million							
CEO/Executive Director	160	\$208,274	\$114,583	\$145,273	\$198,413	\$256,997	\$321,581
Top Administrative Position	118	\$155,831	\$107,226	\$121,028	\$151,692	\$178,932	\$210,548
Top Facilities Position	6	\$143,418			\$134,425		
Top Finance Position	101	\$138,289	\$80,972	\$103,151	\$129,004	\$167,384	\$209,927
Top Human Resources Position	8	\$113,560			\$114,325		
Top Marketing Position	5	\$138,406			\$118,942		
Top Operations Position	19	\$145,137		\$110,001	\$126,613	\$155,251	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Nursing Facilities							
Between \$25 million and \$50 million							
CEO/Executive Director	39	\$259,285	\$118,013	\$175,509	\$244,882	\$290,761	\$367,876
Top Administrative Position	30	\$179,141	\$115,821	\$133,846	\$161,787	\$199,383	\$257,661
Top Development Position	6	\$131,921			\$129,863		
Top Finance Position	35	\$162,278	\$86,816	\$138,471	\$153,701	\$180,257	\$212,081
Top Human Resources Position	12	\$138,092		\$107,403	\$138,290	\$163,899	
Top Marketing Position	6	\$128,368			\$129,921		
Top Operations Position	11	\$213,294		\$141,421	\$174,875	\$277,628	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Nursing Facilities							
Greater than \$50 million							
CEO/Executive Director	20	\$668,396	\$209,713	\$291,374	\$400,057	\$692,666	\$876,524
Top Administrative Position	12	\$204,119		\$142,905	\$193,625	\$246,243	
Top Finance Position	19	\$233,681		\$191,488	\$216,697	\$277,211	
Top Human Resources Position	6	\$165,648			\$181,183		
Top Operations Position	11	\$268,517		\$202,423	\$272,141	\$341,728	
Health – General and Rehabilitative: Organ & Tissue Banks							
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	\$182,997		\$136,828	\$157,636	\$253,098	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$174,081			\$138,691		
Between \$5 million and \$10 million							
CEO/Executive Director	13	\$234,285		\$211,160	\$222,923	\$263,967	
Top Finance Position	5	\$139,272			\$132,773		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Organ & Tissue Banks							
Between \$10 million and \$25 million							
CEO/Executive Director	13	\$321,293		\$278,375	\$319,955	\$387,588	
Top Finance Position	10	\$150,839		\$122,064	\$135,967	\$169,563	
Top Operations Position	7	\$208,195			\$204,060		
Between \$25 million and \$50 million							
CEO/Executive Director	12	\$495,778		\$458,094	\$505,180	\$548,443	
Top Finance Position	11	\$236,311		\$188,414	\$230,312	\$242,265	
Top Human Resources Position	6	\$201,473			\$173,997		
Top Operations Position	8	\$300,178			\$281,281		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Organ & Tissue Banks							
Greater than \$50 million							
CEO/Executive Director	10	\$731,580		\$470,756	\$677,647	\$934,096	
Top Finance Position	10	\$390,628		\$287,343	\$381,337	\$458,531	
Top Operations Position	5	\$421,470			\$411,265		
Top Technology Position	5	\$247,675			\$273,155		
Health – General and Rehabilitative: Patient & Family Support							
\$250 thousand or less							
CEO/Executive Director	36	\$35,295	\$18,000	\$21,321	\$31,657	\$41,900	\$53,659
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	37	\$71,393	\$50,725	\$61,620	\$67,000	\$80,000	\$99,196
Between \$500 thousand and \$1 million							
CEO/Executive Director	39	\$85,395	\$54,000	\$69,685	\$81,801	\$93,724	\$112,923
Between \$1 million and \$2.5 million							
CEO/Executive Director	39	\$108,285	\$68,802	\$82,429	\$108,955	\$125,740	\$155,628

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Health – General and Rehabilitative: Patient &amp; Family Support</b>							
Between \$2.5 million and \$5 million							
CEO/Executive Director	18	\$156,697		\$126,805	\$162,522	\$191,392	
Top Finance Position	5	\$83,361			\$73,686		
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$177,533			\$177,942		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$226,076			\$256,982		
<b>Health – General and Rehabilitative: Professional Societies &amp; Associations</b>							
\$250 thousand or less							
CEO/Executive Director	10	\$61,183		\$48,573	\$65,826	\$74,804	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	\$69,383			\$71,686		
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$104,519		\$68,709	\$91,380	\$133,105	
Between \$1 million and \$2.5 million							
CEO/Executive Director	16	\$177,127		\$137,213	\$162,999	\$186,137	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Health – General and Rehabilitative: Professional Societies &amp; Associations</b>							
Between \$2.5 million and \$5 million							
CEO/Executive Director	13	\$233,892		\$135,835	\$201,276	\$313,290	
Top Operations Position	5	\$142,411			\$148,211		
Between \$5 million and \$10 million							
CEO/Executive Director	12	\$290,045		\$255,080	\$283,726	\$338,227	
Top Finance Position	7	\$157,272			\$162,348		
Between \$10 million and \$25 million							
CEO/Executive Director	12	\$374,526		\$323,643	\$347,952	\$461,522	
Top Finance Position	9	\$204,096			\$179,789		
Top Marketing Position	5	\$187,525			\$166,731		
Top Operations Position	5	\$255,040			\$269,754		
Top Technology Position	6	\$169,920			\$161,129		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Health – General and Rehabilitative: Professional Societies &amp; Associations</b>							
Between \$25 million and \$50 million							
CEO/Executive Director	5	\$346,815			\$374,733		
Top Finance Position	5	\$243,020			\$231,739		
<b>Health – General and Rehabilitative: Public Health</b>							
\$250 thousand or less							
CEO/Executive Director	80	\$49,892	\$24,986	\$33,945	\$48,233	\$60,000	\$80,190
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	61	\$66,113	\$39,000	\$48,123	\$66,000	\$78,795	\$96,744
Between \$500 thousand and \$1 million							
CEO/Executive Director	74	\$99,179	\$49,653	\$77,921	\$96,571	\$110,746	\$157,524
Top Operations Position	6	\$61,774			\$61,606		
Between \$1 million and \$2.5 million							
CEO/Executive Director	103	\$123,901	\$70,092	\$83,563	\$105,708	\$153,188	\$199,339
Top Finance Position	9	\$75,957			\$74,270		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Public Health							
Between \$2.5 million and \$5 million							
CEO/Executive Director	46	\$155,679	\$68,136	\$92,766	\$138,343	\$190,164	\$266,206
Top Finance Position	18	\$122,229		\$77,816	\$95,633	\$168,650	
Top Operations Position	7	\$177,979			\$155,459		
Top Program Position	5	\$142,079			\$131,911		
Between \$5 million and \$10 million							
CEO/Executive Director	24	\$168,381	\$94,746	\$117,785	\$162,767	\$207,955	\$238,619
Top Finance Position	12	\$106,242		\$89,468	\$102,490	\$128,601	
Top Operations Position	7	\$129,873			\$134,995		
Top Technology Position	5	\$124,949			\$124,532		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Public Health							
Between \$10 million and \$25 million							
CEO/Executive Director	24	\$250,435	\$134,493	\$158,040	\$208,631	\$341,112	\$358,107
Top Finance Position	15	\$130,125		\$109,146	\$130,372	\$151,365	
Top Operations Position	7	\$195,638			\$150,277		
Between \$25 million and \$50 million							
CEO/Executive Director	7	\$302,921			\$353,665		
Top Finance Position	5	\$194,130			\$209,418		
Greater than \$50 million							
CEO/Executive Director	10	\$339,683		\$147,216	\$272,688	\$477,558	
Top Finance Position	6	\$236,913			\$235,381		
Top Operations Position	5	\$288,851			\$302,095		
Health – General and Rehabilitative: Rehabilitative Care							
\$250 thousand or less							
CEO/Executive Director	27	\$44,891	\$21,700	\$28,625	\$45,004	\$59,534	\$67,468

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Health – General and Rehabilitative: Rehabilitative Care</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	18	\$54,420		\$40,521	\$48,464	\$59,466	
Between \$500 thousand and \$1 million							
CEO/Executive Director	39	\$78,511	\$46,236	\$54,254	\$73,500	\$96,981	\$127,068
Between \$1 million and \$2.5 million							
CEO/Executive Director	52	\$97,523	\$56,140	\$74,178	\$93,010	\$108,809	\$143,803
Top Finance Position	5	\$86,184			\$79,853		
Between \$2.5 million and \$5 million							
CEO/Executive Director	31	\$122,112	\$67,370	\$92,391	\$118,246	\$155,656	\$180,000
Top Finance Position	10	\$82,613		\$54,455	\$83,079	\$96,597	
Between \$5 million and \$10 million							
CEO/Executive Director	26	\$128,064	\$81,722	\$97,712	\$124,405	\$162,306	\$188,810
Top Finance Position	16	\$99,169		\$75,904	\$99,800	\$106,875	



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Health – General and Rehabilitative: Rehabilitative Care</b>							
Between \$10 million and \$25 million							
CEO/Executive Director	18	\$263,244		\$128,495	\$177,035	\$253,511	
Top Finance Position	8	\$145,499			\$138,271		
Between \$25 million and \$50 million							
CEO/Executive Director	6	\$296,091			\$261,847		
Top Finance Position	5	\$166,516			\$142,356		
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
\$250 thousand or less							
CEO/Executive Director	65	\$37,057	\$22,176	\$29,287	\$35,823	\$42,548	\$48,863
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	52	\$54,216	\$37,133	\$42,590	\$50,513	\$62,760	\$74,370
Between \$500 thousand and \$1 million							
CEO/Executive Director	38	\$76,226	\$60,118	\$63,671	\$70,950	\$80,032	\$96,490
Between \$1 million and \$2.5 million							
CEO/Executive Director	25	\$94,563	\$56,377	\$72,573	\$88,204	\$118,896	\$135,898

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
Between \$2.5 million and \$5 million							
CEO/Executive Director	17	\$144,415		\$105,660	\$148,101	\$189,759	
Top Finance Position	6	\$95,466			\$92,797		
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$208,411			\$187,755		
Between \$10 million and \$25 million							
CEO/Executive Director	11	\$189,677		\$130,402	\$164,017	\$231,474	
Top Finance Position	6	\$120,022			\$105,844		
<b>Health – General and Rehabilitative: Research Institutes &amp; Public Policy Analysis</b>							
\$250 thousand or less							
CEO/Executive Director	8	\$60,185			\$68,020		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	\$90,170			\$104,981		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$125,719			\$131,774		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Health – General and Rehabilitative: Research Institutes &amp; Public Policy Analysis</b>							
Between \$1 million and \$2.5 million							
CEO/Executive Director	21	\$170,197	\$80,818	\$113,361	\$161,416	\$185,362	\$296,934
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$321,612			\$283,506		
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$399,935			\$334,698		
Between \$10 million and \$25 million							
CEO/Executive Director	6	\$350,440			\$324,833		
Top Finance Position	5	\$201,777			\$197,421		
<b>Health – General and Rehabilitative: Single Organization Support</b>							
\$250 thousand or less							
CEO/Executive Director	22	\$58,190	\$25,573	\$41,619	\$57,835	\$71,553	\$99,217
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	23	\$90,732	\$38,262	\$53,317	\$72,000	\$122,246	\$168,338
Between \$500 thousand and \$1 million							
CEO/Executive Director	29	\$117,385	\$41,814	\$71,048	\$90,700	\$117,683	\$178,391

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Health – General and Rehabilitative: Single Organization Support</b>							
Between \$1 million and \$2.5 million							
CEO/Executive Director	31	\$163,532	\$83,857	\$104,836	\$125,246	\$190,631	\$332,079
Top Development Position	7	\$146,255			\$144,651		
Between \$2.5 million and \$5 million							
CEO/Executive Director	26	\$197,686	\$92,724	\$118,836	\$163,565	\$194,988	\$388,184
Between \$5 million and \$10 million							
CEO/Executive Director	21	\$235,654	\$140,957	\$172,172	\$230,186	\$277,515	\$356,609
Top Development Position	5	\$238,707			\$221,199		
Top Finance Position	6	\$176,807			\$148,007		
Top Operations Position	5	\$191,530			\$187,539		
Between \$10 million and \$25 million							
CEO/Executive Director	9	\$270,879			\$231,190		
Top Development Position	5	\$173,404			\$183,179		
Top Finance Position	9	\$200,551			\$145,018		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Single Organization Support							
Greater than \$50 million							
CEO/Executive Director	11	\$1,007,321		\$442,315	\$557,897	\$1,486,301	
Top Finance Position	7	\$441,590			\$465,680		
Top Operations Position	7	\$386,824			\$269,056		
Health – General and Rehabilitative: Specialty Hospitals							
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$357,058			\$338,541		
Between \$25 million and \$50 million							
CEO/Executive Director	14	\$360,882		\$219,908	\$386,375	\$457,336	
Top Finance Position	9	\$273,989			\$227,039		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Specialty Hospitals							
Greater than \$50 million							
CEO/Executive Director	51	\$1,238,330	\$399,729	\$564,349	\$784,403	\$1,387,843	\$2,054,991
Top Development Position	10	\$378,231		\$247,266	\$300,252	\$367,618	
Top Facilities Position	5	\$395,100			\$387,312		
Top Finance Position	40	\$583,187	\$255,794	\$332,607	\$437,622	\$668,476	\$971,325
Top Human Resources Position	27	\$392,736	\$193,787	\$239,327	\$322,497	\$485,545	\$595,227
Top Legal Position	16	\$517,719		\$343,414	\$507,559	\$651,452	
Top Marketing Position	8	\$327,578			\$367,499		
Top Operations Position	20	\$716,863	\$309,928	\$365,210	\$520,096	\$985,554	\$1,359,376
Top PR/Communications Position	5	\$515,464			\$454,550		
Top Technology Position	17	\$386,727		\$226,313	\$320,888	\$534,886	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Support N.E.C.							
\$250 thousand or less							
CEO/Executive Director	7	\$34,831			\$33,768		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$83,364			\$78,000		
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	\$172,368		\$132,611	\$163,872	\$218,492	
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$407,022			\$332,319		
Between \$10 million and \$25 million							
CEO/Executive Director	8	\$598,667			\$546,878		
Top Finance Position	5	\$265,158			\$224,840		
Housing, Shelter: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	7	\$38,522			\$34,705		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	\$67,966		\$52,176	\$71,286	\$79,390	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Housing, Shelter: Alliances &amp; Advocacy</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$93,071		\$64,497	\$87,000	\$100,069	
Between \$1 million and \$2.5 million							
CEO/Executive Director	21	\$113,941	\$73,956	\$80,567	\$103,581	\$137,948	\$155,766
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	\$123,962			\$104,243		
Between \$10 million and \$25 million							
CEO/Executive Director	6	\$182,460			\$146,037		
<b>Housing, Shelter: Home Improvement &amp; Repairs</b>							
\$250 thousand or less							
CEO/Executive Director	13	\$50,800		\$38,724	\$50,918	\$72,100	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	\$60,838		\$36,856	\$64,380	\$76,506	
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$67,869		\$52,965	\$64,194	\$79,949	



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Housing, Shelter: Home Improvement &amp; Repairs</b>							
Between \$1 million and \$2.5 million							
CEO/Executive Director	17	\$95,017		\$77,203	\$92,114	\$106,783	
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	\$112,300		\$97,751	\$105,193	\$122,017	
Top Finance Position	5	\$93,267			\$95,740		
<b>Housing, Shelter: Homeless Shelters</b>							
\$250 thousand or less							
CEO/Executive Director	90	\$43,299	\$25,789	\$32,326	\$44,063	\$52,988	\$57,601
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	106	\$55,583	\$31,755	\$42,502	\$53,739	\$66,120	\$73,484
Between \$500 thousand and \$1 million							
CEO/Executive Director	116	\$68,877	\$40,452	\$53,596	\$66,808	\$82,149	\$90,628
Between \$1 million and \$2.5 million							
CEO/Executive Director	121	\$82,807	\$48,720	\$64,237	\$79,421	\$96,906	\$117,565
Top Finance Position	14	\$60,764		\$45,150	\$58,398	\$66,458	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Homeless Shelters							
Between \$2.5 million and \$5 million							
CEO/Executive Director	83	\$118,418	\$78,643	\$93,323	\$109,030	\$137,660	\$170,750
Top Development Position	5	\$98,750			\$108,376		
Top Finance Position	19	\$87,671		\$67,635	\$85,439	\$104,596	
Between \$5 million and \$10 million							
CEO/Executive Director	45	\$133,381	\$93,192	\$106,462	\$130,470	\$160,586	\$193,516
Top Finance Position	23	\$95,697	\$61,354	\$77,651	\$95,473	\$104,903	\$129,666
Top Operations Position	6	\$100,354			\$101,382		
Between \$10 million and \$25 million							
CEO/Executive Director	26	\$179,360	\$114,949	\$135,784	\$168,535	\$229,605	\$257,714
Top Finance Position	15	\$106,130		\$93,554	\$114,183	\$127,188	
Top Operations Position	6	\$100,567			\$104,895		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Housing, Shelter: Homeless Shelters</b>							
Between \$25 million and \$50 million							
CEO/Executive Director	6	\$211,060			\$220,055		
Top Finance Position	7	\$149,549			\$132,699		
Top Operations Position	5	\$188,858			\$178,247		
<b>Housing, Shelter: Homeowners &amp; Tenants Associations</b>							
\$250 thousand or less							
CEO/Executive Director	14	\$48,414		\$30,000	\$51,784	\$67,884	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	13	\$67,588		\$46,000	\$55,766	\$70,512	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$107,434			\$83,976		
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	\$122,474		\$68,891	\$84,075	\$112,741	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Homeowners & Tenants Associations							
Between \$2.5 million and \$5 million							
CEO/Executive Director	13	\$135,948		\$88,569	\$141,391	\$179,400	
Top Finance Position	6	\$97,094			\$100,687		
Between \$5 million and \$10 million							
CEO/Executive Director	7	\$131,020			\$134,172		
Housing, Shelter: Housing & Shelter N.E.C.							
\$250 thousand or less							
CEO/Executive Director	23	\$50,628	\$18,648	\$28,847	\$50,500	\$71,150	\$78,365
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	37	\$56,018	\$33,157	\$40,615	\$53,333	\$69,996	\$85,557
Between \$500 thousand and \$1 million							
CEO/Executive Director	51	\$73,007	\$48,000	\$55,931	\$71,744	\$86,605	\$111,542

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Housing & Shelter N.E.C.							
Between \$1 million and \$2.5 million							
CEO/Executive Director	59	\$101,647	\$51,630	\$69,873	\$88,282	\$111,154	\$147,936
Top Administrative Position	5	\$53,697			\$49,144		
Top Operations Position	6	\$96,495			\$97,136		
Between \$2.5 million and \$5 million							
CEO/Executive Director	29	\$127,519	\$77,601	\$91,782	\$112,482	\$131,816	\$165,709
Top Finance Position	6	\$78,461			\$71,764		
Between \$5 million and \$10 million							
CEO/Executive Director	22	\$157,964	\$94,408	\$116,465	\$147,063	\$175,784	\$239,981
Top Finance Position	14	\$133,131		\$85,531	\$104,843	\$165,578	
Top Operations Position	5	\$167,714			\$152,530		
Between \$10 million and \$25 million							
CEO/Executive Director	9	\$260,505			\$185,572		
Top Finance Position	5	\$179,549			\$147,757		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Housing Development, Construction & Management							
\$250 thousand or less							
CEO/Executive Director	137	\$43,433	\$20,875	\$29,952	\$40,462	\$51,110	\$72,091
Top Finance Position	5	\$37,391			\$23,268		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	149	\$62,612	\$33,243	\$44,455	\$55,000	\$75,000	\$105,758
Top Finance Position	5	\$162,853			\$54,430		
Between \$500 thousand and \$1 million							
CEO/Executive Director	199	\$72,914	\$40,000	\$53,335	\$66,824	\$85,813	\$110,590
Top Finance Position	14	\$64,574		\$43,807	\$56,407	\$69,528	
Between \$1 million and \$2.5 million							
CEO/Executive Director	296	\$93,344	\$53,534	\$67,094	\$84,781	\$108,955	\$146,948
Top Administrative Position	6	\$101,734			\$116,226		
Top Finance Position	43	\$79,089	\$43,493	\$58,304	\$70,232	\$88,130	\$127,988
Top Operations Position	14	\$110,038		\$66,928	\$110,213	\$143,298	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Housing Development, Construction & Management							
Between \$2.5 million and \$5 million							
CEO/Executive Director	160	\$134,295	\$81,115	\$94,575	\$116,431	\$164,128	\$207,100
Top Finance Position	53	\$104,558	\$57,823	\$81,730	\$93,538	\$133,448	\$155,322
Top Operations Position	15	\$114,668		\$94,897	\$113,748	\$131,181	
Between \$5 million and \$10 million							
CEO/Executive Director	107	\$179,390	\$89,202	\$117,952	\$154,356	\$208,420	\$292,530
Top Development Position	8	\$124,993			\$117,516		
Top Finance Position	52	\$139,315	\$73,902	\$81,917	\$120,150	\$149,107	\$238,550
Top Operations Position	18	\$154,783		\$88,278	\$126,903	\$204,311	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Housing Development, Construction & Management							
Between \$10 million and \$25 million							
CEO/Executive Director	50	\$213,606	\$115,756	\$147,998	\$187,200	\$245,327	\$356,281
Top Finance Position	35	\$146,146	\$80,150	\$105,173	\$136,587	\$162,923	\$233,816
Top Operations Position	15	\$171,378		\$135,486	\$162,364	\$187,361	
Top Program Position	5	\$137,822			\$138,805		
Between \$25 million and \$50 million							
CEO/Executive Director	6	\$317,932			\$207,052		
Top Finance Position	8	\$182,617			\$146,839		
Housing, Shelter: Housing Expense Reduction Support							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	\$78,062			\$73,518		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$79,953			\$76,872		
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	\$88,759		\$58,908	\$86,577	\$105,665	



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Housing Expense Reduction Support							
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$116,348			\$129,284		
Housing, Shelter: Housing Rehabilitation							
\$250 thousand or less							
CEO/Executive Director	13	\$39,561		\$28,935	\$36,908	\$53,945	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	14	\$75,626		\$55,971	\$73,150	\$78,649	
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	\$84,380	\$56,454	\$65,000	\$78,973	\$92,805	\$124,860
Between \$1 million and \$2.5 million							
CEO/Executive Director	32	\$98,823	\$60,002	\$78,053	\$102,862	\$114,668	\$147,583
Top Finance Position	8	\$75,839			\$69,077		
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	\$143,056		\$119,021	\$135,739	\$150,176	
Between \$10 million and \$25 million							
CEO/Executive Director	8	\$189,292			\$169,949		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Housing Search Assistance							
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	\$111,934		\$75,635	\$115,585	\$118,817	
Housing, Shelter: Housing Support							
\$250 thousand or less							
CEO/Executive Director	28	\$48,589	\$24,423	\$30,000	\$43,444	\$59,572	\$72,256
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	54	\$72,822	\$35,403	\$50,268	\$66,434	\$86,478	\$108,078
Between \$500 thousand and \$1 million							
CEO/Executive Director	56	\$77,585	\$43,131	\$61,050	\$72,100	\$98,262	\$119,441
Between \$1 million and \$2.5 million							
CEO/Executive Director	64	\$121,090	\$71,341	\$83,960	\$98,949	\$126,543	\$190,364
Top Finance Position	6	\$92,534			\$83,368		
Between \$2.5 million and \$5 million							
CEO/Executive Director	29	\$140,266	\$83,671	\$95,556	\$135,392	\$167,467	\$200,054
Top Finance Position	13	\$118,168		\$82,646	\$104,635	\$140,564	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Housing, Shelter: Housing Support</b>							
Between \$5 million and \$10 million							
CEO/Executive Director	23	\$157,248	\$96,068	\$115,560	\$148,198	\$180,344	\$216,828
Top Finance Position	10	\$117,510		\$78,315	\$99,400	\$129,287	
Top Operations Position	5	\$107,934			\$93,010		
Between \$10 million and \$25 million							
CEO/Executive Director	10	\$182,620		\$136,345	\$165,520	\$212,011	
Top Finance Position	6	\$134,703			\$127,363		
<b>Housing, Shelter: Independent Housing for People with Disabilities</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$45,182			\$36,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$78,735			\$76,720		
<b>Housing, Shelter: Low Income &amp; Subsidized Rental Housing</b>							
\$250 thousand or less							
CEO/Executive Director	23	\$58,077	\$25,273	\$36,242	\$49,549	\$70,750	\$96,008

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Low Income & Subsidized Rental Housing							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	21	\$72,524	\$31,468	\$40,000	\$66,490	\$76,846	\$107,856
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	\$86,630	\$52,974	\$61,149	\$79,172	\$103,978	\$130,710
Top Finance Position	5	\$111,886			\$87,613		
Between \$1 million and \$2.5 million							
CEO/Executive Director	41	\$136,845	\$56,470	\$71,050	\$92,010	\$165,771	\$232,489
Top Administrative Position	5	\$70,619			\$76,471		
Between \$2.5 million and \$5 million							
CEO/Executive Director	29	\$123,553	\$78,699	\$100,789	\$122,852	\$151,000	\$159,584
Between \$5 million and \$10 million							
CEO/Executive Director	14	\$162,646		\$119,278	\$146,104	\$189,199	
Top Finance Position	8	\$135,493			\$133,072		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Housing, Shelter: Low Income &amp; Subsidized Rental Housing</b>							
Between \$10 million and \$25 million							
CEO/Executive Director	14	\$189,955		\$131,337	\$197,424	\$230,023	
Top Finance Position	8	\$152,093			\$148,664		
Between \$25 million and \$50 million							
CEO/Executive Director	7	\$377,116			\$266,027		
<b>Housing, Shelter: Senior Citizens Housing &amp; Retirement Communities</b>							
\$250 thousand or less							
CEO/Executive Director	16	\$35,146		\$26,664	\$34,059	\$42,692	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	34	\$65,096	\$35,397	\$47,026	\$58,854	\$74,861	\$108,701
Top Administrative Position	11	\$50,575		\$42,842	\$47,182	\$52,309	
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	\$71,059	\$38,503	\$51,826	\$63,908	\$77,666	\$109,445
Top Administrative Position	15	\$63,571		\$50,134	\$60,000	\$67,515	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Senior Citizens Housing & Retirement Communities							
Between \$1 million and \$2.5 million							
CEO/Executive Director	77	\$101,003	\$58,496	\$68,121	\$87,793	\$112,317	\$153,955
Top Administrative Position	25	\$91,411	\$47,950	\$64,525	\$95,482	\$109,012	\$121,972
Top Finance Position	8	\$69,348			\$80,676		
Between \$2.5 million and \$5 million							
CEO/Executive Director	39	\$144,799	\$68,793	\$91,937	\$124,256	\$159,142	\$206,991
Top Administrative Position	19	\$106,510		\$93,407	\$100,443	\$113,213	
Top Finance Position	14	\$121,673		\$97,375	\$115,728	\$136,337	
Between \$5 million and \$10 million							
CEO/Executive Director	49	\$175,411	\$96,971	\$114,530	\$136,245	\$207,401	\$254,630
Top Administrative Position	12	\$114,513		\$99,414	\$117,140	\$131,538	
Top Finance Position	18	\$135,864		\$88,391	\$119,304	\$163,500	
Top Operations Position	5	\$140,550			\$134,543		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Senior Citizens Housing & Retirement Communities							
Between \$10 million and \$25 million							
CEO/Executive Director	58	\$223,638	\$137,130	\$181,570	\$211,714	\$237,925	\$298,425
Top Administrative Position	19	\$132,294		\$116,935	\$128,160	\$150,780	
Top Business Position	5	\$116,726			\$113,027		
Top Facilities Position	5	\$114,559			\$109,654		
Top Finance Position	36	\$139,621	\$98,626	\$115,836	\$128,753	\$161,635	\$195,732
Top Human Resources Position	14	\$126,489		\$107,548	\$114,521	\$131,355	
Top Marketing Position	9	\$127,929			\$123,437		
Top Operations Position	10	\$147,688		\$127,588	\$137,901	\$176,022	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Senior Citizens Housing & Retirement Communities							
Between \$25 million and \$50 million							
CEO/Executive Director	25	\$250,562	\$135,769	\$156,058	\$228,825	\$311,100	\$390,261
Top Administrative Position	7	\$158,120			\$133,749		
Top Business Position	9	\$144,765			\$142,480		
Top Finance Position	15	\$167,133		\$141,577	\$158,565	\$191,711	
Top Human Resources Position	6	\$141,232			\$135,805		
Top Marketing Position	10	\$142,646		\$130,084	\$140,397	\$148,212	
Greater than \$50 million							
CEO/Executive Director	8	\$479,077			\$434,186		
Top Business Position	5	\$172,478			\$176,768		
Top Finance Position	7	\$350,681			\$345,427		
Housing, Shelter: Single Organization Support							
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$74,955			\$82,472		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Housing, Shelter: Temporary Housing</b>							
\$250 thousand or less							
CEO/Executive Director	24	\$34,459	\$17,714	\$21,615	\$30,500	\$38,950	\$47,740
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	\$50,894		\$34,664	\$51,000	\$61,214	
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	\$66,123	\$31,742	\$50,961	\$61,633	\$81,939	\$98,752
Between \$1 million and \$2.5 million							
CEO/Executive Director	16	\$88,164		\$75,164	\$93,185	\$110,861	
Between \$2.5 million and \$5 million							
CEO/Executive Director	13	\$137,537		\$85,848	\$132,337	\$169,102	
<b>Human Services – Multipurpose and Other: Adoption</b>							
\$250 thousand or less							
CEO/Executive Director	34	\$42,087	\$15,816	\$25,051	\$37,177	\$50,879	\$67,758
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	32	\$76,670	\$36,803	\$49,843	\$66,900	\$92,821	\$138,324

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Adoption							
Between \$500 thousand and \$1 million							
CEO/Executive Director	48	\$88,871	\$47,000	\$60,677	\$83,355	\$111,509	\$147,838
Between \$1 million and \$2.5 million							
CEO/Executive Director	46	\$100,025	\$54,090	\$70,403	\$101,796	\$128,011	\$142,006
Top Finance Position	5	\$98,552			\$83,114		
Between \$2.5 million and \$5 million							
CEO/Executive Director	15	\$142,199		\$106,841	\$119,479	\$158,761	
Between \$5 million and \$10 million							
CEO/Executive Director	7	\$180,519			\$174,316		
Between \$10 million and \$25 million							
CEO/Executive Director	9	\$196,781			\$209,858		
Top Finance Position	6	\$98,247			\$101,516		
Human Services – Multipurpose and Other: Adult Day Care							
\$250 thousand or less							
CEO/Executive Director	6	\$38,875			\$37,858		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Adult Day Care							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	18	\$48,110		\$37,644	\$46,353	\$60,144	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$66,743		\$46,002	\$56,333	\$77,396	
Between \$1 million and \$2.5 million							
CEO/Executive Director	21	\$95,611	\$33,846	\$67,660	\$86,000	\$114,986	\$147,387
Top Finance Position	5	\$69,901			\$80,965		
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	\$119,738		\$97,042	\$115,155	\$126,715	
Human Services – Multipurpose and Other: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	31	\$46,248	\$22,009	\$34,212	\$45,000	\$57,060	\$70,000
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	26	\$67,847	\$51,105	\$53,724	\$62,405	\$72,611	\$96,764
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	\$96,149	\$61,545	\$74,305	\$84,232	\$114,501	\$140,706

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Alliances & Advocacy							
Between \$1 million and \$2.5 million							
CEO/Executive Director	40	\$107,338	\$67,736	\$77,576	\$93,876	\$132,916	\$157,323
Between \$2.5 million and \$5 million							
CEO/Executive Director	16	\$123,714		\$94,811	\$107,400	\$142,433	
Top Finance Position	5	\$62,931			\$69,908		
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$170,476			\$158,112		
Between \$10 million and \$25 million							
CEO/Executive Director	7	\$178,168			\$148,386		
Human Services – Multipurpose and Other: Blind & Visually Impaired Centers							
\$250 thousand or less							
CEO/Executive Director	11	\$33,176		\$25,939	\$36,000	\$41,461	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$56,279			\$62,352		
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$74,465		\$62,596	\$70,878	\$88,236	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Blind & Visually Impaired Centers							
Between \$1 million and \$2.5 million							
CEO/Executive Director	16	\$97,537		\$84,544	\$95,342	\$102,177	
Between \$2.5 million and \$5 million							
CEO/Executive Director	19	\$146,120		\$109,933	\$124,197	\$182,154	
Top Finance Position	11	\$99,863		\$65,754	\$77,748	\$119,754	
Between \$5 million and \$10 million							
CEO/Executive Director	12	\$198,648		\$137,228	\$199,332	\$238,566	
Top Finance Position	7	\$124,087			\$117,807		
Between \$10 million and \$25 million							
CEO/Executive Director	7	\$297,034			\$315,950		
Top Finance Position	5	\$169,169			\$151,565		
Between \$25 million and \$50 million							
CEO/Executive Director	8	\$318,517			\$317,449		
Top Finance Position	7	\$183,018			\$203,177		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
\$250 thousand or less							
CEO/Executive Director	162	\$43,521	\$21,579	\$28,651	\$40,301	\$54,000	\$71,670
Top Program Position	5	\$32,975			\$30,000		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	124	\$62,777	\$36,825	\$44,892	\$55,962	\$72,710	\$91,325
Between \$500 thousand and \$1 million							
CEO/Executive Director	142	\$72,498	\$44,602	\$57,623	\$70,509	\$85,596	\$99,830
Top Administrative Position	6	\$59,797			\$55,248		
Top Finance Position	7	\$62,833			\$48,750		
Between \$1 million and \$2.5 million							
CEO/Executive Director	182	\$94,591	\$55,481	\$67,800	\$85,314	\$105,513	\$135,513
Top Finance Position	32	\$60,180	\$34,070	\$43,689	\$56,885	\$69,988	\$79,094
Top Operations Position	8	\$75,695			\$76,855		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
Between \$2.5 million and \$5 million							
CEO/Executive Director	98	\$109,411	\$67,379	\$80,712	\$99,513	\$127,595	\$163,137
Top Finance Position	20	\$79,971	\$58,845	\$64,516	\$76,989	\$94,818	\$104,958
Top Operations Position	5	\$104,483			\$110,120		
Between \$5 million and \$10 million							
CEO/Executive Director	82	\$136,637	\$80,889	\$102,394	\$119,552	\$149,688	\$191,491
Top Finance Position	30	\$99,633	\$63,298	\$66,262	\$90,019	\$103,744	\$137,204

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
Between \$10 million and \$25 million							
CEO/Executive Director	69	\$172,015	\$100,482	\$120,000	\$158,989	\$200,760	\$279,906
Top Development Position	5	\$146,381			\$134,087		
Top Finance Position	46	\$118,181	\$68,056	\$89,214	\$107,543	\$137,686	\$174,765
Top Human Resources Position	6	\$154,652			\$151,803		
Top Operations Position	10	\$143,502		\$134,240	\$145,725	\$163,903	
Top Program Position	5	\$172,809			\$173,062		
Between \$25 million and \$50 million							
CEO/Executive Director	13	\$268,716		\$182,577	\$268,482	\$289,738	
Top Finance Position	10	\$158,927		\$121,350	\$154,051	\$199,857	
Top Operations Position	5	\$167,651			\$182,577		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
Greater than \$50 million							
CEO/Executive Director	16	\$306,665		\$195,232	\$300,338	\$312,676	
Top Finance Position	11	\$176,059		\$148,049	\$161,899	\$177,091	
Top Human Resources Position	5	\$135,689			\$129,200		
Top Technology Position	5	\$150,153			\$152,353		
Human Services – Multipurpose and Other: Child Day Care							
\$250 thousand or less							
CEO/Executive Director	113	\$37,026	\$19,040	\$23,077	\$33,899	\$43,847	\$59,282
Top Administrative Position	11	\$29,664		\$19,976	\$26,960	\$42,116	
Top Finance Position	14	\$33,513		\$27,473	\$32,792	\$37,519	
Top Program Position	9	\$39,121			\$36,955		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Child Day Care							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	219	\$47,546	\$25,904	\$32,558	\$44,000	\$55,855	\$72,058
Top Administrative Position	23	\$47,982	\$25,375	\$32,032	\$39,000	\$51,861	\$60,824
Top Finance Position	17	\$51,290		\$31,770	\$43,000	\$46,150	
Top Program Position	18	\$50,246		\$34,673	\$53,556	\$60,751	
Between \$500 thousand and \$1 million							
CEO/Executive Director	318	\$62,103	\$37,525	\$44,781	\$54,841	\$70,218	\$95,988
Top Administrative Position	23	\$49,357	\$32,718	\$36,885	\$47,586	\$59,790	\$61,184
Top Finance Position	10	\$38,862		\$29,085	\$36,308	\$47,902	
Top Program Position	11	\$45,432		\$33,313	\$43,951	\$54,220	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Child Day Care							
Between \$1 million and \$2.5 million							
CEO/Executive Director	288	\$82,505	\$46,543	\$60,257	\$76,134	\$95,748	\$123,060
Top Administrative Position	8	\$59,190			\$57,716		
Top Finance Position	33	\$64,846	\$31,314	\$44,931	\$52,650	\$77,978	\$96,612
Top Program Position	6	\$66,310			\$55,954		
Between \$2.5 million and \$5 million							
CEO/Executive Director	111	\$107,826	\$71,156	\$84,945	\$103,496	\$122,227	\$155,690
Top Finance Position	25	\$74,172	\$42,334	\$52,963	\$77,524	\$95,698	\$99,998
Top Operations Position	8	\$68,307			\$75,072		
Between \$5 million and \$10 million							
CEO/Executive Director	58	\$120,277	\$79,114	\$90,652	\$113,662	\$148,085	\$171,623
Top Finance Position	25	\$90,547	\$60,861	\$68,819	\$93,306	\$104,316	\$115,128
Top Program Position	7	\$118,272			\$96,769		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Child Day Care							
Between \$10 million and \$25 million							
CEO/Executive Director	37	\$137,876	\$89,740	\$110,081	\$127,220	\$164,678	\$184,815
Top Finance Position	19	\$119,091		\$89,157	\$117,003	\$142,532	
Between \$25 million and \$50 million							
CEO/Executive Director	7	\$154,210			\$148,000		
Greater than \$50 million							
CEO/Executive Director	5	\$219,704			\$210,135		
Human Services – Multipurpose and Other: Children & Youth Services							
\$250 thousand or less							
CEO/Executive Director	185	\$42,475	\$22,002	\$30,000	\$40,785	\$52,922	\$65,487
Top Program Position	9	\$36,131			\$36,396		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	158	\$62,283	\$32,700	\$48,000	\$58,820	\$72,985	\$89,550

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Children & Youth Services							
Between \$500 thousand and \$1 million							
CEO/Executive Director	193	\$76,383	\$47,227	\$59,950	\$72,822	\$86,879	\$104,698
Top Finance Position	11	\$57,206		\$44,925	\$53,000	\$64,543	
Between \$1 million and \$2.5 million							
CEO/Executive Director	266	\$98,919	\$57,640	\$74,981	\$90,953	\$117,919	\$156,180
Top Administrative Position	5	\$82,468			\$60,696		
Top Finance Position	29	\$67,048	\$33,546	\$50,871	\$65,000	\$86,301	\$93,895
Top Operations Position	10	\$76,815		\$61,445	\$74,730	\$94,530	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Children & Youth Services							
Between \$2.5 million and \$5 million							
CEO/Executive Director	155	\$129,566	\$75,715	\$96,750	\$125,000	\$155,399	\$200,585
Top Administrative Position	7	\$91,092			\$88,693		
Top Business Position	7	\$120,045			\$120,632		
Top Development Position	9	\$113,142			\$126,400		
Top Finance Position	50	\$89,463	\$51,494	\$71,730	\$88,430	\$110,269	\$125,664
Top Operations Position	19	\$97,745		\$81,899	\$96,743	\$106,625	
Top Program Position	6	\$104,822			\$107,123		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Children & Youth Services							
Between \$5 million and \$10 million							
CEO/Executive Director	121	\$161,031	\$90,394	\$119,837	\$146,493	\$183,722	\$239,025
Top Development Position	13	\$116,255		\$78,350	\$117,508	\$147,996	
Top Finance Position	61	\$104,382	\$65,809	\$84,398	\$101,703	\$122,177	\$146,333
Top Operations Position	23	\$156,053	\$103,150	\$113,853	\$133,929	\$164,793	\$211,504
Top Program Position	15	\$105,079		\$96,479	\$106,146	\$118,404	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Children & Youth Services							
Between \$10 million and \$25 million							
CEO/Executive Director	130	\$200,149	\$128,306	\$150,231	\$183,827	\$235,584	\$288,022
Top Administrative Position	6	\$138,868			\$137,855		
Top Development Position	20	\$144,732	\$114,475	\$120,507	\$131,421	\$155,030	\$182,373
Top Finance Position	80	\$118,483	\$62,182	\$92,568	\$113,689	\$143,357	\$171,694
Top Human Resources Position	7	\$122,712			\$127,410		
Top Marketing Position	10	\$132,761		\$116,329	\$121,955	\$164,736	
Top Operations Position	35	\$143,646	\$97,293	\$119,695	\$136,127	\$153,685	\$206,420
Top Program Position	23	\$132,232	\$97,919	\$106,026	\$121,192	\$143,633	\$195,265
Top Technology Position	7	\$116,647			\$115,712		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Children & Youth Services							
Between \$25 million and \$50 million							
CEO/Executive Director	46	\$239,458	\$131,648	\$178,659	\$221,858	\$275,915	\$332,520
Top Administrative Position	5	\$134,594			\$117,578		
Top Finance Position	31	\$152,402	\$109,492	\$122,007	\$136,748	\$178,199	\$196,501
Top Operations Position	17	\$158,046		\$119,679	\$141,155	\$172,254	
Top Program Position	7	\$145,296			\$136,049		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Children & Youth Services							
Greater than \$50 million							
CEO/Executive Director	36	\$330,750	\$184,522	\$220,177	\$277,158	\$399,878	\$527,691
Top Development Position	9	\$182,030			\$165,679		
Top Finance Position	31	\$206,344	\$126,450	\$169,927	\$195,984	\$236,336	\$274,382
Top Human Resources Position	10	\$159,424		\$133,102	\$171,452	\$182,681	
Top Operations Position	15	\$194,198		\$146,862	\$172,316	\$245,707	
Top Program Position	8	\$178,320			\$178,032		
Top Technology Position	7	\$170,433			\$175,767		
Human Services – Multipurpose and Other: Deaf & Hearing Impaired Centers							
\$250 thousand or less							
CEO/Executive Director	5	\$31,720			\$29,712		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$37,157			\$31,750		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Deaf & Hearing Impaired Centers							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$61,758			\$61,737		
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	\$93,827		\$70,489	\$96,712	\$112,277	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$115,689			\$114,340		
Human Services – Multipurpose and Other: Developmentally Disabled Centers							
\$250 thousand or less							
CEO/Executive Director	71	\$43,684	\$24,600	\$31,255	\$40,855	\$55,435	\$66,282
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	96	\$57,874	\$34,646	\$41,197	\$58,433	\$70,488	\$85,277
Top Program Position	5	\$53,563			\$42,704		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Developmentally Disabled Centers							
Between \$500 thousand and \$1 million							
CEO/Executive Director	132	\$72,067	\$38,456	\$51,271	\$66,925	\$85,114	\$106,522
Top Finance Position	13	\$59,750		\$34,259	\$48,957	\$71,483	
Top Operations Position	6	\$75,151			\$62,907		
Between \$1 million and \$2.5 million							
CEO/Executive Director	222	\$90,862	\$51,610	\$63,114	\$83,550	\$107,636	\$143,677
Top Administrative Position	8	\$62,928			\$60,758		
Top Finance Position	25	\$71,004	\$44,836	\$52,534	\$67,856	\$84,403	\$100,870
Top Operations Position	10	\$81,584		\$63,068	\$80,348	\$103,802	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Developmentally Disabled Centers							
Between \$2.5 million and \$5 million							
CEO/Executive Director	185	\$112,743	\$66,950	\$82,200	\$102,116	\$128,273	\$160,757
Top Finance Position	48	\$88,509	\$44,240	\$60,231	\$76,488	\$92,506	\$134,991
Top Operations Position	6	\$96,380			\$81,121		
Top Program Position	5	\$83,104			\$78,493		
Between \$5 million and \$10 million							
CEO/Executive Director	231	\$127,072	\$80,000	\$99,764	\$120,467	\$145,150	\$180,422
Top Administrative Position	7	\$93,238			\$101,714		
Top Finance Position	100	\$89,299	\$53,272	\$65,130	\$82,596	\$105,024	\$124,093
Top Operations Position	19	\$91,050		\$66,625	\$92,132	\$106,491	
Top Program Position	6	\$96,376			\$100,271		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Developmentally Disabled Centers							
Between \$10 million and \$25 million							
CEO/Executive Director	231	\$169,949	\$105,343	\$130,832	\$162,715	\$194,450	\$239,002
Top Administrative Position	11	\$118,874		\$106,954	\$123,516	\$130,313	
Top Business Position	5	\$128,333			\$124,948		
Top Development Position	10	\$132,213		\$116,227	\$142,686	\$155,849	
Top Finance Position	156	\$113,169	\$75,615	\$93,225	\$109,835	\$131,882	\$156,012
Top Human Resources Position	15	\$112,418		\$83,993	\$113,694	\$140,233	
Top Operations Position	47	\$131,095	\$93,630	\$106,364	\$117,506	\$141,134	\$187,759
Top Program Position	14	\$118,199		\$105,380	\$114,189	\$136,511	
Top Technology Position	5	\$120,511			\$122,103		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Developmentally Disabled Centers							
Between \$25 million and \$50 million							
CEO/Executive Director	84	\$227,014	\$139,081	\$172,362	\$216,877	\$259,873	\$340,033
Top Development Position	9	\$138,335			\$135,967		
Top Finance Position	62	\$139,416	\$89,316	\$112,904	\$134,090	\$163,465	\$179,305
Top Human Resources Position	17	\$130,497		\$113,875	\$132,875	\$144,359	
Top Operations Position	28	\$153,188	\$109,378	\$131,131	\$153,857	\$170,807	\$188,422
Top Program Position	10	\$163,796		\$141,678	\$163,050	\$180,752	
Top Technology Position	9	\$128,499			\$119,085		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Developmentally Disabled Centers							
Greater than \$50 million							
CEO/Executive Director	60	\$345,566	\$208,385	\$238,836	\$310,772	\$418,844	\$486,291
Top Finance Position	51	\$193,213	\$120,617	\$134,001	\$181,889	\$234,944	\$268,926
Top Human Resources Position	25	\$168,916	\$116,918	\$129,547	\$154,381	\$182,771	\$243,967
Top Legal Position	5	\$215,276			\$200,483		
Top Operations Position	33	\$237,262	\$144,562	\$178,557	\$217,928	\$277,527	\$366,086
Top Technology Position	7	\$184,591			\$170,842		
Human Services – Multipurpose and Other: Emergency Assistance							
\$250 thousand or less							
CEO/Executive Director	70	\$37,126	\$20,334	\$26,678	\$34,898	\$47,804	\$51,720
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	57	\$45,025	\$28,036	\$35,618	\$45,303	\$54,338	\$59,837
Between \$500 thousand and \$1 million							
CEO/Executive Director	83	\$55,261	\$30,296	\$38,864	\$51,083	\$65,430	\$83,663



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Emergency Assistance							
Between \$1 million and \$2.5 million							
CEO/Executive Director	112	\$73,614	\$45,841	\$58,647	\$72,765	\$88,480	\$101,023
Top Finance Position	14	\$50,756		\$34,897	\$54,798	\$65,919	
Between \$2.5 million and \$5 million							
CEO/Executive Director	52	\$92,112	\$58,604	\$75,517	\$90,409	\$108,979	\$134,811
Top Finance Position	15	\$69,367		\$52,376	\$68,097	\$81,089	
Top Operations Position	6	\$83,308			\$76,139		
Between \$5 million and \$10 million							
CEO/Executive Director	32	\$121,405	\$77,905	\$84,314	\$112,857	\$136,446	\$172,010
Top Finance Position	13	\$82,895		\$61,887	\$81,479	\$95,245	
Between \$10 million and \$25 million							
CEO/Executive Director	22	\$135,334	\$79,732	\$113,314	\$136,327	\$163,207	\$182,407
Top Finance Position	12	\$106,389		\$92,445	\$104,375	\$127,500	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Emergency Assistance							
Between \$25 million and \$50 million							
CEO/Executive Director	12	\$189,539		\$137,973	\$165,382	\$205,778	
Top Finance Position	9	\$132,490			\$139,495		
Top Operations Position	5	\$131,099			\$112,487		
Human Services – Multipurpose and Other: Ethnic & Immigrant Centers							
\$250 thousand or less							
CEO/Executive Director	64	\$43,817	\$22,580	\$36,491	\$42,390	\$51,861	\$65,593
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	54	\$54,130	\$23,156	\$40,200	\$51,640	\$67,568	\$81,684
Between \$500 thousand and \$1 million							
CEO/Executive Director	61	\$78,202	\$48,000	\$59,256	\$69,121	\$89,250	\$110,010
Between \$1 million and \$2.5 million							
CEO/Executive Director	75	\$101,303	\$65,754	\$77,740	\$92,456	\$107,150	\$143,792
Top Finance Position	10	\$73,467		\$60,788	\$74,945	\$85,557	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Ethnic & Immigrant Centers							
Between \$2.5 million and \$5 million							
CEO/Executive Director	44	\$111,684	\$75,891	\$86,451	\$108,087	\$130,245	\$158,336
Top Finance Position	13	\$79,641		\$68,319	\$84,831	\$102,155	
Top Operations Position	6	\$88,560			\$100,535		
Between \$5 million and \$10 million							
CEO/Executive Director	16	\$142,103		\$99,583	\$141,500	\$166,564	
Between \$10 million and \$25 million							
CEO/Executive Director	13	\$178,920		\$112,636	\$146,963	\$206,028	
Top Finance Position	7	\$103,008			\$73,866		
Human Services – Multipurpose and Other: Family Counseling							
\$250 thousand or less							
CEO/Executive Director	88	\$46,503	\$18,000	\$29,456	\$40,837	\$59,217	\$77,121
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	45	\$67,332	\$34,766	\$49,467	\$66,640	\$76,923	\$96,688

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Family Counseling							
Between \$500 thousand and \$1 million							
CEO/Executive Director	49	\$82,158	\$43,184	\$58,572	\$79,983	\$90,000	\$117,665
Top Finance Position	6	\$56,270			\$56,694		
Between \$1 million and \$2.5 million							
CEO/Executive Director	34	\$91,807	\$55,807	\$70,861	\$83,230	\$104,568	\$137,075
Between \$2.5 million and \$5 million							
CEO/Executive Director	15	\$115,895		\$91,674	\$105,583	\$150,236	
Between \$5 million and \$10 million							
CEO/Executive Director	9	\$131,099			\$130,750		
Top Finance Position	7	\$84,094			\$88,234		
Human Services – Multipurpose and Other: Family Services							
\$250 thousand or less							
CEO/Executive Director	170	\$41,891	\$20,004	\$27,584	\$39,360	\$53,227	\$67,187
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	107	\$58,548	\$31,418	\$41,940	\$54,600	\$69,939	\$90,297

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Family Services							
Between \$500 thousand and \$1 million							
CEO/Executive Director	126	\$73,372	\$44,692	\$56,539	\$69,282	\$85,740	\$102,321
Top Finance Position	8	\$53,310			\$51,562		
Between \$1 million and \$2.5 million							
CEO/Executive Director	166	\$94,762	\$53,922	\$68,841	\$91,772	\$113,177	\$144,613
Top Finance Position	13	\$71,437		\$56,816	\$70,071	\$88,630	
Top Operations Position	9	\$76,736			\$70,071		
Top Program Position	6	\$76,285			\$72,894		
Between \$2.5 million and \$5 million							
CEO/Executive Director	80	\$126,596	\$76,251	\$96,976	\$116,037	\$141,721	\$177,114
Top Finance Position	22	\$86,214	\$61,010	\$73,229	\$85,591	\$100,082	\$111,436
Top Operations Position	9	\$120,331			\$99,812		
Top Program Position	5	\$87,946			\$88,465		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Family Services							
Between \$5 million and \$10 million							
CEO/Executive Director	63	\$151,789	\$84,983	\$117,843	\$138,360	\$177,066	\$215,533
Top Finance Position	34	\$107,020	\$69,627	\$86,563	\$98,597	\$120,068	\$153,371
Top Operations Position	10	\$129,004		\$115,964	\$118,657	\$126,564	
Between \$10 million and \$25 million							
CEO/Executive Director	62	\$195,626	\$125,171	\$145,853	\$186,773	\$217,021	\$278,310
Top Development Position	5	\$133,563			\$134,840		
Top Finance Position	43	\$124,071	\$83,286	\$101,227	\$121,793	\$144,750	\$170,444
Top Operations Position	17	\$132,439		\$116,458	\$126,383	\$155,587	
Top Program Position	8	\$126,426			\$113,583		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Family Services							
Between \$25 million and \$50 million							
CEO/Executive Director	20	\$242,934	\$175,556	\$189,215	\$243,318	\$287,615	\$332,457
Top Development Position	7	\$152,319			\$129,990		
Top Finance Position	16	\$155,663		\$130,679	\$152,341	\$170,648	
Top Human Resources Position	6	\$140,228			\$137,227		
Top Operations Position	9	\$162,728			\$155,177		
Top Program Position	7	\$163,959			\$145,570		
Greater than \$50 million							
CEO/Executive Director	8	\$293,335			\$285,577		
Top Finance Position	5	\$229,084			\$214,250		
Top Human Resources Position	5	\$183,975			\$178,503		
Human Services – Multipurpose and Other: Family Services for Adolescent Parents							
\$250 thousand or less							
CEO/Executive Director	21	\$32,588	\$21,300	\$24,111	\$30,000	\$41,080	\$47,333

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Family Services for Adolescent Parents							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	21	\$49,963	\$24,465	\$41,800	\$49,858	\$63,420	\$68,245
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$67,968		\$57,101	\$68,676	\$76,268	
Between \$1 million and \$2.5 million							
CEO/Executive Director	18	\$91,367		\$80,194	\$84,824	\$101,771	
Human Services – Multipurpose and Other: Family Violence Shelters							
\$250 thousand or less							
CEO/Executive Director	26	\$47,127	\$32,666	\$38,616	\$44,086	\$57,707	\$64,752
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	77	\$54,193	\$35,347	\$44,000	\$53,750	\$61,600	\$72,652
Between \$500 thousand and \$1 million							
CEO/Executive Director	158	\$62,748	\$39,995	\$50,976	\$61,519	\$73,713	\$87,034
Top Finance Position	9	\$49,243			\$51,123		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Family Violence Shelters							
Between \$1 million and \$2.5 million							
CEO/Executive Director	205	\$87,370	\$62,155	\$71,107	\$84,707	\$99,742	\$120,579
Top Finance Position	34	\$61,651	\$40,170	\$47,967	\$62,245	\$72,556	\$79,944
Between \$2.5 million and \$5 million							
CEO/Executive Director	68	\$117,129	\$83,154	\$94,632	\$114,584	\$127,828	\$147,501
Top Finance Position	25	\$74,026	\$45,910	\$52,085	\$74,949	\$92,415	\$104,764
Top Operations Position	9	\$87,472			\$96,845		
Between \$5 million and \$10 million							
CEO/Executive Director	18	\$151,185		\$116,258	\$150,517	\$185,234	
Top Finance Position	9	\$92,326			\$97,017		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$182,079			\$210,464		
Human Services – Multipurpose and Other: Financial Counseling							
\$250 thousand or less							
CEO/Executive Director	36	\$57,304	\$24,398	\$36,676	\$51,470	\$72,211	\$97,329

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Financial Counseling							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	28	\$63,701	\$36,922	\$44,997	\$60,410	\$76,247	\$97,717
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	\$81,912	\$43,736	\$55,635	\$74,089	\$98,825	\$128,973
Between \$1 million and \$2.5 million							
CEO/Executive Director	29	\$125,300	\$64,048	\$89,095	\$106,590	\$144,008	\$190,173
Top Finance Position	7	\$97,519			\$95,608		
Between \$2.5 million and \$5 million							
CEO/Executive Director	15	\$230,776		\$169,396	\$204,349	\$295,661	
Between \$5 million and \$10 million							
CEO/Executive Director	7	\$242,092			\$209,743		
Top Finance Position	5	\$152,723			\$148,600		
Between \$10 million and \$25 million							
CEO/Executive Director	10	\$351,022		\$255,660	\$344,647	\$465,218	
Top Finance Position	8	\$167,851			\$173,057		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Foster Care							
\$250 thousand or less							
CEO/Executive Director	21	\$41,409	\$20,504	\$30,000	\$36,656	\$51,300	\$59,447
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	20	\$73,820	\$38,688	\$57,375	\$77,539	\$97,581	\$100,879
Between \$500 thousand and \$1 million							
CEO/Executive Director	39	\$77,418	\$46,671	\$61,880	\$77,156	\$90,390	\$109,533
Between \$1 million and \$2.5 million							
CEO/Executive Director	81	\$105,652	\$58,491	\$78,000	\$102,462	\$123,406	\$150,688
Top Administrative Position	7	\$86,975			\$81,956		
Top Finance Position	11	\$63,111		\$37,216	\$51,336	\$78,274	
Between \$2.5 million and \$5 million							
CEO/Executive Director	44	\$129,431	\$79,892	\$96,816	\$127,792	\$151,315	\$175,559
Top Finance Position	10	\$83,450		\$70,015	\$77,961	\$88,417	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Foster Care							
Between \$5 million and \$10 million							
CEO/Executive Director	27	\$174,122	\$116,853	\$129,188	\$161,062	\$207,019	\$249,913
Top Finance Position	11	\$109,067		\$100,581	\$113,732	\$125,043	
Between \$10 million and \$25 million							
CEO/Executive Director	31	\$223,103	\$118,140	\$174,041	\$213,789	\$253,964	\$341,493
Top Development Position	5	\$135,043			\$132,710		
Top Finance Position	25	\$131,986	\$78,666	\$101,804	\$130,533	\$166,887	\$178,718
Top Operations Position	14	\$148,054		\$110,517	\$140,122	\$150,853	
Between \$25 million and \$50 million							
CEO/Executive Director	5	\$221,554			\$176,258		
Human Services – Multipurpose and Other: Fund Raising & Fund Distribution							
\$250 thousand or less							
CEO/Executive Director	28	\$42,847	\$20,950	\$27,228	\$38,833	\$46,551	\$72,088
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	25	\$54,967	\$25,080	\$38,706	\$49,500	\$56,500	\$74,680

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Fund Raising & Fund Distribution							
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$80,146		\$60,659	\$73,500	\$99,990	
Between \$1 million and \$2.5 million							
CEO/Executive Director	24	\$110,786	\$52,786	\$60,737	\$101,407	\$133,119	\$180,750
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	\$151,188		\$122,334	\$149,219	\$184,084	
Between \$5 million and \$10 million							
CEO/Executive Director	8	\$161,873			\$166,776		
Between \$10 million and \$25 million							
CEO/Executive Director	9	\$209,115			\$205,032		
Human Services – Multipurpose and Other: Gift Distribution							
\$250 thousand or less							
CEO/Executive Director	11	\$43,562		\$31,078	\$40,958	\$55,444	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	\$65,446			\$69,384		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Group Homes							
\$250 thousand or less							
CEO/Executive Director	25	\$37,505	\$17,718	\$25,000	\$30,960	\$49,323	\$61,613
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	35	\$51,280	\$33,852	\$37,001	\$51,346	\$60,000	\$74,930
Between \$500 thousand and \$1 million							
CEO/Executive Director	51	\$69,563	\$41,750	\$51,123	\$62,660	\$77,908	\$100,000
Top Administrative Position	8	\$45,325			\$49,505		
Between \$1 million and \$2.5 million							
CEO/Executive Director	120	\$93,363	\$49,123	\$67,453	\$82,299	\$105,828	\$150,655
Top Administrative Position	13	\$76,252		\$57,057	\$71,026	\$104,579	
Top Finance Position	16	\$66,834		\$49,177	\$64,344	\$79,663	
Between \$2.5 million and \$5 million							
CEO/Executive Director	74	\$105,465	\$65,516	\$79,819	\$101,904	\$120,851	\$143,441
Top Finance Position	14	\$72,369		\$59,443	\$74,091	\$80,904	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Group Homes							
Between \$5 million and \$10 million							
CEO/Executive Director	73	\$133,657	\$89,073	\$105,933	\$130,703	\$152,508	\$184,799
Top Finance Position	29	\$92,603	\$55,659	\$82,809	\$97,103	\$106,541	\$122,486
Top Operations Position	5	\$115,651			\$116,647		
Between \$10 million and \$25 million							
CEO/Executive Director	51	\$181,652	\$126,581	\$142,844	\$167,923	\$213,989	\$253,968
Top Finance Position	22	\$115,106	\$80,425	\$91,660	\$110,323	\$131,768	\$164,591
Top Operations Position	12	\$140,689		\$105,361	\$134,967	\$168,185	
Between \$25 million and \$50 million							
CEO/Executive Director	9	\$218,737			\$245,051		
Top Finance Position	6	\$144,127			\$145,128		
Human Services – Multipurpose and Other: Homeless Centers							
\$250 thousand or less							
CEO/Executive Director	36	\$45,552	\$29,400	\$32,175	\$43,666	\$57,804	\$68,838

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Homeless Centers							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	48	\$54,180	\$29,681	\$44,135	\$53,175	\$65,075	\$78,353
Between \$500 thousand and \$1 million							
CEO/Executive Director	72	\$66,132	\$40,300	\$54,677	\$64,401	\$79,572	\$92,457
Between \$1 million and \$2.5 million							
CEO/Executive Director	70	\$88,331	\$50,553	\$68,034	\$87,914	\$107,457	\$126,669
Top Finance Position	8	\$73,947			\$73,532		
Top Operations Position	5	\$57,330			\$55,512		
Between \$2.5 million and \$5 million							
CEO/Executive Director	60	\$118,204	\$86,589	\$95,729	\$116,040	\$139,151	\$151,113
Top Finance Position	12	\$80,353		\$75,477	\$82,478	\$84,768	



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Homeless Centers							
Between \$5 million and \$10 million							
CEO/Executive Director	46	\$143,548	\$95,396	\$106,739	\$141,194	\$162,012	\$201,305
Top Development Position	10	\$116,907		\$107,612	\$115,706	\$131,534	
Top Finance Position	20	\$108,849	\$77,655	\$92,545	\$110,334	\$134,310	\$145,104
Top Operations Position	10	\$125,188		\$98,063	\$120,306	\$150,631	
Top Program Position	5	\$114,773			\$112,484		
Between \$10 million and \$25 million							
CEO/Executive Director	36	\$200,747	\$123,016	\$146,179	\$185,297	\$218,385	\$328,011
Top Development Position	10	\$126,449		\$118,699	\$125,648	\$139,736	
Top Finance Position	22	\$124,504	\$93,144	\$98,808	\$123,407	\$141,030	\$164,364
Top Operations Position	10	\$163,260		\$115,157	\$129,636	\$179,803	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Homeless Centers							
Greater than \$50 million							
CEO/Executive Director	5	\$273,600			\$284,997		
Top Finance Position	5	\$205,938			\$185,783		
Human Services – Multipurpose and Other: Hospices							
\$250 thousand or less							
CEO/Executive Director	18	\$59,541		\$38,300	\$54,634	\$71,479	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	24	\$67,913	\$39,624	\$47,188	\$62,858	\$85,766	\$103,716
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$82,277		\$73,840	\$85,625	\$94,411	
Between \$1 million and \$2.5 million							
CEO/Executive Director	48	\$101,293	\$57,866	\$72,070	\$89,867	\$107,790	\$135,830
Top Administrative Position	5	\$93,088			\$92,468		
Top Finance Position	9	\$106,092			\$71,162		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Hospices							
Between \$2.5 million and \$5 million							
CEO/Executive Director	43	\$116,022	\$86,060	\$96,022	\$110,304	\$131,996	\$148,706
Top Finance Position	6	\$88,268			\$85,812		
Between \$5 million and \$10 million							
CEO/Executive Director	53	\$137,061	\$91,136	\$108,257	\$127,720	\$154,811	\$185,789
Top Finance Position	24	\$102,812	\$65,755	\$79,411	\$101,376	\$120,796	\$147,265
Top Operations Position	6	\$102,788			\$100,107		
Between \$10 million and \$25 million							
CEO/Executive Director	57	\$200,324	\$138,782	\$162,560	\$182,369	\$227,385	\$271,552
Top Finance Position	35	\$137,553	\$92,819	\$117,522	\$138,262	\$161,826	\$195,970
Top Human Resources Position	7	\$124,809			\$119,812		
Top Operations Position	16	\$154,457		\$110,753	\$137,109	\$155,642	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Hospices							
Between \$25 million and \$50 million							
CEO/Executive Director	20	\$334,966	\$215,898	\$243,439	\$297,850	\$334,855	\$484,871
Top Finance Position	17	\$197,288		\$151,284	\$182,208	\$195,745	
Top Human Resources Position	6	\$177,889			\$177,991		
Top Operations Position	9	\$186,742			\$195,745		
Greater than \$50 million							
CEO/Executive Director	14	\$457,030		\$330,075	\$461,189	\$539,416	
Top Finance Position	9	\$235,913			\$249,260		
Top Operations Position	6	\$243,985			\$237,909		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Human Service Organizations							
\$250 thousand or less							
CEO/Executive Director	459	\$43,402	\$21,007	\$28,400	\$40,560	\$54,000	\$66,583
Top Administrative Position	6	\$34,980			\$32,958		
Top Finance Position	6	\$34,461			\$22,503		
Top Operations Position	6	\$42,257			\$37,459		
Top Program Position	16	\$33,404		\$26,818	\$31,686	\$39,069	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	272	\$60,375	\$31,648	\$45,000	\$58,429	\$72,575	\$86,308
Top Finance Position	6	\$37,915			\$31,425		
Top Operations Position	6	\$59,350			\$51,163		
Top Program Position	5	\$38,696			\$34,000		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Human Service Organizations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	320	\$74,070	\$36,389	\$52,759	\$71,573	\$89,165	\$109,547
Top Administrative Position	7	\$37,335			\$43,041		
Top Finance Position	17	\$44,936		\$37,140	\$43,041	\$50,000	
Top Operations Position	8	\$67,105			\$65,564		
Between \$1 million and \$2.5 million							
CEO/Executive Director	356	\$93,395	\$47,534	\$66,128	\$88,153	\$113,196	\$139,554
Top Development Position	6	\$123,816			\$103,479		
Top Finance Position	46	\$74,356	\$34,181	\$45,223	\$62,721	\$85,347	\$103,370
Top Operations Position	15	\$79,199		\$64,617	\$86,336	\$93,275	
Top Program Position	5	\$95,719			\$100,996		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Human Service Organizations							
Between \$2.5 million and \$5 million							
CEO/Executive Director	279	\$117,531	\$62,305	\$83,878	\$109,350	\$132,988	\$174,684
Top Administrative Position	5	\$95,641			\$62,854		
Top Development Position	6	\$114,627			\$132,721		
Top Finance Position	92	\$85,220	\$50,144	\$64,780	\$80,565	\$93,609	\$124,272
Top Operations Position	22	\$104,466	\$70,855	\$88,954	\$104,733	\$117,415	\$127,685
Top Program Position	6	\$129,725			\$121,138		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Human Service Organizations							
Between \$5 million and \$10 million							
CEO/Executive Director	280	\$126,956	\$74,303	\$89,016	\$114,331	\$149,099	\$197,956
Top Administrative Position	9	\$104,637			\$100,961		
Top Development Position	7	\$145,182			\$142,799		
Top Finance Position	146	\$86,530	\$50,146	\$63,065	\$79,107	\$99,891	\$128,906
Top Operations Position	25	\$112,344	\$68,386	\$84,803	\$100,320	\$142,487	\$166,660
Top Program Position	12	\$109,594		\$73,517	\$111,874	\$130,531	



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Human Service Organizations							
Between \$10 million and \$25 million							
CEO/Executive Director	264	\$163,509	\$99,822	\$117,302	\$148,733	\$196,060	\$255,268
Top Administrative Position	14	\$119,512		\$110,948	\$123,486	\$136,593	
Top Development Position	19	\$127,528		\$105,312	\$119,657	\$135,277	
Top Finance Position	168	\$110,057	\$71,342	\$85,041	\$105,171	\$126,389	\$153,337
Top Human Resources Position	14	\$124,380		\$110,095	\$121,953	\$137,018	
Top Operations Position	65	\$140,712	\$84,055	\$103,351	\$125,203	\$169,392	\$197,994
Top PR/Communications Position	5	\$146,693			\$123,068		
Top Program Position	12	\$131,377		\$114,710	\$130,379	\$136,363	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Human Service Organizations							
Between \$25 million and \$50 million							
CEO/Executive Director	104	\$231,055	\$122,740	\$161,728	\$210,346	\$288,004	\$343,842
Top Administrative Position	10	\$142,538		\$120,737	\$129,339	\$167,240	
Top Development Position	10	\$155,222		\$137,482	\$146,471	\$181,196	
Top Finance Position	88	\$148,895	\$102,567	\$114,077	\$138,361	\$175,988	\$205,544
Top Human Resources Position	19	\$136,654		\$115,579	\$136,802	\$146,935	
Top Marketing Position	8	\$154,628			\$128,082		
Top Operations Position	36	\$164,669	\$102,882	\$126,932	\$159,332	\$200,611	\$233,421
Top Program Position	14	\$140,031		\$117,852	\$134,432	\$144,219	
Top Technology Position	12	\$128,133		\$119,418	\$125,802	\$132,220	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Human Service Organizations							
Greater than \$50 million							
CEO/Executive Director	40	\$381,199	\$180,409	\$242,387	\$354,787	\$437,497	\$575,946
Top Development Position	11	\$188,969		\$137,790	\$157,574	\$173,060	
Top Finance Position	30	\$224,719	\$109,986	\$149,395	\$202,595	\$220,360	\$302,542
Top Human Resources Position	17	\$186,821		\$132,465	\$156,907	\$193,064	
Top Legal Position	5	\$258,762			\$192,808		
Top Marketing Position	6	\$220,361			\$167,677		
Top Operations Position	21	\$216,834	\$145,963	\$149,532	\$195,219	\$263,695	\$372,474
Top Program Position	5	\$207,031			\$209,712		
Top Technology Position	10	\$159,522		\$130,796	\$145,348	\$192,374	
Human Services – Multipurpose and Other: Human Services N.E.C.							
\$250 thousand or less							
CEO/Executive Director	112	\$41,143	\$20,366	\$32,751	\$40,041	\$48,826	\$57,186

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Human Services N.E.C.							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	88	\$63,622	\$38,705	\$49,180	\$60,037	\$75,489	\$97,579
Between \$500 thousand and \$1 million							
CEO/Executive Director	76	\$75,687	\$39,339	\$54,984	\$68,221	\$89,254	\$108,838
Top Finance Position	5	\$42,981			\$32,482		
Top Operations Position	5	\$46,837			\$49,038		
Between \$1 million and \$2.5 million							
CEO/Executive Director	126	\$96,737	\$48,259	\$67,373	\$86,495	\$112,054	\$143,716
Top Finance Position	18	\$72,888		\$45,402	\$59,975	\$76,694	
Top Operations Position	6	\$126,195			\$105,903		
Between \$2.5 million and \$5 million							
CEO/Executive Director	72	\$116,021	\$66,194	\$89,429	\$115,001	\$129,816	\$152,805
Top Finance Position	29	\$92,153	\$58,529	\$76,732	\$81,124	\$102,129	\$117,292
Top Operations Position	10	\$89,926		\$68,100	\$95,398	\$108,275	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Human Services N.E.C.							
Between \$5 million and \$10 million							
CEO/Executive Director	58	\$133,260	\$89,710	\$100,279	\$121,363	\$163,053	\$197,798
Top Finance Position	29	\$83,287	\$56,834	\$72,362	\$83,804	\$98,094	\$103,428
Top Operations Position	6	\$111,672			\$113,491		
Between \$10 million and \$25 million							
CEO/Executive Director	67	\$165,347	\$94,895	\$118,502	\$156,527	\$200,865	\$246,271
Top Finance Position	47	\$106,283	\$69,582	\$88,905	\$105,890	\$123,513	\$137,499
Top Operations Position	16	\$127,456		\$105,765	\$121,780	\$159,029	
Top Program Position	5	\$126,495			\$119,003		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Human Services N.E.C.							
Between \$25 million and \$50 million							
CEO/Executive Director	27	\$257,458	\$146,145	\$169,351	\$232,039	\$293,484	\$361,538
Top Finance Position	20	\$148,577	\$99,226	\$122,305	\$139,172	\$157,697	\$219,928
Top Operations Position	9	\$156,161			\$156,258		
Top Program Position	7	\$150,825			\$135,112		
Top Technology Position	5	\$159,381			\$160,516		
Greater than \$50 million							
CEO/Executive Director	28	\$367,960	\$184,014	\$225,754	\$405,351	\$450,490	\$588,140
Top Development Position	7	\$191,723			\$209,549		
Top Finance Position	22	\$196,090	\$151,985	\$170,319	\$189,505	\$226,282	\$264,798
Top Operations Position	10	\$267,816		\$240,993	\$277,595	\$310,050	
Top Program Position	5	\$218,664			\$216,312		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: In Home Assistance							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$55,355			\$57,367		
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	\$83,203		\$64,016	\$75,638	\$89,936	
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	\$115,198		\$78,095	\$91,965	\$134,500	
Between \$5 million and \$10 million							
CEO/Executive Director	9	\$119,542			\$91,867		
Top Finance Position	6	\$85,798			\$88,900		
Between \$10 million and \$25 million							
CEO/Executive Director	6	\$138,210			\$113,655		
Top Finance Position	5	\$132,878			\$123,833		
Human Services – Multipurpose and Other: Management & Technical Assistance							
\$250 thousand or less							
CEO/Executive Director	10	\$53,671		\$41,434	\$50,758	\$68,676	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Management & Technical Assistance							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	\$86,224		\$70,772	\$83,544	\$102,938	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$101,550			\$92,911		
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	\$133,080		\$92,092	\$100,800	\$120,081	
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	\$132,668			\$134,987		
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$278,242			\$255,969		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$186,898			\$130,792		
Human Services – Multipurpose and Other: Neighborhood Centers							
\$250 thousand or less							
CEO/Executive Director	57	\$40,732	\$19,657	\$29,958	\$40,000	\$50,646	\$62,140



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Neighborhood Centers							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	71	\$56,996	\$27,000	\$41,137	\$55,000	\$69,198	\$84,000
Between \$500 thousand and \$1 million							
CEO/Executive Director	74	\$71,440	\$39,482	\$51,360	\$64,612	\$84,419	\$109,002
Between \$1 million and \$2.5 million							
CEO/Executive Director	71	\$93,746	\$63,000	\$71,147	\$87,344	\$108,193	\$136,923
Top Finance Position	8	\$63,533			\$69,662		
Between \$2.5 million and \$5 million							
CEO/Executive Director	37	\$116,576	\$75,328	\$90,531	\$110,587	\$134,022	\$164,475
Top Finance Position	6	\$89,637			\$88,688		
Between \$5 million and \$10 million							
CEO/Executive Director	39	\$159,821	\$104,791	\$118,016	\$160,963	\$195,721	\$235,980
Top Finance Position	17	\$91,117		\$70,650	\$108,602	\$113,335	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Human Services – Multipurpose and Other: Neighborhood Centers</b>							
Between \$10 million and \$25 million							
CEO/Executive Director	19	\$212,152		\$141,324	\$204,860	\$250,665	
Top Finance Position	12	\$136,698		\$87,292	\$133,316	\$181,403	
Between \$25 million and \$50 million							
CEO/Executive Director	7	\$255,182			\$224,657		
<b>Human Services – Multipurpose and Other: Personal Social Services</b>							
\$250 thousand or less							
CEO/Executive Director	70	\$46,109	\$21,068	\$30,102	\$39,845	\$57,988	\$79,312
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	43	\$63,904	\$39,100	\$47,042	\$61,780	\$72,749	\$90,194
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	\$70,270	\$34,542	\$55,775	\$68,000	\$84,214	\$95,312
Between \$1 million and \$2.5 million							
CEO/Executive Director	38	\$93,458	\$65,057	\$78,812	\$93,626	\$100,287	\$110,095
Top Finance Position	6	\$56,698			\$59,619		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Personal Social Services							
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	\$109,084		\$70,125	\$103,042	\$144,979	
Top Finance Position	5	\$71,582			\$68,858		
Between \$5 million and \$10 million							
CEO/Executive Director	10	\$212,589		\$149,169	\$186,168	\$237,759	
Between \$10 million and \$25 million							
CEO/Executive Director	8	\$249,896			\$158,365		
Human Services – Multipurpose and Other: Pregnancy Centers							
\$250 thousand or less							
CEO/Executive Director	141	\$35,351	\$20,000	\$26,429	\$34,280	\$40,448	\$47,286
Top Administrative Position	8	\$34,377			\$36,095		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	57	\$54,755	\$34,157	\$42,757	\$54,865	\$63,733	\$73,833
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$62,331		\$45,029	\$65,576	\$76,342	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Pregnancy Centers							
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$76,228			\$65,731		
Human Services – Multipurpose and Other: Professional Societies & Associations							
\$250 thousand or less							
CEO/Executive Director	5	\$64,604			\$70,000		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	\$53,875			\$59,250		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$110,028			\$103,041		
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	\$109,683		\$59,676	\$99,006	\$132,051	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
\$250 thousand or less							
CEO/Executive Director	23	\$32,641	\$17,972	\$19,686	\$27,620	\$42,194	\$56,217
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	37	\$57,264	\$28,883	\$37,672	\$52,645	\$69,989	\$98,163

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
Between \$500 thousand and \$1 million							
CEO/Executive Director	63	\$68,989	\$38,800	\$49,860	\$63,934	\$79,207	\$96,856
Top Finance Position	9	\$48,167			\$48,822		
Top Program Position	6	\$64,044			\$54,520		
Between \$1 million and \$2.5 million							
CEO/Executive Director	83	\$91,933	\$58,986	\$67,569	\$88,743	\$104,605	\$132,647
Top Administrative Position	6	\$72,831			\$77,454		
Top Finance Position	5	\$73,460			\$61,065		
Between \$2.5 million and \$5 million							
CEO/Executive Director	59	\$106,078	\$73,802	\$81,207	\$95,465	\$117,955	\$145,577
Top Finance Position	8	\$70,265			\$61,129		
Between \$5 million and \$10 million							
CEO/Executive Director	54	\$138,786	\$81,322	\$102,434	\$120,618	\$163,718	\$202,940
Top Finance Position	27	\$82,252	\$50,431	\$68,794	\$77,758	\$103,281	\$110,657

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
Between \$10 million and \$25 million							
CEO/Executive Director	54	\$180,921	\$107,360	\$141,199	\$165,433	\$213,951	\$268,942
Top Administrative Position	6	\$136,276			\$129,309		
Top Finance Position	29	\$114,369	\$82,549	\$100,544	\$109,608	\$134,524	\$144,374
Between \$25 million and \$50 million							
CEO/Executive Director	17	\$256,262		\$194,493	\$263,706	\$303,151	
Top Finance Position	11	\$164,751		\$120,896	\$143,078	\$206,557	
Top Operations Position	7	\$179,198			\$168,515		
Greater than \$50 million							
Top Finance Position	5	\$216,684			\$181,090		
Human Services – Multipurpose and Other: Senior Centers							
\$250 thousand or less							
CEO/Executive Director	169	\$35,750	\$20,858	\$26,091	\$34,275	\$43,500	\$52,972
Top Administrative Position	9	\$27,688			\$30,580		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Senior Centers							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	165	\$52,658	\$30,017	\$38,083	\$51,000	\$62,789	\$82,828
Top Administrative Position	8	\$32,200			\$32,873		
Top Finance Position	6	\$41,401			\$38,118		
Top Program Position	5	\$49,137			\$44,476		
Between \$500 thousand and \$1 million							
CEO/Executive Director	177	\$64,138	\$36,309	\$46,583	\$58,449	\$75,224	\$96,202
Top Finance Position	9	\$37,841			\$40,458		
Between \$1 million and \$2.5 million							
CEO/Executive Director	191	\$83,677	\$47,230	\$58,649	\$73,112	\$93,202	\$113,210
Top Finance Position	29	\$58,961	\$31,407	\$36,400	\$45,737	\$60,673	\$87,326

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Senior Centers							
Between \$2.5 million and \$5 million							
CEO/Executive Director	108	\$106,963	\$69,517	\$79,776	\$99,815	\$124,470	\$148,009
Top Administrative Position	5	\$98,404			\$82,055		
Top Finance Position	40	\$82,478	\$49,670	\$61,652	\$77,449	\$92,517	\$130,423
Between \$5 million and \$10 million							
CEO/Executive Director	70	\$134,440	\$75,539	\$96,981	\$118,446	\$146,279	\$206,171
Top Finance Position	40	\$93,266	\$55,564	\$73,202	\$89,093	\$110,415	\$125,054
Top Operations Position	8	\$133,166			\$114,245		
Between \$10 million and \$25 million							
CEO/Executive Director	63	\$165,461	\$97,875	\$118,257	\$139,939	\$174,556	\$239,833
Top Finance Position	38	\$104,281	\$67,810	\$79,581	\$98,076	\$123,763	\$146,193
Top Operations Position	8	\$102,408			\$96,022		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Senior Centers							
Between \$25 million and \$50 million							
CEO/Executive Director	20	\$183,384	\$108,435	\$132,004	\$164,935	\$203,168	\$256,205
Top Finance Position	17	\$133,635		\$108,791	\$134,136	\$156,234	
Top Operations Position	6	\$183,058			\$173,874		
Greater than \$50 million							
CEO/Executive Director	12	\$333,588		\$232,548	\$283,603	\$407,775	
Top Finance Position	10	\$194,716		\$158,769	\$174,032	\$238,293	
Top Technology Position	5	\$199,407			\$200,766		
Human Services – Multipurpose and Other: Single Organization Support							
\$250 thousand or less							
CEO/Executive Director	7	\$47,016			\$43,948		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	\$84,379			\$48,750		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$75,025			\$57,035		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Single Organization Support							
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	\$104,369			\$75,061		
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$230,423			\$137,500		
Human Services – Multipurpose and Other: Single Parent Agencies							
\$250 thousand or less							
CEO/Executive Director	8	\$39,202			\$37,523		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	13	\$58,495		\$42,500	\$48,839	\$76,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$64,197			\$61,873		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$110,683			\$108,267		
Human Services – Multipurpose and Other: Support N.E.C.							
\$250 thousand or less							
CEO/Executive Director	9	\$44,775			\$43,077		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Support N.E.C.							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	\$60,587			\$62,750		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$82,519		\$59,652	\$83,621	\$109,410	
Between \$1 million and \$2.5 million							
CEO/Executive Director	15	\$104,330		\$69,552	\$93,764	\$115,932	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$162,075			\$174,854		
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$237,464			\$200,145		
Human Services – Multipurpose and Other: Supportive Housing for Older Adults							
\$250 thousand or less							
CEO/Executive Director	21	\$41,711	\$18,000	\$20,800	\$35,000	\$51,289	\$74,464
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	\$71,795		\$33,923	\$58,264	\$93,840	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Supportive Housing for Older Adults							
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$71,561		\$52,596	\$62,400	\$95,610	
Top Administrative Position	8	\$54,792			\$53,298		
Between \$1 million and \$2.5 million							
CEO/Executive Director	34	\$111,415	\$46,654	\$62,176	\$83,731	\$124,219	\$182,662
Top Administrative Position	10	\$91,080		\$73,865	\$88,967	\$101,556	
Between \$2.5 million and \$5 million							
CEO/Executive Director	37	\$141,446	\$74,240	\$99,766	\$118,981	\$150,584	\$204,169
Top Administrative Position	16	\$91,727		\$74,545	\$95,671	\$110,092	
Top Finance Position	8	\$94,351			\$94,970		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Supportive Housing for Older Adults							
Between \$5 million and \$10 million							
CEO/Executive Director	67	\$153,976	\$93,653	\$115,678	\$143,678	\$185,554	\$231,176
Top Administrative Position	24	\$128,926	\$89,234	\$99,310	\$123,974	\$160,630	\$174,030
Top Finance Position	34	\$97,285	\$47,731	\$66,776	\$79,743	\$122,722	\$163,250
Top Operations Position	8	\$135,275			\$134,615		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Supportive Housing for Older Adults							
Between \$10 million and \$25 million							
CEO/Executive Director	206	\$204,530	\$129,546	\$158,159	\$193,720	\$231,283	\$289,520
Top Administrative Position	49	\$141,916	\$106,878	\$117,175	\$130,383	\$157,351	\$195,117
Top Business Position	13	\$137,468		\$121,960	\$138,807	\$145,324	
Top Development Position	6	\$109,147			\$113,259		
Top Facilities Position	11	\$134,791		\$119,305	\$126,366	\$154,472	
Top Finance Position	130	\$139,019	\$84,146	\$107,984	\$132,660	\$163,959	\$183,244
Top Human Resources Position	15	\$124,998		\$119,079	\$128,849	\$134,172	
Top Marketing Position	37	\$131,463	\$102,518	\$117,016	\$134,025	\$144,528	\$157,678
Top Operations Position	30	\$146,551	\$104,429	\$125,474	\$139,688	\$168,173	\$194,808
Top Technology Position	8	\$131,317			\$122,170		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Supportive Housing for Older Adults							
Between \$25 million and \$50 million							
CEO/Executive Director	112	\$300,926	\$162,265	\$216,905	\$256,726	\$347,957	\$466,983
Top Administrative Position	26	\$144,316	\$107,945	\$118,725	\$133,725	\$153,656	\$162,272
Top Business Position	10	\$144,210		\$133,481	\$143,776	\$159,105	
Top Development Position	7	\$143,173			\$135,377		
Top Facilities Position	15	\$143,275		\$122,708	\$132,555	\$149,271	
Top Finance Position	91	\$194,860	\$124,077	\$151,113	\$177,680	\$216,821	\$265,162
Top Human Resources Position	36	\$153,179	\$116,384	\$122,731	\$139,724	\$161,200	\$191,350
Top Marketing Position	36	\$141,154	\$114,308	\$128,905	\$138,255	\$146,529	\$170,665
Top Operations Position	43	\$192,213	\$130,293	\$157,599	\$178,035	\$226,701	\$263,045
Top Technology Position	8	\$155,961			\$151,937		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Supportive Housing for Older Adults							
Greater than \$50 million							
CEO/Executive Director	39	\$440,271	\$206,663	\$228,564	\$354,838	\$513,001	\$751,514
Top Administrative Position	6	\$242,699			\$247,326		
Top Business Position	12	\$237,492		\$171,734	\$180,831	\$236,602	
Top Facilities Position	5	\$175,208			\$168,422		
Top Finance Position	34	\$252,119	\$136,667	\$164,396	\$225,543	\$303,344	\$355,532
Top Human Resources Position	21	\$214,413	\$123,286	\$157,928	\$217,436	\$231,883	\$276,029
Top Marketing Position	8	\$200,558			\$187,302		
Top Operations Position	15	\$221,224		\$180,337	\$205,472	\$248,460	
Top Technology Position	9	\$192,953			\$205,158		
Human Services – Multipurpose and Other: Thrift Shops							
\$250 thousand or less							
CEO/Executive Director	32	\$30,033	\$16,350	\$20,600	\$28,003	\$32,471	\$53,534



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Thrift Shops							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	20	\$36,202	\$23,756	\$28,381	\$35,831	\$40,989	\$46,286
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$67,345		\$42,110	\$63,291	\$76,258	
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	\$72,938		\$58,900	\$74,828	\$84,300	
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$112,510			\$111,949		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$184,263			\$149,882		
Human Services – Multipurpose and Other: Transportation Assistance							
\$250 thousand or less							
CEO/Executive Director	16	\$43,761		\$29,792	\$39,540	\$52,479	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	\$63,236		\$46,873	\$69,680	\$78,737	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Transportation Assistance							
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$68,291		\$48,784	\$59,000	\$89,136	
Between \$1 million and \$2.5 million							
CEO/Executive Director	20	\$91,196	\$61,967	\$68,453	\$82,232	\$114,194	\$144,006
Between \$2.5 million and \$5 million							
CEO/Executive Director	13	\$122,972		\$89,050	\$119,389	\$147,543	
Between \$5 million and \$10 million							
CEO/Executive Director	7	\$133,393			\$123,131		
Between \$10 million and \$25 million							
CEO/Executive Director	7	\$141,808			\$146,787		
Between \$25 million and \$50 million							
CEO/Executive Director	6	\$191,858			\$179,533		
Human Services – Multipurpose and Other: Urban League							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	\$72,156			\$71,382		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Urban League							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$90,207			\$73,192		
Between \$1 million and \$2.5 million							
CEO/Executive Director	19	\$115,818		\$89,978	\$111,754	\$131,344	
Top Finance Position	5	\$87,186			\$78,691		
Between \$2.5 million and \$5 million							
CEO/Executive Director	13	\$147,937		\$117,425	\$145,319	\$169,420	
Between \$5 million and \$10 million							
CEO/Executive Director	7	\$203,764			\$177,692		
Human Services – Multipurpose and Other: Victims Services							
\$250 thousand or less							
CEO/Executive Director	40	\$44,239	\$23,292	\$30,000	\$42,762	\$55,125	\$67,487
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	31	\$64,619	\$40,518	\$47,956	\$58,331	\$75,638	\$88,000

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Victims Services							
Between \$500 thousand and \$1 million							
CEO/Executive Director	41	\$67,678	\$43,608	\$56,934	\$63,868	\$78,332	\$95,622
Top Finance Position	5	\$46,056			\$48,879		
Between \$1 million and \$2.5 million							
CEO/Executive Director	45	\$91,921	\$63,217	\$75,128	\$87,685	\$100,109	\$126,890
Top Finance Position	5	\$66,234			\$64,921		
Between \$2.5 million and \$5 million							
CEO/Executive Director	16	\$117,680		\$97,018	\$115,606	\$138,676	
Human Services – Multipurpose and Other: Volunteers of America							
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$181,092			\$169,859		
Human Services – Multipurpose and Other: Women's Centers							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$52,412			\$51,804		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Women's Centers							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$59,756			\$67,817		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	\$81,241			\$64,695		
Human Services – Multipurpose and Other: Young Mens or Womens Associations							
\$250 thousand or less							
CEO/Executive Director	7	\$52,538			\$47,300		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	28	\$49,806	\$25,482	\$38,983	\$49,602	\$58,506	\$72,413
Between \$500 thousand and \$1 million							
CEO/Executive Director	75	\$64,379	\$44,490	\$54,167	\$59,829	\$73,200	\$83,711
Between \$1 million and \$2.5 million							
CEO/Executive Director	234	\$88,303	\$53,869	\$70,031	\$87,763	\$103,652	\$121,713
Top Finance Position	28	\$59,144	\$42,881	\$48,242	\$58,082	\$64,537	\$84,207
Top Operations Position	5	\$57,900			\$48,594		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Young Mens or Womens Associations							
Between \$2.5 million and \$5 million							
CEO/Executive Director	182	\$118,795	\$86,691	\$97,526	\$114,496	\$133,112	\$154,880
Top Finance Position	50	\$71,408	\$45,936	\$56,386	\$67,502	\$78,860	\$99,464
Top Operations Position	11	\$80,894		\$58,639	\$76,634	\$106,836	
Between \$5 million and \$10 million							
CEO/Executive Director	120	\$175,354	\$118,039	\$141,975	\$174,628	\$203,753	\$229,066
Top Finance Position	61	\$97,590	\$69,502	\$75,018	\$90,765	\$110,180	\$137,431
Top Operations Position	26	\$118,583	\$81,238	\$96,572	\$112,274	\$142,807	\$168,464

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Young Mens or Womens Associations							
Between \$10 million and \$25 million							
CEO/Executive Director	76	\$229,313	\$170,236	\$186,271	\$223,283	\$254,485	\$305,116
Top Development Position	5	\$112,533			\$136,116		
Top Finance Position	61	\$117,505	\$75,553	\$99,745	\$114,060	\$133,578	\$155,337
Top Human Resources Position	9	\$103,373			\$112,470		
Top Operations Position	36	\$145,175	\$118,010	\$128,737	\$143,297	\$160,647	\$179,614

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Young Mens or Womens Associations							
Between \$25 million and \$50 million							
CEO/Executive Director	36	\$312,777	\$247,340	\$273,460	\$301,771	\$344,908	\$411,113
Top Development Position	12	\$146,534		\$135,012	\$138,313	\$152,784	
Top Facilities Position	5	\$143,224			\$150,310		
Top Finance Position	29	\$163,731	\$118,598	\$142,466	\$158,289	\$175,556	\$221,894
Top Human Resources Position	10	\$140,652		\$128,516	\$137,147	\$150,684	
Top Marketing Position	5	\$126,150			\$135,234		
Top Operations Position	26	\$192,773	\$137,549	\$165,484	\$182,548	\$222,866	\$251,164



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Young Mens or Womens Associations							
Greater than \$50 million							
CEO/Executive Director	22	\$449,635	\$324,159	\$392,298	\$414,083	\$502,291	\$635,149
Top Development Position	6	\$226,212			\$229,727		
Top Finance Position	19	\$226,114		\$161,544	\$200,894	\$277,005	
Top Human Resources Position	12	\$198,822		\$169,674	\$215,247	\$237,790	
Top Operations Position	22	\$261,752	\$145,782	\$219,249	\$273,575	\$315,356	\$342,009
International, Foreign Affairs and National Security: Alliances & Advocacy							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$119,152			\$141,498		
International, Foreign Affairs and National Security: Arms Control & Peace							
\$250 thousand or less							
CEO/Executive Director	6	\$48,420			\$35,350		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$152,122			\$147,182		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs and National Security: Fund Raising & Fund Distribution							
\$250 thousand or less							
CEO/Executive Director	5	\$44,274			\$30,969		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$121,230			\$118,841		
International, Foreign Affairs and National Security: International Academic Exchange							
\$250 thousand or less							
CEO/Executive Director	9	\$59,435			\$55,440		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$92,547			\$88,378		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$66,047			\$65,000		
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	\$133,647		\$83,607	\$119,650	\$134,580	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$191,502			\$216,536		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs and National Security: International Academic Exchange							
Between \$10 million and \$25 million							
CEO/Executive Director	10	\$239,713		\$198,383	\$204,399	\$287,224	
International, Foreign Affairs and National Security: International Affairs, Foreign Policy, & Glob							
\$250 thousand or less							
CEO/Executive Director	5	\$66,286			\$65,000		
International, Foreign Affairs and National Security: International Agricultural Development							
\$250 thousand or less							
CEO/Executive Director	6	\$37,874			\$38,940		
International, Foreign Affairs and National Security: International Cultural Exchange							
\$250 thousand or less							
CEO/Executive Director	9	\$30,500			\$27,000		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	\$88,317			\$87,500		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	\$138,583			\$155,383		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs and National Security: International Democracy & Civil Society Devel							
\$250 thousand or less							
CEO/Executive Director	6	\$57,553			\$68,864		
International, Foreign Affairs and National Security: International Development							
\$250 thousand or less							
CEO/Executive Director	85	\$42,477	\$21,560	\$27,441	\$38,361	\$52,800	\$65,501
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	47	\$55,408	\$29,182	\$36,927	\$51,000	\$73,019	\$86,867
Top Finance Position	5	\$76,461			\$64,873		
Between \$500 thousand and \$1 million							
CEO/Executive Director	51	\$63,217	\$26,250	\$40,382	\$63,110	\$78,726	\$95,000
Between \$1 million and \$2.5 million							
CEO/Executive Director	52	\$102,690	\$54,267	\$75,688	\$89,488	\$138,192	\$167,791
Top Finance Position	6	\$73,215			\$66,637		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs and National Security: International Development							
Between \$2.5 million and \$5 million							
CEO/Executive Director	27	\$122,141	\$47,191	\$67,372	\$115,000	\$137,548	\$231,585
Top Finance Position	7	\$97,751			\$92,867		
Top Operations Position	6	\$96,035			\$102,845		
Between \$5 million and \$10 million							
CEO/Executive Director	18	\$148,260		\$108,823	\$141,531	\$165,810	
Top Finance Position	10	\$99,549		\$78,426	\$99,835	\$124,506	
Between \$10 million and \$25 million							
CEO/Executive Director	17	\$241,161		\$172,144	\$203,327	\$337,766	
Top Finance Position	8	\$153,978			\$148,733		
Between \$25 million and \$50 million							
CEO/Executive Director	9	\$318,876			\$325,566		
Top Finance Position	7	\$198,135			\$186,314		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs and National Security: International Development							
Greater than \$50 million							
CEO/Executive Director	22	\$477,468	\$200,789	\$255,340	\$404,290	\$498,046	\$581,261
Top Development Position	5	\$246,588			\$224,971		
Top Finance Position	17	\$273,397		\$198,453	\$227,910	\$315,069	
Top Marketing Position	5	\$332,347			\$216,472		
Top Operations Position	7	\$298,228			\$259,643		
Top Program Position	6	\$230,283			\$220,861		
International, Foreign Affairs and National Security: International Economic Development							
\$250 thousand or less							
CEO/Executive Director	24	\$49,474	\$20,512	\$24,521	\$45,450	\$63,691	\$84,110
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	13	\$63,986		\$43,000	\$55,298	\$80,169	
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$78,502		\$48,785	\$79,941	\$100,846	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs and National Security: International Economic Development							
Between \$1 million and \$2.5 million							
CEO/Executive Director	17	\$124,897		\$65,000	\$125,000	\$149,374	
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	\$178,920		\$126,992	\$152,700	\$220,029	
Between \$5 million and \$10 million							
CEO/Executive Director	8	\$320,769			\$329,936		
Between \$10 million and \$25 million							
CEO/Executive Director	8	\$271,867			\$275,157		
Top Finance Position	8	\$206,272			\$198,289		
Top Operations Position	5	\$172,875			\$186,882		
Between \$25 million and \$50 million							
CEO/Executive Director	5	\$297,294			\$313,384		
International, Foreign Affairs and National Security: International Exchange N.E.C.							
\$250 thousand or less							
CEO/Executive Director	10	\$49,580		\$36,938	\$40,214	\$51,154	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs and National Security: International Exchange N.E.C.							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	\$110,602			\$97,904		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$71,326			\$81,753		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$226,180			\$210,795		
International, Foreign Affairs and National Security: International Human Rights							
\$250 thousand or less							
CEO/Executive Director	17	\$54,159		\$28,540	\$43,808	\$64,457	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	\$83,069		\$58,853	\$63,657	\$112,652	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$97,750			\$87,075		
Between \$1 million and \$2.5 million							
CEO/Executive Director	15	\$124,925		\$91,111	\$119,849	\$149,831	



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs and National Security: International Human Rights							
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	\$170,159		\$170,766	\$176,692	\$182,765	
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$245,272			\$282,173		
International, Foreign Affairs and National Security: International Migration & Refugee Issues							
\$250 thousand or less							
CEO/Executive Director	5	\$34,137			\$29,562		
International, Foreign Affairs and National Security: International Peace & Security							
\$250 thousand or less							
CEO/Executive Director	6	\$43,018			\$45,016		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$83,982			\$74,160		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$129,391			\$107,794		
Between \$1 million and \$2.5 million							
CEO/Executive Director	16	\$126,232		\$90,764	\$122,750	\$148,988	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs and National Security: International Peace & Security							
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$223,425			\$157,635		
International, Foreign Affairs and National Security: International Relief							
\$250 thousand or less							
CEO/Executive Director	95	\$37,428	\$19,522	\$25,135	\$34,670	\$45,699	\$59,836
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	65	\$49,582	\$24,000	\$29,333	\$43,054	\$60,000	\$82,877
Top Operations Position	5	\$62,288			\$68,600		
Between \$500 thousand and \$1 million							
CEO/Executive Director	44	\$72,259	\$36,750	\$42,198	\$62,539	\$84,404	\$129,885
Between \$1 million and \$2.5 million							
CEO/Executive Director	37	\$94,183	\$45,522	\$60,220	\$79,500	\$111,250	\$152,331
Between \$2.5 million and \$5 million							
CEO/Executive Director	24	\$110,775	\$36,777	\$68,535	\$97,866	\$158,008	\$186,794
Between \$5 million and \$10 million							
CEO/Executive Director	10	\$138,589		\$100,671	\$122,089	\$166,991	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs and National Security: International Relief							
Between \$10 million and \$25 million							
CEO/Executive Director	8	\$166,678			\$136,331		
Between \$25 million and \$50 million							
CEO/Executive Director	7	\$242,760			\$257,571		
Top Finance Position	5	\$146,140			\$128,210		
Greater than \$50 million							
CEO/Executive Director	10	\$306,747		\$204,148	\$273,514	\$393,429	
Top Finance Position	9	\$254,266			\$232,582		
International, Foreign Affairs and National Security: International, Foreign Affairs & National Sec							
\$250 thousand or less							
CEO/Executive Director	5	\$27,008			\$27,600		
International, Foreign Affairs and National Security: Promotion of International Understanding							
\$250 thousand or less							
CEO/Executive Director	25	\$41,511	\$21,488	\$32,083	\$40,000	\$47,864	\$61,079

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>International, Foreign Affairs and National Security: Promotion of International Understanding</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	14	\$76,946		\$44,327	\$78,269	\$84,721	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$108,360		\$72,232	\$110,854	\$136,804	
Between \$1 million and \$2.5 million							
CEO/Executive Director	24	\$145,747	\$61,378	\$102,985	\$120,313	\$164,826	\$248,269
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	\$216,054		\$144,933	\$248,179	\$253,606	
<b>International, Foreign Affairs and National Security: Research Institutes &amp; Public Policy Analysis</b>							
\$250 thousand or less							
CEO/Executive Director	5	\$50,708			\$43,225		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$94,974			\$92,846		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$169,474			\$158,017		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs and National Security: Research Institutes & Public Policy Analysis							
Between \$1 million and \$2.5 million							
CEO/Executive Director	17	\$199,323		\$128,506	\$160,416	\$199,107	
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	\$352,563			\$294,424		
Top Finance Position	5	\$180,297			\$155,327		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$483,687			\$487,040		
International, Foreign Affairs and National Security: Single Organization Support							
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$96,845			\$78,000		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$264,228			\$244,806		
International, Foreign Affairs and National Security: United Nations Associations							
\$250 thousand or less							
CEO/Executive Director	5	\$44,782			\$37,624		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Medical Research: Biomedicine &amp; Bioengineering Research</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$117,833			\$126,285		
<b>Medical Research: Cancer Research</b>							
\$250 thousand or less							
CEO/Executive Director	6	\$61,599			\$61,693		
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$88,310		\$58,732	\$85,423	\$97,335	
Between \$1 million and \$2.5 million							
CEO/Executive Director	18	\$154,047		\$95,973	\$155,090	\$192,790	
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	\$224,235		\$190,048	\$225,251	\$270,699	
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$220,527			\$220,675		
Between \$10 million and \$25 million							
CEO/Executive Director	7	\$262,080			\$275,516		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Medical Research: Cancer Research</b>							
Greater than \$50 million							
CEO/Executive Director	10	\$747,992		\$559,403	\$598,949	\$771,977	
Top Finance Position	8	\$344,228			\$337,899		
<b>Medical Research: Fund Raising &amp; Fund Distribution</b>							
\$250 thousand or less							
CEO/Executive Director	9	\$45,446			\$42,000		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$53,618			\$46,921		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	\$97,085			\$100,756		
<b>Medical Research: Medical Disciplines Research</b>							
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	\$123,643			\$95,680		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$285,361			\$277,612		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Medical Research: Medical Research N.E.C.							
\$250 thousand or less							
CEO/Executive Director	8	\$56,034			\$53,506		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	18	\$92,798		\$57,735	\$79,091	\$101,910	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$97,560		\$65,647	\$90,873	\$131,562	
Between \$1 million and \$2.5 million							
CEO/Executive Director	16	\$142,283		\$100,325	\$123,154	\$149,727	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$144,945			\$142,856		
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$239,043			\$206,110		
Top Finance Position	6	\$138,156			\$146,672		
Between \$10 million and \$25 million							
CEO/Executive Director	9	\$387,441			\$271,849		
Top Finance Position	5	\$165,187			\$175,154		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Medical Research: Professional Societies &amp; Associations</b>							
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$248,946			\$245,561		
<b>Medical Research: Research Institutes &amp; Public Policy Analysis</b>							
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$178,233			\$185,683		
Between \$10 million and \$25 million							
Top Finance Position	6	\$183,991			\$164,482		
<b>Medical Research: Specifically Named Diseases Research</b>							
\$250 thousand or less							
CEO/Executive Director	5	\$45,894			\$38,403		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$154,865			\$158,185		
<b>Mental Health, Crisis Intervention: Alliances &amp; Advocacy</b>							
\$250 thousand or less							
CEO/Executive Director	19	\$48,470		\$29,431	\$45,272	\$58,936	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Mental Health, Crisis Intervention: Alliances &amp; Advocacy</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	20	\$69,701	\$44,122	\$52,000	\$66,255	\$78,100	\$104,680
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$84,396	\$56,039	\$63,036	\$73,769	\$101,275	\$114,583
Between \$1 million and \$2.5 million							
CEO/Executive Director	20	\$113,878	\$85,863	\$93,380	\$109,701	\$122,825	\$158,838
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$174,767			\$130,194		
Between \$5 million and \$10 million							
CEO/Executive Director	7	\$150,504			\$145,878		
<b>Mental Health, Crisis Intervention: Community Mental Health Centers</b>							
\$250 thousand or less							
CEO/Executive Director	37	\$41,024	\$21,031	\$32,419	\$40,437	\$54,502	\$60,486
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	33	\$58,326	\$36,797	\$44,759	\$60,035	\$69,265	\$78,290

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Community Mental Health Centers							
Between \$500 thousand and \$1 million							
CEO/Executive Director	62	\$73,956	\$42,760	\$55,387	\$68,069	\$90,670	\$108,484
Between \$1 million and \$2.5 million							
CEO/Executive Director	62	\$103,782	\$68,775	\$79,723	\$96,752	\$118,719	\$154,315
Top Finance Position	8	\$78,758			\$72,271		
Top Operations Position	6	\$88,672			\$93,056		
Between \$2.5 million and \$5 million							
CEO/Executive Director	75	\$125,804	\$85,119	\$95,214	\$118,989	\$143,583	\$174,562
Top Administrative Position	7	\$89,852			\$106,058		
Top Finance Position	32	\$84,341	\$48,432	\$74,314	\$84,507	\$99,155	\$116,798
Top Operations Position	9	\$91,476			\$80,844		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Community Mental Health Centers							
Between \$5 million and \$10 million							
CEO/Executive Director	90	\$152,567	\$107,765	\$121,474	\$145,297	\$173,694	\$198,885
Top Administrative Position	7	\$158,648			\$131,405		
Top Finance Position	45	\$98,300	\$52,073	\$82,000	\$98,254	\$119,366	\$136,871
Top Operations Position	18	\$118,127		\$102,384	\$114,627	\$128,839	
Between \$10 million and \$25 million							
CEO/Executive Director	112	\$180,269	\$117,261	\$137,709	\$174,796	\$208,032	\$248,613
Top Administrative Position	7	\$140,860			\$140,182		
Top Development Position	5	\$168,279			\$172,741		
Top Finance Position	89	\$116,707	\$72,908	\$92,084	\$116,826	\$138,424	\$159,300
Top Human Resources Position	6	\$141,076			\$113,413		
Top Operations Position	35	\$130,391	\$84,020	\$110,154	\$126,431	\$153,342	\$174,162
Top Program Position	5	\$133,683			\$124,399		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Mental Health, Crisis Intervention: Community Mental Health Centers</b>							
Between \$25 million and \$50 million							
CEO/Executive Director	37	\$250,945	\$149,304	\$180,661	\$227,392	\$291,047	\$353,075
Top Finance Position	27	\$159,040	\$110,370	\$118,731	\$150,417	\$182,166	\$201,156
Top Human Resources Position	7	\$122,883			\$125,190		
Top Operations Position	14	\$150,212		\$125,407	\$141,267	\$181,498	
Greater than \$50 million							
CEO/Executive Director	14	\$350,968		\$270,308	\$326,469	\$388,784	
Top Finance Position	8	\$219,369			\$181,135		
Top Operations Position	8	\$194,513			\$189,121		
<b>Mental Health, Crisis Intervention: Counseling</b>							
\$250 thousand or less							
CEO/Executive Director	85	\$52,140	\$24,013	\$35,123	\$49,231	\$63,171	\$82,920
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	44	\$66,239	\$28,922	\$49,136	\$60,401	\$73,417	\$107,057

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Mental Health, Crisis Intervention: Counseling</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	41	\$75,816	\$40,354	\$60,000	\$72,875	\$92,400	\$105,300
Between \$1 million and \$2.5 million							
CEO/Executive Director	38	\$110,309	\$64,550	\$81,932	\$104,968	\$124,058	\$162,580
Top Finance Position	5	\$67,837			\$62,094		
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	\$141,448		\$108,457	\$122,500	\$146,000	
Between \$5 million and \$10 million							
CEO/Executive Director	10	\$170,313		\$126,550	\$140,164	\$180,068	
Top Finance Position	6	\$101,221			\$91,071		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$233,179			\$226,927		
<b>Mental Health, Crisis Intervention: Hot Lines &amp; Crisis Intervention</b>							
\$250 thousand or less							
CEO/Executive Director	28	\$44,949	\$28,812	\$32,570	\$42,406	\$55,031	\$67,330

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Mental Health, Crisis Intervention: Hot Lines &amp; Crisis Intervention</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	17	\$51,458		\$38,731	\$49,185	\$62,492	
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	\$77,644	\$42,090	\$57,639	\$74,525	\$99,665	\$111,746
Between \$1 million and \$2.5 million							
CEO/Executive Director	23	\$98,123	\$77,410	\$81,422	\$91,934	\$104,751	\$132,437
Top Finance Position	5	\$72,589			\$67,258		
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	\$109,546		\$98,158	\$108,606	\$119,018	
Top Finance Position	5	\$76,563			\$75,966		
Between \$5 million and \$10 million							
CEO/Executive Director	8	\$211,145			\$183,368		
<b>Mental Health, Crisis Intervention: Mental Health &amp; Crisis Intervention N.E.C.</b>							
\$250 thousand or less							
CEO/Executive Director	34	\$46,603	\$23,536	\$32,938	\$40,831	\$50,559	\$79,269

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	28	\$61,169	\$36,538	\$46,404	\$61,589	\$75,496	\$83,440
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	\$77,204	\$43,031	\$62,616	\$75,970	\$85,227	\$105,967
Between \$1 million and \$2.5 million							
CEO/Executive Director	28	\$97,181	\$66,527	\$78,559	\$89,362	\$105,646	\$132,900
Top Finance Position	5	\$45,775			\$42,436		
Between \$2.5 million and \$5 million							
CEO/Executive Director	19	\$137,429		\$88,466	\$114,461	\$140,170	
Top Finance Position	7	\$65,954			\$70,292		
Between \$5 million and \$10 million							
CEO/Executive Director	11	\$157,331		\$108,195	\$133,335	\$190,434	



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
Between \$10 million and \$25 million							
CEO/Executive Director	15	\$254,075		\$129,820	\$170,459	\$306,790	
Top Finance Position	9	\$159,458			\$128,961		
Top Operations Position	6	\$151,902			\$130,332		
Mental Health, Crisis Intervention: Mental Health Associations							
\$250 thousand or less							
CEO/Executive Director	42	\$46,272	\$27,282	\$34,826	\$45,855	\$53,208	\$68,357
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	41	\$63,934	\$37,959	\$52,894	\$60,000	\$70,000	\$84,744
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	\$77,154	\$54,046	\$63,821	\$71,498	\$85,501	\$101,619
Between \$1 million and \$2.5 million							
CEO/Executive Director	35	\$107,224	\$37,168	\$80,766	\$104,002	\$131,743	\$176,325
Top Finance Position	7	\$97,388			\$89,167		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Mental Health, Crisis Intervention: Mental Health Associations</b>							
Between \$2.5 million and \$5 million							
CEO/Executive Director	21	\$120,329	\$62,550	\$92,927	\$109,080	\$143,765	\$194,000
Top Finance Position	6	\$84,643			\$79,706		
Between \$5 million and \$10 million							
CEO/Executive Director	22	\$144,616	\$103,381	\$115,713	\$126,582	\$160,930	\$216,359
Top Finance Position	9	\$91,532			\$100,194		
Between \$10 million and \$25 million							
CEO/Executive Director	20	\$175,361	\$117,940	\$133,510	\$167,185	\$199,777	\$239,464
Top Finance Position	15	\$124,105		\$95,832	\$117,720	\$146,501	
<b>Mental Health, Crisis Intervention: Mental Health Disorders</b>							
\$250 thousand or less							
CEO/Executive Director	11	\$41,606		\$26,083	\$42,218	\$50,994	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$61,442			\$65,625		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Mental Health Disorders							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$69,766			\$71,615		
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$169,353			\$136,863		
Mental Health, Crisis Intervention: Mental Health Treatment							
\$250 thousand or less							
CEO/Executive Director	38	\$38,180	\$20,157	\$24,311	\$35,837	\$50,466	\$57,114
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	28	\$62,488	\$35,718	\$44,414	\$55,496	\$73,804	\$101,280
Between \$500 thousand and \$1 million							
CEO/Executive Director	58	\$77,920	\$49,438	\$57,483	\$71,977	\$98,574	\$118,325
Top Finance Position	6	\$88,409			\$49,876		
Between \$1 million and \$2.5 million							
CEO/Executive Director	95	\$104,594	\$64,047	\$80,576	\$93,717	\$121,486	\$159,830
Top Finance Position	17	\$66,129		\$53,305	\$65,246	\$82,785	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Mental Health Treatment							
Between \$2.5 million and \$5 million							
CEO/Executive Director	68	\$126,164	\$83,941	\$92,228	\$116,506	\$145,017	\$178,537
Top Finance Position	18	\$80,216		\$64,763	\$79,459	\$104,120	
Top Operations Position	5	\$108,824			\$113,310		
Between \$5 million and \$10 million							
CEO/Executive Director	61	\$158,462	\$97,056	\$115,947	\$129,210	\$158,415	\$192,287
Top Finance Position	33	\$99,908	\$62,249	\$78,065	\$99,516	\$117,866	\$133,970
Top Operations Position	7	\$99,402			\$117,503		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Mental Health Treatment							
Between \$10 million and \$25 million							
CEO/Executive Director	102	\$202,488	\$128,331	\$157,441	\$183,968	\$241,588	\$289,207
Top Development Position	7	\$126,787			\$116,962		
Top Finance Position	77	\$136,127	\$91,139	\$107,711	\$130,111	\$153,931	\$180,312
Top Human Resources Position	10	\$122,461		\$114,241	\$116,838	\$124,321	
Top Operations Position	39	\$147,553	\$103,873	\$118,407	\$135,443	\$166,472	\$212,819
Top Program Position	6	\$143,380			\$140,619		
Top Technology Position	5	\$119,673			\$124,211		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Mental Health Treatment							
Between \$25 million and \$50 million							
CEO/Executive Director	49	\$267,063	\$171,132	\$221,034	\$263,923	\$312,571	\$346,326
Top Administrative Position	5	\$152,229			\$156,470		
Top Finance Position	36	\$175,839	\$123,655	\$141,217	\$165,012	\$188,958	\$239,943
Top Operations Position	14	\$166,621		\$129,075	\$155,446	\$198,018	
Top Technology Position	12	\$160,401		\$128,440	\$146,631	\$178,512	
Greater than \$50 million							
CEO/Executive Director	32	\$311,297	\$189,833	\$216,552	\$258,282	\$358,101	\$522,102
Top Administrative Position	6	\$184,596			\$177,012		
Top Finance Position	25	\$198,047	\$107,577	\$143,107	\$186,021	\$264,244	\$307,790
Top Human Resources Position	7	\$127,351			\$121,095		
Top Operations Position	14	\$193,007		\$143,302	\$180,943	\$207,342	
Top Technology Position	6	\$183,180			\$185,360		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Mental Health, Crisis Intervention: Professional Societies &amp; Associations</b>							
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	\$138,900		\$91,250	\$125,772	\$173,107	
<b>Mental Health, Crisis Intervention: Psychiatric Hospitals</b>							
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$141,785			\$143,529		
Between \$10 million and \$25 million							
CEO/Executive Director	13	\$176,181		\$149,014	\$178,034	\$213,103	
Top Finance Position	11	\$165,503		\$126,114	\$172,900	\$208,033	
Top Operations Position	5	\$153,857			\$143,717		
Between \$25 million and \$50 million							
CEO/Executive Director	5	\$300,180			\$294,998		
Greater than \$50 million							
Top Finance Position	5	\$249,559			\$217,857		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Residential Mental Health Treatment							
\$250 thousand or less							
CEO/Executive Director	12	\$31,488		\$29,010	\$32,074	\$36,871	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	\$53,828			\$56,931		
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$83,468	\$50,640	\$61,000	\$81,421	\$101,745	\$132,800
Between \$1 million and \$2.5 million							
CEO/Executive Director	36	\$83,219	\$46,386	\$58,225	\$83,125	\$97,642	\$119,564
Between \$2.5 million and \$5 million							
CEO/Executive Director	45	\$118,231	\$76,160	\$96,069	\$116,256	\$135,638	\$157,664
Top Finance Position	10	\$85,383		\$75,880	\$85,235	\$102,421	
Top Operations Position	5	\$95,046			\$92,899		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Residential Mental Health Treatment							
Between \$5 million and \$10 million							
CEO/Executive Director	56	\$144,467	\$98,314	\$108,568	\$138,629	\$162,414	\$201,096
Top Administrative Position	5	\$87,051			\$95,440		
Top Finance Position	20	\$84,164	\$71,128	\$73,560	\$80,498	\$95,807	\$109,160
Top Operations Position	5	\$126,139			\$108,655		
Between \$10 million and \$25 million							
CEO/Executive Director	45	\$193,434	\$122,317	\$149,629	\$172,737	\$212,728	\$264,447
Top Administrative Position	5	\$141,913			\$135,941		
Top Finance Position	31	\$132,442	\$84,796	\$88,180	\$111,336	\$135,413	\$161,269
Top Operations Position	17	\$127,770		\$108,128	\$123,582	\$154,405	
Top Program Position	7	\$132,542			\$134,076		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Mental Health, Crisis Intervention: Residential Mental Health Treatment</b>							
Between \$25 million and \$50 million							
CEO/Executive Director	17	\$280,843		\$214,856	\$270,498	\$299,815	
Top Finance Position	9	\$157,517			\$154,145		
Top Operations Position	8	\$175,113			\$153,030		
Greater than \$50 million							
CEO/Executive Director	11	\$400,254		\$321,976	\$425,550	\$455,348	
Top Finance Position	9	\$233,029			\$217,993		
Top Operations Position	7	\$254,527			\$281,533		
<b>Mental Health, Crisis Intervention: Sexual Assault Services</b>							
\$250 thousand or less							
CEO/Executive Director	11	\$49,167		\$41,994	\$45,460	\$59,117	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	\$61,553		\$52,470	\$60,438	\$68,135	
Between \$500 thousand and \$1 million							
CEO/Executive Director	47	\$72,333	\$47,737	\$59,099	\$71,792	\$82,732	\$102,558

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Mental Health, Crisis Intervention: Sexual Assault Services</b>							
Between \$1 million and \$2.5 million							
CEO/Executive Director	26	\$91,796	\$62,004	\$78,918	\$89,653	\$104,362	\$123,077
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$140,007			\$130,473		
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
\$250 thousand or less							
CEO/Executive Director	58	\$39,263	\$18,068	\$25,579	\$35,000	\$47,500	\$62,597
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	65	\$67,416	\$40,555	\$50,000	\$60,019	\$74,254	\$83,074
Top Finance Position	7	\$36,320			\$41,028		
Between \$500 thousand and \$1 million							
CEO/Executive Director	62	\$77,275	\$40,110	\$55,488	\$74,422	\$92,586	\$114,727
Top Finance Position	8	\$50,403			\$54,553		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
Between \$1 million and \$2.5 million							
CEO/Executive Director	116	\$92,081	\$60,200	\$73,175	\$87,822	\$104,800	\$122,978
Top Finance Position	16	\$69,892		\$51,762	\$63,156	\$81,365	
Between \$2.5 million and \$5 million							
CEO/Executive Director	96	\$124,374	\$75,565	\$96,247	\$118,329	\$138,846	\$182,248
Top Administrative Position	5	\$103,988			\$107,841		
Top Finance Position	31	\$82,946	\$53,466	\$68,765	\$84,287	\$94,856	\$120,488
Top Operations Position	10	\$119,731		\$95,895	\$107,940	\$126,913	
Between \$5 million and \$10 million							
CEO/Executive Director	54	\$146,021	\$99,156	\$112,570	\$133,003	\$152,028	\$218,485
Top Finance Position	26	\$98,480	\$64,174	\$69,403	\$93,851	\$115,135	\$147,919
Top Operations Position	6	\$140,297			\$127,150		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
Between \$10 million and \$25 million							
CEO/Executive Director	41	\$206,806	\$140,733	\$156,890	\$182,415	\$204,841	\$300,800
Top Finance Position	28	\$131,096	\$85,715	\$110,213	\$122,550	\$148,848	\$179,776
Top Operations Position	12	\$145,745		\$120,983	\$146,451	\$162,858	
Between \$25 million and \$50 million							
CEO/Executive Director	12	\$256,644		\$187,556	\$237,846	\$307,405	
Top Finance Position	11	\$122,883		\$89,342	\$108,821	\$164,439	
Top Operations Position	7	\$191,912			\$171,991		
Greater than \$50 million							
CEO/Executive Director	8	\$375,969			\$245,803		
Top Finance Position	6	\$164,823			\$188,446		
Mental Health, Crisis Intervention: Substance Abuse Prevention							
\$250 thousand or less							
CEO/Executive Director	38	\$53,188	\$23,595	\$35,386	\$49,000	\$66,380	\$79,224

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Substance Abuse Prevention							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	28	\$71,206	\$49,086	\$57,652	\$63,405	\$80,562	\$93,884
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$92,770	\$39,992	\$58,844	\$78,831	\$90,426	\$112,964
Between \$1 million and \$2.5 million							
CEO/Executive Director	31	\$112,862	\$64,801	\$80,041	\$95,767	\$128,568	\$182,787
Top Finance Position	5	\$104,837			\$71,378		
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	\$115,598			\$112,260		
Between \$10 million and \$25 million							
CEO/Executive Director	11	\$180,510		\$142,872	\$177,085	\$200,800	
Top Finance Position	8	\$115,567			\$106,400		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Substance Abuse Treatment							
\$250 thousand or less							
CEO/Executive Director	54	\$46,896	\$23,151	\$32,425	\$45,703	\$52,688	\$81,931
Top Administrative Position	6	\$37,032			\$37,771		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	46	\$59,769	\$31,009	\$44,408	\$56,421	\$67,583	\$92,388
Between \$500 thousand and \$1 million							
CEO/Executive Director	71	\$79,480	\$45,192	\$60,859	\$72,178	\$97,305	\$112,642
Between \$1 million and \$2.5 million							
CEO/Executive Director	94	\$95,052	\$60,828	\$73,875	\$88,027	\$110,823	\$131,617
Top Administrative Position	5	\$84,703			\$65,000		
Top Finance Position	17	\$76,976		\$50,823	\$76,596	\$94,792	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Substance Abuse Treatment							
Between \$2.5 million and \$5 million							
CEO/Executive Director	83	\$126,405	\$81,183	\$91,677	\$116,764	\$149,367	\$183,333
Top Administrative Position	5	\$121,432			\$130,838		
Top Finance Position	39	\$89,559	\$42,967	\$70,154	\$89,757	\$115,451	\$128,693
Top Operations Position	9	\$102,077			\$79,748		
Between \$5 million and \$10 million							
CEO/Executive Director	60	\$156,731	\$105,390	\$124,952	\$144,167	\$176,424	\$221,179
Top Finance Position	24	\$106,173	\$71,719	\$77,499	\$97,814	\$132,508	\$158,080
Top Operations Position	8	\$119,318			\$121,200		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Substance Abuse Treatment							
Between \$10 million and \$25 million							
CEO/Executive Director	46	\$269,543	\$116,391	\$147,835	\$204,097	\$246,918	\$323,280
Top Finance Position	33	\$144,855	\$94,149	\$105,351	\$125,600	\$181,419	\$225,229
Top Human Resources Position	7	\$109,738			\$110,957		
Top Operations Position	18	\$144,420		\$104,613	\$143,686	\$159,124	
Top Program Position	5	\$145,281			\$151,596		
Between \$25 million and \$50 million							
CEO/Executive Director	6	\$264,622			\$269,656		
Mutual/Membership Benefit Organizations, Other: Domestic Fraternal Societies							
\$250 thousand or less							
CEO/Executive Director	6	\$38,492			\$35,634		
Mutual/Membership Benefit Organizations, Other: Mutual & Membership Benefit N.E.C.							
\$250 thousand or less							
CEO/Executive Director	5	\$48,115			\$48,000		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mutual/Membership Benefit Organizations, Other: Mutual & Membership Benefit N.E.C.							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	\$91,118			\$87,800		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$93,514			\$108,519		
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$229,019			\$195,931		
Mutual/Membership Benefit Organizations, Other: Professional Societies & Associations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$134,181			\$108,860		
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	\$128,756		\$115,113	\$134,870	\$168,836	
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	\$228,656		\$136,443	\$214,482	\$255,675	
Philanthropy, Voluntarism and Grantmaking Foundations: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	6	\$43,429			\$45,648		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism and Grantmaking Foundations: Alliances & Advocacy							
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$148,138			\$131,036		
Philanthropy, Voluntarism and Grantmaking Foundations: Community Foundations							
\$250 thousand or less							
CEO/Executive Director	28	\$42,504	\$23,362	\$32,452	\$39,531	\$53,334	\$56,761
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	51	\$66,709	\$34,833	\$44,950	\$59,683	\$75,714	\$93,317
Between \$500 thousand and \$1 million							
CEO/Executive Director	79	\$75,425	\$36,461	\$54,600	\$71,480	\$90,211	\$110,969
Between \$1 million and \$2.5 million							
CEO/Executive Director	155	\$96,574	\$56,205	\$75,417	\$90,642	\$115,896	\$138,989
Top Finance Position	6	\$77,712			\$67,755		
Between \$2.5 million and \$5 million							
CEO/Executive Director	93	\$122,883	\$70,271	\$93,183	\$122,400	\$143,849	\$184,378
Top Finance Position	26	\$89,443	\$57,252	\$71,886	\$91,492	\$99,004	\$130,547

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism and Grantmaking Foundations: Community Foundations							
Between \$5 million and \$10 million							
CEO/Executive Director	85	\$163,036	\$106,426	\$131,563	\$161,482	\$190,752	\$226,281
Top Finance Position	32	\$106,366	\$81,478	\$88,672	\$106,348	\$122,461	\$136,136
Top Operations Position	6	\$106,515			\$102,919		
Between \$10 million and \$25 million							
CEO/Executive Director	75	\$212,433	\$134,975	\$165,845	\$196,785	\$246,298	\$314,308
Top Administrative Position	7	\$133,001			\$138,744		
Top Development Position	18	\$136,907		\$117,740	\$133,159	\$150,836	
Top Finance Position	50	\$134,289	\$105,846	\$116,484	\$132,393	\$149,737	\$155,246
Top Program Position	5	\$139,719			\$149,622		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism and Grantmaking Foundations: Community Foundations							
Between \$25 million and \$50 million							
CEO/Executive Director	27	\$349,397	\$221,371	\$257,011	\$302,696	\$359,777	\$584,612
Top Administrative Position	5	\$166,999			\$161,530		
Top Development Position	7	\$146,318			\$144,369		
Top Finance Position	24	\$159,613	\$91,269	\$122,017	\$150,168	\$189,000	\$227,216

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism and Grantmaking Foundations: Community Foundations							
Greater than \$50 million							
CEO/Executive Director	34	\$477,803	\$290,816	\$342,524	\$427,181	\$527,824	\$684,547
Top Administrative Position	5	\$255,544			\$182,748		
Top Development Position	12	\$204,483		\$161,168	\$194,256	\$219,885	
Top Finance Position	33	\$231,704	\$151,773	\$170,384	\$200,127	\$239,356	\$332,904
Top Marketing Position	6	\$182,588			\$188,768		
Top Operations Position	9	\$261,908			\$257,921		
Top PR/Communications Position	6	\$211,526			\$201,184		
Top Program Position	9	\$205,024			\$205,301		
Philanthropy, Voluntarism and Grantmaking Foundations: Corporate Foundations							
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$155,921			\$115,066		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
\$250 thousand or less							
CEO/Executive Director	90	\$39,495	\$21,421	\$28,772	\$35,983	\$46,121	\$65,055
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	120	\$50,689	\$31,778	\$39,497	\$46,510	\$56,002	\$75,462
Between \$500 thousand and \$1 million							
CEO/Executive Director	137	\$68,918	\$41,327	\$53,000	\$64,961	\$79,570	\$97,923
Top Finance Position	5	\$42,919			\$41,650		
Between \$1 million and \$2.5 million							
CEO/Executive Director	163	\$96,523	\$60,644	\$78,153	\$90,384	\$105,006	\$138,594
Top Finance Position	25	\$62,011	\$41,969	\$55,815	\$63,019	\$69,182	\$76,285
Between \$2.5 million and \$5 million							
CEO/Executive Director	83	\$130,935	\$86,212	\$105,070	\$122,493	\$143,541	\$194,638
Top Administrative Position	6	\$77,824			\$69,331		
Top Finance Position	34	\$76,113	\$46,122	\$59,739	\$75,184	\$86,621	\$119,172

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
Between \$5 million and \$10 million							
CEO/Executive Director	39	\$184,682	\$107,470	\$138,404	\$159,054	\$211,840	\$263,671
Top Finance Position	24	\$107,494	\$69,469	\$84,079	\$100,672	\$114,611	\$157,569
Between \$10 million and \$25 million							
CEO/Executive Director	43	\$224,064	\$136,668	\$173,330	\$215,823	\$253,968	\$307,579
Top Development Position	8	\$154,596			\$151,337		
Top Finance Position	34	\$122,962	\$86,938	\$101,059	\$123,036	\$147,484	\$161,662
Top Operations Position	14	\$163,348		\$140,066	\$159,726	\$195,128	
Between \$25 million and \$50 million							
CEO/Executive Director	10	\$359,217		\$254,868	\$267,103	\$379,068	
Top Finance Position	11	\$183,040		\$145,385	\$186,393	\$222,233	



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
Greater than \$50 million							
CEO/Executive Director	14	\$515,668		\$341,284	\$429,949	\$587,409	
Top Finance Position	8	\$299,013			\$243,824		
Top Operations Position	7	\$229,406			\$219,964		
Philanthropy, Voluntarism and Grantmaking Foundations: Fund Raising & Fund Distribution							
\$250 thousand or less							
CEO/Executive Director	27	\$39,481	\$20,092	\$23,717	\$39,289	\$56,053	\$60,000
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	25	\$60,877	\$32,592	\$44,176	\$55,000	\$70,695	\$105,696
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	\$82,024	\$37,118	\$50,388	\$82,789	\$95,306	\$117,583
Between \$1 million and \$2.5 million							
CEO/Executive Director	35	\$96,131	\$34,192	\$74,629	\$95,621	\$111,006	\$157,211
Between \$2.5 million and \$5 million							
CEO/Executive Director	17	\$130,472		\$107,500	\$120,661	\$144,008	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism and Grantmaking Foundations: Fund Raising & Fund Distribution							
Between \$5 million and \$10 million							
CEO/Executive Director	9	\$163,704			\$164,079		
Between \$10 million and \$25 million							
CEO/Executive Director	9	\$242,732			\$217,425		
Top Operations Position	5	\$153,937			\$140,435		
Between \$25 million and \$50 million							
CEO/Executive Director	6	\$309,779			\$301,064		
Top Finance Position	7	\$203,740			\$210,975		
Philanthropy, Voluntarism and Grantmaking Foundations: Management & Technical Assistance							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$108,462			\$90,020		
Philanthropy, Voluntarism and Grantmaking Foundations: Named Trusts N.E.C.							
\$250 thousand or less							
CEO/Executive Director	7	\$61,335			\$47,500		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism and Grantmaking Foundations: Named Trusts N.E.C.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$102,817			\$107,823		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	\$356,172			\$143,715		
Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Charity & Voluntarism Promotio							
\$250 thousand or less							
CEO/Executive Director	34	\$47,962	\$18,457	\$28,088	\$40,088	\$54,075	\$80,213
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	26	\$65,260	\$40,775	\$48,960	\$62,305	\$79,979	\$94,151
Between \$500 thousand and \$1 million							
CEO/Executive Director	29	\$84,328	\$45,645	\$54,125	\$80,000	\$105,484	\$155,046
Between \$1 million and \$2.5 million							
CEO/Executive Director	32	\$133,872	\$51,584	\$88,835	\$141,051	\$175,103	\$198,101
Top Finance Position	5	\$67,860			\$72,754		
Between \$2.5 million and \$5 million							
CEO/Executive Director	19	\$191,820		\$130,395	\$157,685	\$249,137	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Charity & Voluntarism Promotio							
Between \$5 million and \$10 million							
CEO/Executive Director	15	\$243,670		\$134,673	\$177,422	\$376,359	
Top Finance Position	11	\$121,418		\$98,498	\$119,309	\$141,585	
Top Operations Position	6	\$156,035			\$160,268		
Between \$10 million and \$25 million							
CEO/Executive Director	11	\$295,507		\$208,748	\$265,402	\$329,478	
Top Finance Position	5	\$166,650			\$186,590		
Between \$25 million and \$50 million							
CEO/Executive Director	5	\$332,052			\$258,515		
Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Voluntarism & Grantmaking Foun							
\$250 thousand or less							
CEO/Executive Director	15	\$45,118		\$29,043	\$36,960	\$54,949	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	19	\$96,620		\$53,622	\$76,640	\$111,250	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Voluntarism & Grantmaking Foun							
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$107,862		\$67,000	\$104,226	\$128,505	
Between \$1 million and \$2.5 million							
CEO/Executive Director	29	\$133,958	\$81,447	\$87,155	\$124,860	\$158,209	\$198,930
Top Finance Position	5	\$70,527			\$58,350		
Between \$2.5 million and \$5 million							
CEO/Executive Director	12	\$176,227		\$112,779	\$136,252	\$257,017	
Between \$5 million and \$10 million							
CEO/Executive Director	9	\$219,807			\$176,289		
Greater than \$50 million							
CEO/Executive Director	7	\$455,624			\$452,814		
Top Finance Position	7	\$265,022			\$242,996		
Top Operations Position	5	\$292,704			\$304,987		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism and Grantmaking Foundations: Private Grantmaking Foundations							
\$250 thousand or less							
CEO/Executive Director	39	\$44,165	\$25,981	\$30,000	\$40,000	\$52,385	\$68,385
Top Program Position	5	\$39,634			\$33,397		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	26	\$86,942	\$48,813	\$61,524	\$76,752	\$113,324	\$144,299
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$84,016	\$43,840	\$59,777	\$73,798	\$101,847	\$129,885
Between \$1 million and \$2.5 million							
CEO/Executive Director	27	\$156,079	\$72,763	\$102,263	\$135,000	\$185,515	\$235,792
Top Finance Position	5	\$108,657			\$138,179		
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	\$163,847		\$76,482	\$130,674	\$230,675	
Philanthropy, Voluntarism and Grantmaking Foundations: Private Independent Foundations							
\$250 thousand or less							
CEO/Executive Director	13	\$48,485		\$30,000	\$46,600	\$68,016	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism and Grantmaking Foundations: Private Independent Foundations							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	13	\$70,297		\$50,611	\$63,331	\$91,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$92,097		\$76,333	\$86,840	\$104,498	
Between \$1 million and \$2.5 million							
CEO/Executive Director	19	\$110,973		\$89,876	\$100,467	\$128,543	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$150,701			\$112,087		
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$269,705			\$232,045		
Philanthropy, Voluntarism and Grantmaking Foundations: Professional Societies & Associations							
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	\$197,852		\$161,951	\$188,063	\$241,209	
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$256,943			\$243,030		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
\$250 thousand or less							
CEO/Executive Director	52	\$43,306	\$22,438	\$28,122	\$39,453	\$50,116	\$73,540
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	47	\$72,111	\$44,301	\$52,875	\$67,877	\$83,676	\$107,913
Between \$500 thousand and \$1 million							
CEO/Executive Director	37	\$99,756	\$52,057	\$71,600	\$90,527	\$122,714	\$151,798
Between \$1 million and \$2.5 million							
CEO/Executive Director	60	\$125,872	\$60,721	\$88,090	\$116,071	\$159,139	\$195,158
Top Operations Position	6	\$87,531			\$70,600		
Between \$2.5 million and \$5 million							
CEO/Executive Director	29	\$168,143	\$73,120	\$118,685	\$142,687	\$217,192	\$254,594
Top Finance Position	7	\$93,366			\$100,700		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
Between \$5 million and \$10 million							
CEO/Executive Director	25	\$209,763	\$128,135	\$152,476	\$175,632	\$235,591	\$361,857
Top Finance Position	7	\$172,108			\$183,886		
Top Operations Position	6	\$141,910			\$136,889		
Between \$10 million and \$25 million							
CEO/Executive Director	12	\$280,164		\$188,643	\$265,487	\$337,345	
Top Finance Position	5	\$194,891			\$187,034		
Between \$25 million and \$50 million							
CEO/Executive Director	6	\$202,969			\$195,526		
Greater than \$50 million							
CEO/Executive Director	8	\$419,617			\$382,764		
Top Finance Position	7	\$219,756			\$161,985		
Philanthropy, Voluntarism and Grantmaking Foundations: Single Organization Support							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$68,870			\$76,631		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism and Grantmaking Foundations: Single Organization Support							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$93,548			\$93,210		
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	\$216,507			\$185,022		
Philanthropy, Voluntarism and Grantmaking Foundations: Voluntarism Promotion							
\$250 thousand or less							
CEO/Executive Director	39	\$43,869	\$19,501	\$30,812	\$42,205	\$52,625	\$67,376
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	\$71,263		\$43,671	\$61,231	\$76,274	
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$75,057	\$39,967	\$63,053	\$70,315	\$96,124	\$105,697
Between \$1 million and \$2.5 million							
CEO/Executive Director	18	\$114,679		\$82,377	\$106,312	\$143,464	
Between \$2.5 million and \$5 million							
CEO/Executive Director	13	\$121,424		\$96,338	\$120,319	\$148,137	
Top Finance Position	5	\$112,935			\$94,430		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public Safety, Disaster Preparedness and Relief: Automotive Safety							
\$250 thousand or less							
CEO/Executive Director	5	\$65,916			\$71,541		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$79,309			\$78,120		
Public Safety, Disaster Preparedness and Relief: Disaster Preparedness & Relief Services							
\$250 thousand or less							
CEO/Executive Director	19	\$55,362		\$32,023	\$46,114	\$69,125	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	\$59,417		\$46,878	\$63,985	\$66,737	
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$86,242		\$49,790	\$68,869	\$95,943	
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	\$110,641		\$92,382	\$114,400	\$132,105	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$133,131			\$129,334		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public Safety, Disaster Preparedness and Relief: Disaster Preparedness & Relief Services							
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$123,048			\$142,927		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$193,155			\$179,135		
Greater than \$50 million							
CEO/Executive Director	5	\$313,644			\$248,220		
Public Safety, Disaster Preparedness and Relief: Fire Prevention							
\$250 thousand or less							
CEO/Executive Director	11	\$40,898		\$23,845	\$36,378	\$52,496	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	19	\$50,277		\$34,230	\$42,128	\$58,894	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$64,704		\$44,947	\$57,115	\$74,785	
Top Finance Position	6	\$39,132			\$40,044		
Between \$1 million and \$2.5 million							
CEO/Executive Director	16	\$82,308		\$45,109	\$82,037	\$100,485	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public Safety, Disaster Preparedness and Relief: Fire Prevention							
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$75,265			\$69,100		
Between \$5 million and \$10 million							
CEO/Executive Director	7	\$164,488			\$174,456		
Public Safety, Disaster Preparedness and Relief: Public Safety, Disaster Preparedness & Relief N.E.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$127,469			\$114,726		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	\$142,359			\$117,449		
Public Safety, Disaster Preparedness and Relief: Safety Education							
\$250 thousand or less							
CEO/Executive Director	27	\$59,384	\$33,308	\$46,543	\$59,159	\$64,078	\$89,295
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	\$71,456		\$54,455	\$61,662	\$78,718	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$102,715		\$75,201	\$93,708	\$115,524	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Public Safety, Disaster Preparedness and Relief: Safety Education</b>							
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	\$109,236			\$96,513		
Between \$2.5 million and \$5 million							
CEO/Executive Director	12	\$177,279		\$129,104	\$170,415	\$196,394	
<b>Public, Society Benefit – Multipurpose and Other: Alliances &amp; Advocacy</b>							
\$250 thousand or less							
CEO/Executive Director	18	\$51,894		\$27,950	\$45,067	\$70,004	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	17	\$71,505		\$53,166	\$61,557	\$80,895	
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	\$106,754	\$55,825	\$74,614	\$92,844	\$107,552	\$171,881
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	\$129,366		\$92,600	\$123,770	\$150,184	
<b>Public, Society Benefit – Multipurpose and Other: Citizen Participation</b>							
\$250 thousand or less							
CEO/Executive Director	13	\$51,922		\$40,000	\$46,350	\$70,401	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Public, Society Benefit – Multipurpose and Other: Citizen Participation</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	\$77,581		\$55,908	\$84,806	\$96,250	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$96,153		\$81,523	\$96,515	\$108,686	
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	\$122,049			\$122,931		
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$156,139			\$102,520		
<b>Public, Society Benefit – Multipurpose and Other: Consumer Protection</b>							
\$250 thousand or less							
CEO/Executive Director	5	\$80,734			\$71,875		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	\$86,873			\$81,236		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$136,643			\$142,774		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit – Multipurpose and Other: Consumer Protection							
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$140,561			\$130,303		
Public, Society Benefit – Multipurpose and Other: Financial Institutions							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$128,763			\$133,467		
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	\$228,248		\$129,229	\$163,152	\$213,510	
Top Finance Position	6	\$209,651			\$166,176		
Greater than \$50 million							
CEO/Executive Director	6	\$568,496			\$577,310		
Top Finance Position	7	\$217,282			\$250,135		
Public, Society Benefit – Multipurpose and Other: Fund Raising & Fund Distribution							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$102,622			\$93,000		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Public, Society Benefit – Multipurpose and Other: Fund Raising &amp; Fund Distribution</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$76,836			\$85,000		
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	\$105,138		\$48,186	\$104,135	\$149,036	
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$137,054			\$131,141		
<b>Public, Society Benefit – Multipurpose and Other: Government &amp; Public Administration</b>							
\$250 thousand or less							
CEO/Executive Director	11	\$63,848		\$44,448	\$52,999	\$80,413	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	\$95,453			\$92,355		
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$125,822		\$71,546	\$112,268	\$155,000	
Between \$1 million and \$2.5 million							
CEO/Executive Director	17	\$177,280		\$100,374	\$169,273	\$254,118	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Public, Society Benefit – Multipurpose and Other: Government &amp; Public Administration</b>							
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	\$247,847		\$183,434	\$211,031	\$241,888	
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$141,523			\$147,931		
Between \$10 million and \$25 million							
CEO/Executive Director	8	\$254,476			\$177,450		
<b>Public, Society Benefit – Multipurpose and Other: Leadership Development</b>							
\$250 thousand or less							
CEO/Executive Director	75	\$55,622	\$22,182	\$39,950	\$51,300	\$70,016	\$88,450
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	45	\$84,014	\$46,532	\$67,447	\$80,200	\$102,403	\$129,100
Between \$500 thousand and \$1 million							
CEO/Executive Director	42	\$115,462	\$75,992	\$93,776	\$105,183	\$131,426	\$162,592
Between \$1 million and \$2.5 million							
CEO/Executive Director	45	\$137,206	\$56,718	\$81,518	\$111,497	\$163,425	\$273,784
Top Operations Position	7	\$81,456			\$91,970		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit – Multipurpose and Other: Leadership Development							
Between \$2.5 million and \$5 million							
CEO/Executive Director	18	\$187,190		\$100,607	\$156,360	\$194,793	
Between \$5 million and \$10 million							
CEO/Executive Director	9	\$207,504			\$199,176		
Top Finance Position	5	\$126,875			\$104,770		
Between \$10 million and \$25 million							
CEO/Executive Director	6	\$295,343			\$216,131		
Public, Society Benefit – Multipurpose and Other: Management & Technical Assistance							
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	\$138,439			\$135,000		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$364,276			\$327,664		
Public, Society Benefit – Multipurpose and Other: Military & Veterans Organizations							
\$250 thousand or less							
CEO/Executive Director	46	\$41,587	\$16,431	\$21,516	\$37,844	\$55,060	\$66,041

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit – Multipurpose and Other: Military & Veterans Organizations							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	25	\$61,383	\$39,593	\$46,154	\$61,000	\$71,500	\$93,590
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	\$66,387	\$32,411	\$50,500	\$61,058	\$74,555	\$98,286
Between \$1 million and \$2.5 million							
CEO/Executive Director	35	\$90,694	\$46,849	\$61,993	\$85,000	\$115,248	\$154,244
Between \$2.5 million and \$5 million							
CEO/Executive Director	18	\$158,502		\$88,112	\$117,215	\$153,281	
Between \$5 million and \$10 million							
CEO/Executive Director	12	\$190,215		\$127,734	\$179,114	\$227,653	
Top Finance Position	5	\$114,530			\$125,519		
Between \$10 million and \$25 million							
CEO/Executive Director	17	\$187,074		\$132,670	\$183,540	\$239,384	
Top Finance Position	6	\$140,964			\$144,506		
Between \$25 million and \$50 million							
CEO/Executive Director	5	\$165,462			\$192,501		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit – Multipurpose and Other: Professional Societies & Associations							
\$250 thousand or less							
CEO/Executive Director	6	\$66,979			\$58,339		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$82,706			\$77,666		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$95,612		\$70,321	\$88,843	\$110,624	
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	\$132,021		\$100,214	\$139,865	\$170,358	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$192,596			\$165,404		
Public, Society Benefit – Multipurpose and Other: Public & Societal Benefit N.E.C.							
\$250 thousand or less							
CEO/Executive Director	55	\$43,025	\$18,576	\$26,387	\$40,792	\$50,400	\$71,367
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	41	\$67,554	\$25,000	\$46,008	\$59,674	\$79,062	\$112,408

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit – Multipurpose and Other: Public & Societal Benefit N.E.C.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	36	\$91,695	\$43,327	\$54,630	\$84,393	\$124,755	\$158,362
Between \$1 million and \$2.5 million							
CEO/Executive Director	43	\$160,756	\$65,339	\$93,742	\$131,540	\$185,254	\$280,398
Top Finance Position	9	\$101,197			\$82,972		
Between \$2.5 million and \$5 million							
CEO/Executive Director	38	\$173,668	\$71,705	\$97,658	\$149,058	\$218,459	\$279,635
Top Finance Position	14	\$117,480		\$101,220	\$109,967	\$136,538	
Between \$5 million and \$10 million							
CEO/Executive Director	13	\$217,168		\$116,476	\$240,997	\$285,651	
Top Finance Position	6	\$142,830			\$145,744		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit – Multipurpose and Other: Public & Societal Benefit N.E.C.							
Between \$10 million and \$25 million							
CEO/Executive Director	17	\$227,113		\$131,388	\$176,120	\$282,430	
Top Finance Position	9	\$148,425			\$141,139		
Top Operations Position	8	\$212,795			\$154,382		
Greater than \$50 million							
Top Finance Position	5	\$301,529			\$334,426		
Public, Society Benefit – Multipurpose and Other: Public Transportation Systems							
\$250 thousand or less							
CEO/Executive Director	6	\$51,277			\$52,378		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$111,602		\$68,886	\$85,211	\$142,992	
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	\$118,460			\$104,774		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$162,984			\$120,669		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit – Multipurpose and Other: Public Utilities							
\$250 thousand or less							
CEO/Executive Director	12	\$51,531		\$35,861	\$52,200	\$59,263	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	\$79,141			\$72,584		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$108,968			\$108,361		
Public, Society Benefit – Multipurpose and Other: Research Institutes & Public Policy Analysis							
\$250 thousand or less							
CEO/Executive Director	6	\$63,410			\$46,386		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	\$127,085		\$89,971	\$111,538	\$167,686	
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$125,846	\$82,803	\$101,016	\$123,800	\$153,750	\$179,428
Between \$1 million and \$2.5 million							
CEO/Executive Director	16	\$170,060		\$124,784	\$155,175	\$184,453	



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit – Multipurpose and Other: Research Institutes & Public Policy Analysis							
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	\$177,027		\$115,649	\$187,500	\$235,275	
Between \$5 million and \$10 million							
CEO/Executive Director	14	\$280,210		\$209,244	\$288,860	\$366,264	
Between \$10 million and \$25 million							
CEO/Executive Director	6	\$333,161			\$347,344		
Between \$25 million and \$50 million							
CEO/Executive Director	5	\$383,869			\$241,518		
Public, Society Benefit – Multipurpose and Other: Support N.E.C.							
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	\$141,382		\$82,185	\$101,928	\$121,365	
Public, Society Benefit – Multipurpose and Other: Telecommunications							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$73,796			\$78,447		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	6	\$56,497			\$37,751		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$96,891			\$84,123		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
\$250 thousand or less							
CEO/Executive Director	92	\$38,138	\$20,758	\$26,000	\$33,284	\$46,178	\$63,322
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	53	\$62,569	\$25,534	\$36,400	\$53,000	\$80,000	\$111,794
Top Finance Position	5	\$41,206			\$35,847		
Between \$500 thousand and \$1 million							
CEO/Executive Director	55	\$71,433	\$29,000	\$51,686	\$67,148	\$89,663	\$109,969
Top Finance Position	5	\$46,757			\$49,718		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Amateur Sports							
Between \$1 million and \$2.5 million							
CEO/Executive Director	63	\$99,595	\$45,060	\$66,976	\$89,932	\$127,242	\$145,667
Top Finance Position	7	\$59,091			\$54,400		
Between \$2.5 million and \$5 million							
CEO/Executive Director	17	\$156,126		\$86,650	\$156,995	\$199,165	
Between \$5 million and \$10 million							
CEO/Executive Director	12	\$213,589		\$125,841	\$167,017	\$261,936	
Between \$10 million and \$25 million							
CEO/Executive Director	7	\$212,419			\$212,690		
Top Finance Position	8	\$134,106			\$131,448		
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
\$250 thousand or less							
CEO/Executive Director	13	\$34,949		\$30,123	\$34,228	\$39,810	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	\$44,592			\$43,200		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	\$64,885	\$30,200	\$43,750	\$66,813	\$80,588	\$102,388
Between \$1 million and \$2.5 million							
CEO/Executive Director	19	\$129,470		\$100,029	\$119,472	\$156,352	
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	\$201,279		\$133,295	\$175,876	\$255,607	
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$292,389			\$346,617		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$646,788			\$537,212		
Greater than \$50 million							
CEO/Executive Director	5	\$893,376			\$709,554		
Recreation, Sports, Leisure, Athletics: Baseball & Softball							
\$250 thousand or less							
CEO/Executive Director	26	\$40,055	\$24,500	\$26,389	\$36,000	\$51,742	\$61,750

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Recreation, Sports, Leisure, Athletics: Baseball &amp; Softball</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	\$49,124		\$35,038	\$52,575	\$61,180	
Top Finance Position	5	\$57,077			\$47,605		
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$59,672		\$42,636	\$55,998	\$72,000	
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	\$98,822			\$101,335		
<b>Recreation, Sports, Leisure, Athletics: Basketball</b>							
\$250 thousand or less							
CEO/Executive Director	12	\$34,662		\$24,655	\$32,394	\$42,547	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	13	\$67,939		\$39,760	\$62,500	\$80,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$70,472			\$60,000		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$120,591			\$129,808		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Camps							
\$250 thousand or less							
CEO/Executive Director	47	\$37,891	\$18,314	\$27,788	\$36,100	\$45,969	\$55,524
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	51	\$50,898	\$27,295	\$36,557	\$48,229	\$64,967	\$73,338
Between \$500 thousand and \$1 million							
CEO/Executive Director	69	\$64,353	\$39,204	\$50,043	\$60,995	\$78,260	\$89,780
Between \$1 million and \$2.5 million							
CEO/Executive Director	91	\$92,390	\$48,866	\$60,907	\$86,634	\$108,749	\$134,923
Top Finance Position	6	\$59,953			\$52,113		
Between \$2.5 million and \$5 million							
CEO/Executive Director	25	\$152,528	\$93,543	\$111,058	\$145,299	\$190,586	\$204,956
Between \$5 million and \$10 million							
CEO/Executive Director	21	\$188,536	\$107,831	\$129,187	\$195,600	\$257,345	\$267,117
Top Finance Position	8	\$110,679			\$104,605		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Community Recreational Centers							
\$250 thousand or less							
CEO/Executive Director	14	\$34,321		\$26,875	\$30,430	\$42,078	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	22	\$67,833	\$38,046	\$49,121	\$65,693	\$77,062	\$84,056
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$69,073		\$56,864	\$64,775	\$74,827	
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	\$102,023		\$81,078	\$95,888	\$114,687	
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	\$137,857			\$131,647		
Between \$5 million and \$10 million							
CEO/Executive Director	7	\$210,027			\$231,590		
Top Finance Position	7	\$96,506			\$82,192		
Between \$10 million and \$25 million							
CEO/Executive Director	7	\$209,622			\$231,283		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Equestrian							
\$250 thousand or less							
CEO/Executive Director	13	\$33,037		\$17,180	\$19,300	\$43,580	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	\$57,976		\$45,584	\$61,037	\$69,504	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$79,290			\$65,787		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$90,794			\$69,153		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$128,320			\$132,996		
Recreation, Sports, Leisure, Athletics: Fairs							
\$250 thousand or less							
CEO/Executive Director	13	\$50,354		\$28,800	\$38,557	\$67,096	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	17	\$60,406		\$39,700	\$47,125	\$77,595	



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Recreation, Sports, Leisure, Athletics: Fairs</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$57,355		\$48,017	\$56,276	\$66,312	
Between \$1 million and \$2.5 million							
CEO/Executive Director	31	\$93,874	\$40,375	\$55,329	\$76,154	\$106,814	\$160,630
Between \$2.5 million and \$5 million							
CEO/Executive Director	14	\$142,082		\$70,821	\$138,214	\$175,594	
Between \$5 million and \$10 million							
CEO/Executive Director	11	\$203,153		\$123,735	\$172,610	\$227,012	
Between \$10 million and \$25 million							
CEO/Executive Director	6	\$292,008			\$273,126		
<b>Recreation, Sports, Leisure, Athletics: Fishing &amp; Hunting</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$54,573			\$61,800		
<b>Recreation, Sports, Leisure, Athletics: Football</b>							
\$250 thousand or less							
CEO/Executive Director	7	\$47,108			\$48,333		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Football							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$83,137			\$83,315		
Recreation, Sports, Leisure, Athletics: Fund Raising & Fund Distribution							
\$250 thousand or less							
CEO/Executive Director	12	\$35,538		\$21,269	\$29,938	\$46,448	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$48,231			\$53,335		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$78,259			\$67,500		
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	\$107,591			\$114,227		
Recreation, Sports, Leisure, Athletics: Golf							
\$250 thousand or less							
CEO/Executive Director	18	\$51,986		\$32,750	\$54,077	\$66,725	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	19	\$80,067		\$62,142	\$73,020	\$85,452	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Recreation, Sports, Leisure, Athletics: Golf</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$90,714		\$82,931	\$89,525	\$111,401	
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	\$108,386		\$82,247	\$108,716	\$134,138	
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$239,874			\$172,767		
<b>Recreation, Sports, Leisure, Athletics: Parks &amp; Playgrounds</b>							
\$250 thousand or less							
CEO/Executive Director	20	\$50,366	\$21,622	\$32,796	\$47,484	\$74,825	\$80,950
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	17	\$71,895		\$44,993	\$65,000	\$82,910	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$77,130		\$53,560	\$76,396	\$82,373	
Between \$1 million and \$2.5 million							
CEO/Executive Director	17	\$98,979		\$88,112	\$105,508	\$115,268	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Recreation, Sports, Leisure, Athletics: Parks &amp; Playgrounds</b>							
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	\$150,692		\$109,206	\$125,722	\$155,376	
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$234,194			\$224,947		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$393,167			\$313,299		
<b>Recreation, Sports, Leisure, Athletics: Physical Fitness &amp; Community Recreational Facilities</b>							
\$250 thousand or less							
CEO/Executive Director	7	\$30,827			\$28,063		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	14	\$60,155		\$46,317	\$55,849	\$69,258	
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	\$76,093	\$38,538	\$64,624	\$70,900	\$87,622	\$100,477
Top Administrative Position	5	\$67,973			\$66,835		
Between \$1 million and \$2.5 million							
CEO/Executive Director	22	\$93,515	\$54,361	\$75,984	\$91,842	\$100,000	\$111,431

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Recreation, Sports, Leisure, Athletics: Physical Fitness &amp; Community Recreational Facilities</b>							
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$145,980			\$128,230		
Between \$5 million and \$10 million							
CEO/Executive Director	8	\$197,722			\$182,332		
Between \$10 million and \$25 million							
CEO/Executive Director	6	\$232,068			\$238,151		
<b>Recreation, Sports, Leisure, Athletics: Professional Societies &amp; Associations</b>							
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$143,438			\$138,375		
<b>Recreation, Sports, Leisure, Athletics: Racquet Sports</b>							
\$250 thousand or less							
CEO/Executive Director	12	\$59,515		\$42,500	\$58,146	\$76,939	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	\$55,819		\$44,840	\$56,340	\$68,125	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$58,316			\$65,686		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Racquet Sports							
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$144,857			\$145,148		
Recreation, Sports, Leisure, Athletics: Recreation & Sports N.E.C.							
\$250 thousand or less							
CEO/Executive Director	29	\$44,390	\$17,393	\$30,800	\$37,608	\$60,000	\$68,141
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	26	\$61,309	\$35,792	\$46,628	\$60,535	\$80,102	\$83,856
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	\$87,083	\$40,715	\$57,786	\$79,879	\$100,530	\$132,356
Between \$1 million and \$2.5 million							
CEO/Executive Director	19	\$116,817		\$79,650	\$106,675	\$155,303	
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	\$154,671		\$105,735	\$143,705	\$183,205	
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
\$250 thousand or less							
CEO/Executive Director	19	\$45,484		\$32,013	\$44,352	\$55,084	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Recreation, Sports, Leisure, Athletics: Recreational Clubs</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	17	\$49,964		\$39,750	\$50,719	\$56,577	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$66,157			\$71,545		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	\$95,371			\$94,153		
<b>Recreation, Sports, Leisure, Athletics: Single Organization Support</b>							
\$250 thousand or less							
CEO/Executive Director	9	\$49,294			\$50,171		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$86,072			\$60,000		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$168,716			\$86,294		
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	\$166,863			\$137,029		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Soccer							
\$250 thousand or less							
CEO/Executive Director	25	\$39,527	\$18,726	\$26,000	\$36,000	\$52,000	\$61,561
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	40	\$51,534	\$24,222	\$33,696	\$46,423	\$71,325	\$81,839
Between \$500 thousand and \$1 million							
CEO/Executive Director	46	\$73,617	\$40,315	\$52,514	\$64,765	\$83,075	\$119,180
Top Administrative Position	6	\$44,332			\$43,361		
Top Finance Position	10	\$30,525		\$17,800	\$27,342	\$40,994	
Between \$1 million and \$2.5 million							
CEO/Executive Director	67	\$96,816	\$52,138	\$76,800	\$90,876	\$116,793	\$142,003
Top Administrative Position	5	\$67,990			\$70,000		
Top Finance Position	6	\$39,305			\$37,772		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Recreation, Sports, Leisure, Athletics: Soccer</b>							
Between \$2.5 million and \$5 million							
CEO/Executive Director	31	\$137,884	\$86,443	\$91,473	\$129,370	\$162,817	\$198,482
Top Technology Position	5	\$133,358			\$119,607		
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$142,531			\$136,595		
<b>Recreation, Sports, Leisure, Athletics: Special Olympics</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$85,710			\$85,000		
Between \$1 million and \$2.5 million							
CEO/Executive Director	16	\$127,823		\$115,143	\$125,357	\$137,240	
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	\$168,250			\$171,789		
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$230,194			\$217,009		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Sports Associations & Training Facilities							
\$250 thousand or less							
CEO/Executive Director	17	\$40,905		\$23,000	\$36,000	\$54,000	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	23	\$70,428	\$27,931	\$46,466	\$68,000	\$97,505	\$111,964
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$90,252	\$36,969	\$62,628	\$91,764	\$106,006	\$150,154
Between \$1 million and \$2.5 million							
CEO/Executive Director	23	\$119,853	\$63,029	\$82,976	\$118,896	\$146,421	\$194,359
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	\$172,115		\$132,212	\$168,037	\$193,308	
Between \$5 million and \$10 million							
CEO/Executive Director	13	\$276,256		\$193,637	\$242,600	\$267,597	
Between \$10 million and \$25 million							
CEO/Executive Director	7	\$314,724			\$208,226		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Swimming & Other Water Recreation							
\$250 thousand or less							
CEO/Executive Director	37	\$44,919	\$25,720	\$36,467	\$43,450	\$54,002	\$63,701
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	33	\$57,217	\$28,917	\$44,200	\$56,000	\$68,354	\$82,869
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	\$79,444	\$40,347	\$60,000	\$77,448	\$89,734	\$125,674
Between \$1 million and \$2.5 million							
CEO/Executive Director	21	\$115,029	\$67,250	\$86,401	\$111,211	\$132,041	\$150,015
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$218,816			\$185,391		
Recreation, Sports, Leisure, Athletics: Winter Sports							
\$250 thousand or less							
CEO/Executive Director	6	\$26,831			\$26,953		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	\$46,588			\$43,350		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Winter Sports							
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$94,315		\$63,813	\$94,141	\$116,351	
Between \$1 million and \$2.5 million							
CEO/Executive Director	20	\$102,472	\$48,622	\$68,806	\$92,076	\$119,084	\$190,836
Top Finance Position	6	\$59,118			\$57,412		
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	\$151,893			\$152,974		
Religion-Related, Spiritual Development: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	6	\$46,170			\$42,400		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	\$64,017			\$55,024		
Religion-Related, Spiritual Development: Buddhism							
\$250 thousand or less							
CEO/Executive Director	11	\$31,365		\$21,933	\$26,326	\$34,906	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Buddhism							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$49,076			\$34,806		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$81,638			\$65,824		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$107,577			\$102,356		
Religion-Related, Spiritual Development: Christianity							
\$250 thousand or less							
CEO/Executive Director	1,355	\$44,965	\$19,610	\$25,302	\$39,200	\$59,021	\$79,465
Top Administrative Position	14	\$41,671		\$28,369	\$35,517	\$49,815	
Top Finance Position	71	\$34,150	\$18,103	\$20,200	\$27,720	\$42,990	\$58,490
Top Operations Position	8	\$37,930			\$41,084		
Top Program Position	6	\$35,696			\$33,630		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Christianity							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	495	\$69,898	\$27,864	\$44,122	\$60,000	\$89,102	\$123,285
Top Administrative Position	16	\$38,303		\$23,324	\$31,220	\$37,294	
Top Finance Position	28	\$42,504	\$20,470	\$24,000	\$39,713	\$52,870	\$58,773
Top Operations Position	7	\$49,601			\$52,207		
Between \$500 thousand and \$1 million							
CEO/Executive Director	338	\$76,352	\$31,384	\$49,850	\$70,000	\$95,908	\$127,285
Top Administrative Position	14	\$37,289		\$21,443	\$27,676	\$47,362	
Top Finance Position	27	\$43,736	\$18,840	\$27,060	\$36,450	\$49,701	\$82,647
Top Operations Position	9	\$68,142			\$71,417		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Christianity							
Between \$1 million and \$2.5 million							
CEO/Executive Director	282	\$97,414	\$41,926	\$58,389	\$84,523	\$115,879	\$167,652
Top Administrative Position	8	\$61,651			\$53,071		
Top Finance Position	43	\$71,137	\$32,617	\$41,920	\$67,308	\$91,480	\$119,350
Top Operations Position	18	\$89,038		\$55,000	\$89,350	\$109,955	
Top Program Position	5	\$72,702			\$80,219		
Between \$2.5 million and \$5 million							
CEO/Executive Director	85	\$122,942	\$60,371	\$76,229	\$105,637	\$139,472	\$196,454
Top Development Position	8	\$105,913			\$106,062		
Top Finance Position	24	\$85,831	\$40,796	\$52,923	\$77,000	\$91,680	\$122,840
Top Operations Position	10	\$112,402		\$76,202	\$89,475	\$134,316	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Christianity							
Between \$5 million and \$10 million							
CEO/Executive Director	48	\$134,060	\$32,706	\$88,430	\$133,497	\$163,224	\$225,186
Top Administrative Position	5	\$77,409			\$77,553		
Top Finance Position	19	\$89,371		\$63,261	\$83,793	\$115,839	
Top Operations Position	6	\$107,910			\$116,128		
Between \$10 million and \$25 million							
CEO/Executive Director	29	\$173,288	\$67,203	\$99,029	\$141,845	\$234,469	\$306,967
Top Finance Position	22	\$127,179	\$50,597	\$88,379	\$128,090	\$173,397	\$195,130
Top Operations Position	5	\$138,021			\$131,163		
Between \$25 million and \$50 million							
CEO/Executive Director	6	\$264,962			\$252,318		
Top Finance Position	5	\$141,966			\$166,302		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Christianity							
Greater than \$50 million							
CEO/Executive Director	6	\$688,119			\$395,837		
Top Finance Position	5	\$268,088			\$282,923		
Religion-Related, Spiritual Development: Fund Raising & Fund Distribution							
\$250 thousand or less							
CEO/Executive Director	12	\$42,426		\$28,875	\$41,754	\$45,239	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$66,109			\$64,755		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$80,215			\$78,740		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	\$101,967			\$111,916		
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	\$176,411			\$179,721		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Hinduism							
\$250 thousand or less							
CEO/Executive Director	5	\$45,302			\$46,252		
Religion-Related, Spiritual Development: Interfaith Coalitions							
\$250 thousand or less							
CEO/Executive Director	50	\$56,159	\$25,878	\$36,041	\$53,512	\$67,664	\$89,122
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	20	\$66,910	\$24,240	\$43,693	\$60,524	\$74,731	\$91,546
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$94,389			\$75,000		
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	\$71,441		\$54,566	\$67,481	\$80,481	
Religion-Related, Spiritual Development: Islam							
\$250 thousand or less							
CEO/Executive Director	9	\$30,176			\$25,000		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$64,487			\$73,000		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Islam							
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$77,213			\$85,760		
Religion-Related, Spiritual Development: Judaism							
\$250 thousand or less							
CEO/Executive Director	43	\$49,614	\$19,704	\$27,870	\$44,141	\$63,609	\$89,036
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	39	\$74,060	\$31,600	\$43,111	\$76,038	\$94,516	\$124,997
Between \$500 thousand and \$1 million							
CEO/Executive Director	45	\$100,329	\$37,308	\$50,118	\$95,619	\$121,085	\$154,592
Top Finance Position	5	\$58,484			\$40,000		
Between \$1 million and \$2.5 million							
CEO/Executive Director	41	\$131,733	\$49,081	\$75,575	\$124,462	\$163,000	\$200,325
Top Finance Position	7	\$88,675			\$79,583		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Judaism							
Between \$2.5 million and \$5 million							
CEO/Executive Director	22	\$170,654	\$90,355	\$105,323	\$170,771	\$202,259	\$218,416
Top Finance Position	6	\$83,820			\$78,417		
Between \$5 million and \$10 million							
CEO/Executive Director	19	\$251,170		\$197,154	\$229,233	\$275,647	
Top Finance Position	8	\$207,805			\$158,536		
Top Operations Position	5	\$146,892			\$147,938		
Between \$10 million and \$25 million							
CEO/Executive Director	13	\$247,923		\$190,354	\$248,204	\$297,326	
Top Finance Position	6	\$139,836			\$135,720		
Religion-Related, Spiritual Development: Management & Technical Assistance							
\$250 thousand or less							
CEO/Executive Director	16	\$53,888		\$36,190	\$45,917	\$70,266	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$86,362			\$83,700		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Management & Technical Assistance							
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$147,655			\$149,546		
Religion-Related, Spiritual Development: Professional Societies & Associations							
\$250 thousand or less							
CEO/Executive Director	9	\$52,514			\$56,429		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$72,528			\$64,440		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$106,216			\$91,870		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	\$135,914			\$112,775		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Protestant							
\$250 thousand or less							
CEO/Executive Director	566	\$43,978	\$19,413	\$25,000	\$37,253	\$56,545	\$76,845
Top Administrative Position	5	\$36,785			\$32,543		
Top Finance Position	27	\$31,445	\$16,667	\$18,200	\$23,595	\$42,815	\$62,068
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	192	\$63,844	\$25,114	\$38,870	\$57,931	\$75,000	\$102,275
Top Administrative Position	8	\$46,094			\$43,589		
Top Finance Position	24	\$39,343	\$17,437	\$24,618	\$33,196	\$47,114	\$70,205
Between \$500 thousand and \$1 million							
CEO/Executive Director	103	\$73,572	\$31,088	\$47,788	\$66,667	\$91,221	\$127,487
Top Finance Position	9	\$52,914			\$55,700		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Protestant							
Between \$1 million and \$2.5 million							
CEO/Executive Director	90	\$90,818	\$39,028	\$59,525	\$82,536	\$118,986	\$155,919
Top Administrative Position	5	\$85,578			\$69,154		
Top Finance Position	14	\$57,442		\$47,683	\$52,490	\$69,064	
Between \$2.5 million and \$5 million							
CEO/Executive Director	22	\$105,640	\$45,218	\$70,401	\$101,198	\$126,887	\$160,143
Top Finance Position	5	\$86,665			\$78,901		
Between \$5 million and \$10 million							
CEO/Executive Director	13	\$172,997		\$129,108	\$160,103	\$175,719	
Top Finance Position	10	\$89,092		\$57,005	\$68,770	\$117,067	
Between \$10 million and \$25 million							
CEO/Executive Director	8	\$163,649			\$186,657		
Top Finance Position	8	\$123,410			\$105,564		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Religion Related N.E.C.							
\$250 thousand or less							
CEO/Executive Director	243	\$46,075	\$21,017	\$27,856	\$39,750	\$58,676	\$82,337
Top Administrative Position	6	\$37,480			\$35,226		
Top Finance Position	9	\$26,418			\$25,000		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	98	\$61,134	\$24,000	\$36,489	\$57,265	\$75,164	\$101,510
Top Finance Position	8	\$35,669			\$28,563		
Between \$500 thousand and \$1 million							
CEO/Executive Director	66	\$69,759	\$36,382	\$45,853	\$63,157	\$89,928	\$111,258
Top Finance Position	9	\$44,540			\$39,000		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Religion Related N.E.C.							
Between \$1 million and \$2.5 million							
CEO/Executive Director	43	\$86,009	\$47,160	\$63,726	\$80,005	\$94,731	\$127,280
Top Administrative Position	5	\$66,283			\$70,167		
Top Finance Position	13	\$73,555		\$44,608	\$53,547	\$83,077	
Top Operations Position	7	\$122,394			\$73,349		
Between \$2.5 million and \$5 million							
CEO/Executive Director	21	\$105,346	\$60,000	\$78,017	\$99,773	\$127,116	\$133,274
Top Finance Position	6	\$68,370			\$73,145		
Between \$5 million and \$10 million							
CEO/Executive Director	14	\$172,663		\$119,052	\$162,516	\$215,492	
Top Administrative Position	5	\$106,743			\$122,315		
Top Finance Position	6	\$110,758			\$103,213		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Religion Related N.E.C.							
Between \$10 million and \$25 million							
CEO/Executive Director	11	\$251,747		\$169,201	\$186,850	\$265,556	
Top Finance Position	6	\$158,239			\$159,417		
Religion-Related, Spiritual Development: Religious Media & Communications							
\$250 thousand or less							
CEO/Executive Director	35	\$50,343	\$24,186	\$38,503	\$43,200	\$60,324	\$74,228
Top Finance Position	5	\$27,470			\$31,061		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	21	\$72,951	\$42,600	\$58,305	\$66,000	\$90,000	\$114,387
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$77,181		\$58,650	\$73,264	\$99,678	
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	\$106,586		\$85,137	\$104,727	\$115,638	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Religious Media & Communications							
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	\$235,661			\$215,705		
Top Finance Position	6	\$96,861			\$97,892		
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$223,190			\$212,166		
Religion-Related, Spiritual Development: Religious Printing & Publishing							
\$250 thousand or less							
CEO/Executive Director	23	\$35,810	\$17,500	\$23,653	\$33,858	\$47,715	\$61,982
Top Finance Position	5	\$36,446			\$33,750		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	\$86,791		\$70,760	\$83,504	\$104,963	
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$98,814	\$40,558	\$72,149	\$111,198	\$126,170	\$135,705
Between \$1 million and \$2.5 million							
CEO/Executive Director	15	\$88,223		\$50,171	\$88,670	\$113,537	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Religious Radio							
\$250 thousand or less							
CEO/Executive Director	10	\$55,847		\$33,199	\$52,991	\$71,262	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	\$76,778			\$79,874		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$71,597		\$55,564	\$66,353	\$85,897	
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	\$100,193			\$106,879		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$151,496			\$121,059		
Between \$10 million and \$25 million							
CEO/Executive Director	6	\$201,337			\$196,730		
Religion-Related, Spiritual Development: Religious Television							
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	\$94,258			\$79,113		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Research Institutes & Public Policy Analysis							
\$250 thousand or less							
CEO/Executive Director	5	\$53,537			\$42,000		
Religion-Related, Spiritual Development: Roman Catholic							
\$250 thousand or less							
CEO/Executive Director	19	\$51,004		\$34,535	\$49,289	\$70,801	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	18	\$63,099		\$39,500	\$56,038	\$91,253	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$84,841			\$75,902		
Between \$1 million and \$2.5 million							
CEO/Executive Director	17	\$86,300		\$67,228	\$73,166	\$103,731	
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	\$156,283		\$91,666	\$102,600	\$181,915	
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$145,629			\$168,110		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Single Organization Support							
\$250 thousand or less							
CEO/Executive Director	13	\$40,570		\$25,000	\$36,790	\$53,192	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$70,813			\$47,695		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$101,064			\$88,755		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$138,013			\$137,136		
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$180,458			\$178,718		
Religion-Related, Spiritual Development: Support N.E.C.							
\$250 thousand or less							
CEO/Executive Director	31	\$51,733	\$20,000	\$28,327	\$43,780	\$64,504	\$96,389
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	\$59,826			\$53,093		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Support N.E.C.							
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$122,973			\$124,075		
Science and Technology Research Institutes, Services: Astronomy							
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	\$106,861			\$114,095		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$119,450			\$114,400		
Science and Technology Research Institutes, Services: Biological & Life Sciences							
\$250 thousand or less							
CEO/Executive Director	5	\$39,389			\$36,135		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	\$98,270			\$70,579		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$88,153			\$89,854		
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	\$163,717		\$113,727	\$143,024	\$188,082	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science and Technology Research Institutes, Services: Biological & Life Sciences							
Between \$2.5 million and \$5 million							
CEO/Executive Director	12	\$201,264		\$160,356	\$181,132	\$270,796	
Top Finance Position	6	\$99,342			\$95,387		
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$352,217			\$355,731		
Science and Technology Research Institutes, Services: Computer Science							
\$250 thousand or less							
CEO/Executive Director	6	\$75,864			\$76,875		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$96,174			\$98,000		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	\$136,314			\$151,164		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$206,610			\$237,673		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science and Technology Research Institutes, Services: Engineering & Technology							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$60,644			\$54,354		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	\$206,087			\$184,620		
Between \$5 million and \$10 million							
CEO/Executive Director	10	\$307,808		\$275,051	\$310,433	\$375,018	
Between \$10 million and \$25 million							
CEO/Executive Director	6	\$333,368			\$338,782		
Greater than \$50 million							
CEO/Executive Director	8	\$961,713			\$805,800		
Top Legal Position	5	\$459,775			\$498,034		
Science and Technology Research Institutes, Services: General Science							
\$250 thousand or less							
CEO/Executive Director	5	\$41,124			\$47,229		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$115,358			\$127,193		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science and Technology Research Institutes, Services: General Science							
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	\$118,288			\$105,890		
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$171,833			\$156,104		
Greater than \$50 million							
CEO/Executive Director	6	\$1,117,455			\$614,347		
Science and Technology Research Institutes, Services: Marine Science & Oceanography							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$92,957			\$72,613		
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	\$145,473		\$78,740	\$135,512	\$204,085	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$181,061			\$135,457		
Science and Technology Research Institutes, Services: Physical & Earth Sciences							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$88,736			\$66,400		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science and Technology Research Institutes, Services: Physical & Earth Sciences							
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	\$132,597			\$118,930		
Science and Technology Research Institutes, Services: Professional Societies & Associations							
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	\$144,787			\$138,305		
Between \$5 million and \$10 million							
CEO/Executive Director	11	\$289,230		\$255,887	\$269,273	\$311,156	
Top Finance Position	7	\$161,760			\$137,699		
Between \$10 million and \$25 million							
CEO/Executive Director	7	\$306,713			\$332,484		
Top Finance Position	8	\$187,512			\$170,891		
Top Technology Position	5	\$168,345			\$162,420		
Greater than \$50 million							
CEO/Executive Director	5	\$495,361			\$537,732		
Top Technology Position	6	\$278,386			\$236,290		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science and Technology Research Institutes, Services: Research Institutes & Public Policy Analysis							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$129,595			\$122,060		
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	\$268,897			\$283,761		
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$291,271			\$266,066		
Science and Technology Research Institutes, Services: Science & Technology N.E.C.							
\$250 thousand or less							
CEO/Executive Director	11	\$70,767		\$49,741	\$69,511	\$86,050	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	\$90,601			\$89,004		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$118,536			\$70,718		
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	\$163,382		\$123,953	\$167,881	\$181,537	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science and Technology Research Institutes, Services: Science & Technology N.E.C.							
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	\$225,932			\$202,464		
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$282,568			\$243,648		
Social Science Research Institutes, Services: Behavioral Science							
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$137,332			\$156,762		
Social Science Research Institutes, Services: Economics							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	\$95,945			\$85,213		
Social Science Research Institutes, Services: Interdisciplinary Research							
\$250 thousand or less							
CEO/Executive Director	9	\$68,265			\$46,667		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	\$61,087		\$40,007	\$57,185	\$78,988	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Social Science Research Institutes, Services: Interdisciplinary Research							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$98,119			\$82,019		
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	\$106,783		\$81,585	\$95,084	\$132,038	
Between \$2.5 million and \$5 million							
CEO/Executive Director	12	\$148,390		\$71,532	\$74,455	\$198,785	
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$131,185			\$128,659		
Social Science Research Institutes, Services: Political Science							
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$205,098			\$193,355		
Social Science Research Institutes, Services: Research Institutes & Public Policy Analysis							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$116,303			\$110,481		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	\$173,786			\$154,373		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Social Science Research Institutes, Services: Research Institutes & Public Policy Analysis							
Between \$10 million and \$25 million							
CEO/Executive Director	5	\$330,637			\$341,076		
Social Science Research Institutes, Services: Social Science							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$143,301			\$119,525		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$281,496			\$263,269		
Greater than \$50 million							
CEO/Executive Director	6	\$692,211			\$632,134		
Top Finance Position	5	\$433,780			\$393,796		
Unknown							
\$250 thousand or less							
CEO/Executive Director	218	\$40,780	\$19,850	\$26,011	\$38,256	\$52,062	\$63,320
Top Finance Position	5	\$31,902			\$23,923		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Unknown							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	123	\$64,858	\$30,000	\$44,167	\$62,622	\$78,069	\$96,586
Top Administrative Position	6	\$44,915			\$37,920		
Top Finance Position	6	\$37,834			\$36,892		
Between \$500 thousand and \$1 million							
CEO/Executive Director	107	\$85,967	\$41,220	\$56,496	\$74,904	\$102,179	\$133,959
Top Finance Position	8	\$37,287			\$32,521		
Between \$1 million and \$2.5 million							
CEO/Executive Director	101	\$111,722	\$58,700	\$75,200	\$99,843	\$122,075	\$165,201
Top Administrative Position	7	\$54,892			\$55,808		
Top Finance Position	13	\$84,984		\$68,425	\$78,738	\$91,232	
Between \$2.5 million and \$5 million							
CEO/Executive Director	42	\$145,183	\$67,558	\$95,880	\$128,913	\$184,238	\$253,114
Top Finance Position	12	\$85,184		\$63,823	\$77,189	\$95,069	



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Unknown							
Between \$5 million and \$10 million							
CEO/Executive Director	36	\$161,551	\$74,540	\$114,501	\$149,681	\$201,064	\$266,292
Top Finance Position	19	\$103,759		\$73,511	\$87,545	\$116,999	
Top Operations Position	8	\$103,090			\$103,838		
Between \$10 million and \$25 million							
CEO/Executive Director	26	\$198,323	\$86,551	\$121,176	\$183,537	\$218,447	\$372,035
Top Finance Position	14	\$130,419		\$107,348	\$121,170	\$142,346	
Between \$25 million and \$50 million							
CEO/Executive Director	7	\$322,272			\$378,785		
Top Operations Position	5	\$233,242			\$183,626		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Unknown							
Greater than \$50 million							
CEO/Executive Director	17	\$884,714		\$268,757	\$626,642	\$820,745	
Top Finance Position	13	\$309,446		\$227,281	\$278,237	\$315,865	
Top Human Resources Position	8	\$258,346			\$266,568		
Top Operations Position	5	\$345,464			\$382,503		
Top Technology Position	5	\$502,651			\$397,853		
Youth Development: Adult & Child Matching Programs							
\$250 thousand or less							
CEO/Executive Director	36	\$47,498	\$23,707	\$31,679	\$42,663	\$60,131	\$77,500
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	\$63,810		\$52,820	\$62,000	\$66,753	
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	\$85,687	\$55,719	\$70,066	\$87,917	\$101,554	\$113,577
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	\$117,824		\$88,609	\$127,984	\$141,684	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	20	\$57,904	\$38,704	\$43,092	\$52,599	\$59,218	\$92,477
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	19	\$68,535		\$53,279	\$65,000	\$79,838	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$64,019		\$55,792	\$66,535	\$74,750	
Between \$1 million and \$2.5 million							
CEO/Executive Director	18	\$126,573		\$104,899	\$127,498	\$148,233	
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	\$122,387			\$123,916		
Youth Development: Big Brothers & Big Sisters							
\$250 thousand or less							
CEO/Executive Director	39	\$40,698	\$31,550	\$35,871	\$39,835	\$45,568	\$53,637
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	46	\$59,948	\$42,846	\$50,500	\$59,560	\$69,890	\$74,134

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Big Brothers & Big Sisters							
Between \$500 thousand and \$1 million							
CEO/Executive Director	43	\$78,736	\$58,497	\$68,200	\$78,328	\$86,028	\$104,906
Between \$1 million and \$2.5 million							
CEO/Executive Director	29	\$113,722	\$70,144	\$91,622	\$117,313	\$127,698	\$160,707
Top Finance Position	6	\$70,498			\$69,755		
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	\$160,715		\$112,119	\$136,720	\$193,503	
Youth Development: Boy Scouts of America							
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	\$122,513	\$84,326	\$93,063	\$124,526	\$146,225	\$177,272
Between \$1 million and \$2.5 million							
CEO/Executive Director	79	\$142,536	\$91,636	\$108,053	\$137,752	\$158,666	\$210,102
Between \$2.5 million and \$5 million							
CEO/Executive Director	38	\$213,058	\$142,552	\$177,294	\$196,873	\$255,602	\$300,334
Top Development Position	5	\$136,508			\$130,765		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Boy Scouts of America							
Between \$5 million and \$10 million							
CEO/Executive Director	16	\$302,936		\$239,968	\$285,237	\$379,730	
Top Development Position	5	\$182,568			\$164,237		
Top Finance Position	6	\$131,063			\$128,534		
Between \$10 million and \$25 million							
CEO/Executive Director	6	\$467,739			\$423,642		
Top Finance Position	7	\$168,839			\$154,734		
Youth Development: Boys & Girls Clubs							
\$250 thousand or less							
CEO/Executive Director	20	\$38,734	\$22,726	\$32,850	\$38,714	\$42,997	\$57,092
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	47	\$55,294	\$28,923	\$45,406	\$57,710	\$65,460	\$76,788
Between \$500 thousand and \$1 million							
CEO/Executive Director	82	\$69,285	\$47,254	\$58,143	\$67,295	\$81,468	\$94,036

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Boys & Girls Clubs							
Between \$1 million and \$2.5 million							
CEO/Executive Director	144	\$101,169	\$67,126	\$76,368	\$98,050	\$118,438	\$147,804
Top Finance Position	12	\$60,268		\$56,386	\$59,388	\$64,685	
Between \$2.5 million and \$5 million							
CEO/Executive Director	62	\$140,186	\$91,774	\$110,598	\$135,330	\$157,571	\$196,167
Top Development Position	7	\$108,831			\$122,827		
Top Finance Position	15	\$87,170		\$60,331	\$92,694	\$113,332	
Top Operations Position	7	\$98,732			\$97,831		
Between \$5 million and \$10 million							
CEO/Executive Director	33	\$190,256	\$99,606	\$137,074	\$188,987	\$228,016	\$249,257
Top Development Position	7	\$124,556			\$123,155		
Top Finance Position	15	\$106,084		\$84,635	\$100,162	\$112,215	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Boys & Girls Clubs							
Between \$10 million and \$25 million							
CEO/Executive Director	13	\$219,828		\$174,907	\$215,100	\$280,837	
Top Finance Position	6	\$127,742			\$133,865		
Top Operations Position	6	\$146,055			\$134,292		
Youth Development: Boys Clubs							
\$250 thousand or less							
CEO/Executive Director	6	\$31,831			\$28,784		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	\$58,831		\$43,756	\$56,769	\$68,284	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$69,603		\$52,000	\$64,826	\$77,795	
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	\$114,855		\$101,406	\$114,242	\$128,130	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$96,506			\$108,020		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Camp Fire							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	\$51,737			\$52,083		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$62,213		\$53,372	\$60,000	\$70,197	
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	\$89,780			\$84,297		
Youth Development: Fund Raising & Fund Distribution							
\$250 thousand or less							
CEO/Executive Director	9	\$34,629			\$33,645		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	\$61,567			\$53,932		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$63,429			\$64,742		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$81,913			\$87,367		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Girl Scouts of the U.S.A.							
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	\$103,453			\$109,630		
Top Finance Position	7	\$68,683			\$71,519		
Between \$2.5 million and \$5 million							
CEO/Executive Director	32	\$128,704	\$98,474	\$111,954	\$122,146	\$131,924	\$174,179
Top Finance Position	18	\$84,272		\$65,313	\$80,366	\$94,317	
Top Operations Position	8	\$86,914			\$79,605		
Between \$5 million and \$10 million							
CEO/Executive Director	33	\$150,912	\$115,423	\$122,303	\$151,674	\$179,503	\$199,153
Top Finance Position	25	\$97,274	\$59,283	\$70,204	\$100,842	\$117,883	\$136,594
Top Operations Position	10	\$103,623		\$82,369	\$105,790	\$133,857	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Girl Scouts of the U.S.A.							
Between \$10 million and \$25 million							
CEO/Executive Director	25	\$210,462	\$126,248	\$169,161	\$218,689	\$271,881	\$283,113
Top Administrative Position	6	\$111,072			\$117,548		
Top Development Position	9	\$126,492			\$132,570		
Top Finance Position	21	\$127,584	\$80,689	\$102,626	\$131,999	\$146,481	\$180,407
Top Operations Position	14	\$129,083		\$112,580	\$129,479	\$156,085	
Youth Development: Girls Clubs							
\$250 thousand or less							
CEO/Executive Director	10	\$40,488		\$29,862	\$38,194	\$50,113	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	21	\$55,165	\$37,813	\$39,575	\$57,500	\$64,474	\$74,471
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$83,073		\$72,525	\$78,024	\$95,904	
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	\$102,143		\$89,394	\$97,786	\$106,693	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Girls Clubs							
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$141,041			\$125,000		
Youth Development: Scouting							
\$250 thousand or less							
CEO/Executive Director	10	\$41,571		\$22,597	\$34,551	\$62,503	
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	\$170,260			\$172,410		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	\$203,769			\$190,108		
Youth Development: Single Organization Support							
\$250 thousand or less							
CEO/Executive Director	6	\$41,010			\$30,740		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$75,248			\$78,328		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Youth Centers & Clubs							
\$250 thousand or less							
CEO/Executive Director	61	\$37,794	\$19,107	\$24,750	\$38,250	\$45,192	\$59,500
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	54	\$55,806	\$28,180	\$36,655	\$49,441	\$68,861	\$88,961
Between \$500 thousand and \$1 million							
CEO/Executive Director	44	\$76,574	\$40,089	\$58,451	\$73,972	\$97,285	\$119,596
Between \$1 million and \$2.5 million							
CEO/Executive Director	44	\$93,274	\$57,817	\$74,771	\$94,038	\$104,888	\$127,834
Top Finance Position	9	\$53,190			\$53,365		
Between \$2.5 million and \$5 million							
CEO/Executive Director	24	\$135,124	\$94,567	\$108,527	\$133,655	\$154,973	\$165,924
Top Finance Position	5	\$94,565			\$94,498		
Between \$5 million and \$10 million							
CEO/Executive Director	6	\$157,628			\$154,932		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Youth Community Service Clubs							
\$250 thousand or less							
CEO/Executive Director	8	\$33,589			\$24,504		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	\$63,552		\$50,154	\$67,748	\$74,960	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$80,853		\$52,378	\$85,703	\$108,848	
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	\$98,215			\$80,065		
Youth Development: Youth Development Agricultural							
\$250 thousand or less							
CEO/Executive Director	14	\$36,876		\$26,640	\$37,525	\$42,175	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	\$69,414			\$62,820		
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$75,106		\$54,493	\$73,130	\$99,872	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Youth Development Agricultural							
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	\$77,268		\$53,704	\$69,513	\$105,690	
Youth Development: Youth Development Business							
\$250 thousand or less							
CEO/Executive Director	12	\$51,608		\$41,914	\$50,558	\$60,289	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	\$63,769			\$62,308		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$86,262		\$65,689	\$91,411	\$103,939	
Between \$1 million and \$2.5 million							
CEO/Executive Director	15	\$150,235		\$105,913	\$130,210	\$197,593	
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	\$227,909			\$215,529		
Between \$5 million and \$10 million							
CEO/Executive Director	5	\$284,216			\$189,607		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Youth Development Citizenship							
\$250 thousand or less							
CEO/Executive Director	11	\$45,173		\$22,508	\$48,227	\$62,436	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	14	\$55,621		\$46,344	\$52,928	\$61,197	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$85,340			\$82,100		
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	\$127,707			\$118,704		
Youth Development: Youth Development N.E.C.							
\$250 thousand or less							
CEO/Executive Director	37	\$42,708	\$20,194	\$30,000	\$41,000	\$55,337	\$63,872
Top Program Position	7	\$32,773			\$26,407		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	28	\$61,076	\$37,153	\$52,534	\$60,500	\$68,649	\$82,867
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	\$90,471	\$58,831	\$71,705	\$85,640	\$103,246	\$137,786

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Youth Development N.E.C.							
Between \$1 million and \$2.5 million							
CEO/Executive Director	40	\$107,379	\$66,811	\$80,460	\$100,676	\$119,629	\$164,496
Top Finance Position	7	\$76,664			\$66,073		
Between \$2.5 million and \$5 million							
CEO/Executive Director	18	\$135,789		\$96,084	\$124,317	\$149,807	
Top Finance Position	5	\$105,340			\$99,904		
Between \$5 million and \$10 million							
CEO/Executive Director	9	\$171,179			\$173,689		
Between \$10 million and \$25 million							
CEO/Executive Director	10	\$328,123		\$212,436	\$249,958	\$286,794	
Top Finance Position	6	\$205,165			\$208,393		



## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Youth Development Programs							
\$250 thousand or less							
CEO/Executive Director	329	\$42,549	\$20,740	\$29,750	\$40,000	\$53,355	\$68,180
Top Finance Position	10	\$22,999		\$15,786	\$19,424	\$29,500	
Top Program Position	17	\$32,711		\$21,340	\$25,554	\$42,721	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	266	\$63,040	\$34,723	\$48,325	\$61,384	\$75,762	\$92,271
Top Administrative Position	5	\$41,986			\$41,250		
Top Finance Position	5	\$48,905			\$58,835		
Top Operations Position	5	\$55,634			\$59,938		
Top Program Position	8	\$40,131			\$32,770		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Youth Development Programs							
Between \$500 thousand and \$1 million							
CEO/Executive Director	237	\$78,194	\$47,448	\$59,002	\$76,180	\$92,000	\$114,026
Top Finance Position	15	\$54,743		\$32,100	\$56,001	\$68,708	
Top Operations Position	5	\$60,683			\$46,400		
Between \$1 million and \$2.5 million							
CEO/Executive Director	234	\$107,174	\$65,078	\$79,887	\$99,510	\$127,421	\$163,177
Top Finance Position	18	\$69,130		\$56,116	\$75,129	\$88,240	
Top Operations Position	18	\$96,580		\$81,003	\$85,815	\$95,719	
Between \$2.5 million and \$5 million							
CEO/Executive Director	108	\$144,163	\$89,491	\$109,786	\$129,008	\$163,599	\$207,269
Top Development Position	6	\$130,173			\$128,006		
Top Finance Position	22	\$90,981	\$57,237	\$66,967	\$84,525	\$104,338	\$128,138
Top Operations Position	13	\$113,720		\$85,141	\$95,066	\$153,525	

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Youth Development Programs							
Between \$5 million and \$10 million							
CEO/Executive Director	48	\$164,696	\$91,277	\$108,599	\$151,575	\$200,361	\$265,985
Top Development Position	8	\$133,908			\$122,062		
Top Finance Position	18	\$96,366		\$83,162	\$93,865	\$112,028	
Top Operations Position	12	\$143,059		\$110,543	\$139,898	\$173,565	
Between \$10 million and \$25 million							
CEO/Executive Director	40	\$239,869	\$127,755	\$152,591	\$202,470	\$300,352	\$403,327
Top Finance Position	25	\$137,473	\$89,333	\$112,541	\$125,528	\$149,363	\$188,906
Top Operations Position	12	\$183,015		\$111,826	\$155,962	\$217,959	
Between \$25 million and \$50 million							
CEO/Executive Director	6	\$270,862			\$263,092		
Top Finance Position	5	\$176,585			\$187,660		

## 501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Youth Development Programs							
Greater than \$50 million							
CEO/Executive Director	8	\$569,737			\$498,661		
Top Finance Position	7	\$261,822			\$269,064		
Top Operations Position	7	\$238,278			\$197,583		
Youth Development: Youth Development Religious Leadership							
\$250 thousand or less							
CEO/Executive Director	47	\$52,420	\$28,462	\$34,803	\$45,814	\$65,877	\$82,496
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	36	\$63,235	\$37,537	\$47,028	\$57,704	\$77,735	\$87,917
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	\$69,921	\$46,504	\$53,638	\$66,189	\$82,940	\$97,389
Between \$1 million and \$2.5 million							
CEO/Executive Director	30	\$109,484	\$64,238	\$79,864	\$101,221	\$131,134	\$175,730
Top Finance Position	5	\$60,169			\$46,521		

501(c)(3) Organizations Compensation National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Youth Development Religious Leadership							
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	\$103,364			\$113,719		

## Other Subsections Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>501(c)(01) - Government Instrumentality</b>							
\$500 thousand or less							
CEO/Executive Director Between \$1 million and \$5 million	9	\$59,411			\$62,034		
CEO/Executive Director	12	\$127,179		\$94,170	\$113,809	\$168,276	
<b>501(c)(02) - Title Holding Corporation</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$51,503		\$23,250	\$49,170	\$60,000	
<b>501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees</b>							
\$500 thousand or less							
CEO/Executive Director	557	\$70,044	\$23,534	\$38,618	\$61,000	\$90,000	\$130,637
Top Administrative Position	29	\$43,475	\$21,732	\$29,940	\$40,525	\$55,872	\$71,909
Top Finance Position	36	\$40,314	\$17,687	\$19,326	\$35,524	\$60,017	\$69,590
Top Operations Position	5	\$90,700			\$57,876		
Between \$500 thousand and \$1 million							
CEO/Executive Director	274	\$116,388	\$43,996	\$70,064	\$101,627	\$146,937	\$201,393
Top Administrative Position	15	\$72,680		\$41,783	\$70,141	\$90,135	
Top Finance Position	17	\$46,508		\$32,842	\$45,710	\$53,339	
Top Operations Position	6	\$116,595			\$122,302		
Between \$1 million and \$5 million							
CEO/Executive Director	388	\$164,984	\$63,423	\$99,064	\$139,608	\$199,725	\$289,446
Top Administrative Position	38	\$108,368	\$63,291	\$77,438	\$105,974	\$129,858	\$169,435
Top Business Position	8	\$125,610			\$121,453		
Top Finance Position	52	\$114,217	\$54,021	\$68,787	\$104,267	\$135,975	\$204,136
Top Legal Position	7	\$198,545			\$160,547		
Top Operations Position	27	\$139,568	\$50,457	\$90,824	\$146,737	\$168,572	\$217,417

## Other Subsections Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees</b>							
Between \$1 million and \$5 million							
Top PR/Communications Position	10	\$133,757		\$117,566	\$134,001	\$143,499	
Greater than \$5 million							
CEO/Executive Director	284	\$539,580	\$132,654	\$193,178	\$278,187	\$507,988	\$962,484
Top Administrative Position	48	\$195,125	\$112,161	\$134,528	\$166,380	\$218,492	\$328,983
Top Business Position	42	\$260,227	\$139,477	\$172,244	\$233,772	\$317,437	\$437,887
Top Development Position	15	\$213,708		\$142,560	\$195,848	\$236,184	
Top Facilities Position	8	\$147,948			\$140,902		
Top Finance Position	151	\$280,217	\$101,220	\$145,126	\$202,656	\$315,258	\$493,704
Top Human Resources Position	34	\$270,813	\$124,508	\$142,963	\$214,159	\$309,251	\$465,163
Top Legal Position	53	\$310,185	\$150,188	\$194,660	\$255,492	\$411,979	\$543,397
Top Marketing Position	24	\$261,930	\$139,657	\$151,257	\$234,045	\$268,494	\$391,913
Top Operations Position	82	\$318,612	\$135,174	\$187,045	\$264,698	\$368,557	\$617,733
Top PR/Communications Position	27	\$195,087	\$116,050	\$133,887	\$155,517	\$227,699	\$288,562
Top Program Position	16	\$186,512		\$148,484	\$177,363	\$226,406	
Top Technology Position	63	\$287,038	\$139,962	\$166,963	\$237,141	\$330,984	\$518,730
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	817	\$64,156	\$20,000	\$32,744	\$60,000	\$83,547	\$112,498
Top Administrative Position	52	\$57,661	\$25,244	\$38,055	\$50,101	\$67,591	\$89,582
Top Business Position	268	\$88,094	\$36,561	\$59,713	\$83,536	\$110,169	\$147,284
Top Education Position	29	\$102,905	\$65,004	\$83,467	\$102,922	\$116,225	\$134,025
Top Finance Position	278	\$56,239	\$17,736	\$24,132	\$45,415	\$78,165	\$118,192
Between \$500 thousand and \$1 million							
CEO/Executive Director	595	\$97,020	\$36,690	\$66,816	\$89,758	\$122,698	\$158,365
Top Administrative Position	36	\$84,833	\$37,450	\$45,035	\$57,566	\$112,865	\$159,328

## Other Subsections Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
Top Business Position	324	\$120,380	\$69,626	\$87,504	\$114,093	\$147,671	\$174,691
Top Education Position	15	\$155,290		\$111,368	\$147,289	\$200,725	
Top Finance Position	297	\$90,573	\$34,280	\$59,275	\$83,247	\$119,772	\$146,687
Between \$1 million and \$5 million							
CEO/Executive Director	1,133	\$134,933	\$50,082	\$88,980	\$128,717	\$171,154	\$220,867
Top Administrative Position	66	\$137,272	\$55,514	\$90,799	\$143,085	\$176,484	\$208,642
Top Business Position	694	\$161,735	\$91,458	\$119,073	\$155,670	\$191,298	\$240,303
Top Education Position	24	\$155,567	\$109,168	\$132,050	\$161,159	\$184,204	\$190,846
Top Finance Position	711	\$135,817	\$56,972	\$93,014	\$131,099	\$168,690	\$220,661
Top Legal Position	27	\$187,365	\$137,171	\$144,840	\$170,277	\$208,134	\$258,853
Top Operations Position	12	\$146,457		\$108,650	\$129,191	\$166,814	
Top PR/Communications Position	6	\$152,892			\$154,725		
Greater than \$5 million							
CEO/Executive Director	462	\$254,422	\$106,498	\$150,766	\$209,587	\$292,226	\$394,675
Top Administrative Position	47	\$294,397	\$129,694	\$154,280	\$211,058	\$425,489	\$578,253
Top Business Position	197	\$228,480	\$119,032	\$159,324	\$208,103	\$286,779	\$348,963
Top Education Position	11	\$224,067		\$195,475	\$208,158	\$268,649	
Top Facilities Position	5	\$184,352			\$163,346		
Top Finance Position	341	\$201,600	\$98,635	\$133,949	\$183,417	\$249,823	\$339,947
Top Human Resources Position	9	\$235,225			\$180,719		
Top Legal Position	106	\$260,463	\$141,590	\$172,753	\$228,415	\$279,049	\$347,543
Top Marketing Position	6	\$267,794			\$260,286		
Top Operations Position	20	\$214,710	\$156,395	\$176,340	\$222,005	\$241,952	\$256,990
Top PR/Communications Position	27	\$225,179	\$137,130	\$156,594	\$222,786	\$279,292	\$328,009
Top Technology Position	27	\$199,573	\$130,226	\$152,777	\$184,561	\$231,326	\$271,989



## Other Subsections Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	4,432	\$71,650	\$31,657	\$45,000	\$63,951	\$90,000	\$120,000
Top Administrative Position	86	\$44,567	\$22,452	\$26,856	\$36,447	\$47,173	\$73,547
Top Business Position	7	\$61,769			\$47,940		
Top Finance Position	53	\$55,128	\$16,590	\$24,000	\$47,316	\$77,769	\$102,002
Top Marketing Position	6	\$39,147			\$39,063		
Top Operations Position	31	\$59,413	\$28,627	\$38,340	\$55,108	\$75,018	\$90,000
Top Program Position	7	\$50,004			\$43,750		
Between \$500 thousand and \$1 million							
CEO/Executive Director	2,009	\$132,391	\$71,987	\$91,000	\$120,027	\$160,000	\$208,861
Top Administrative Position	20	\$94,260	\$43,159	\$59,083	\$82,536	\$120,548	\$149,788
Top Finance Position	52	\$88,223	\$39,822	\$53,518	\$72,057	\$101,498	\$146,947
Top Marketing Position	5	\$115,363			\$125,247		
Top Operations Position	41	\$99,530	\$52,048	\$69,360	\$83,342	\$117,700	\$152,185
Top Program Position	5	\$104,084			\$92,742		
Top Technology Position	5	\$132,313			\$146,107		
Between \$1 million and \$5 million							
CEO/Executive Director	2,797	\$226,169	\$106,676	\$143,922	\$197,712	\$271,349	\$376,566
Top Administrative Position	101	\$142,314	\$80,033	\$110,926	\$137,050	\$162,726	\$207,525
Top Business Position	49	\$140,439	\$102,573	\$118,806	\$127,684	\$162,280	\$189,480
Top Development Position	7	\$123,168			\$136,761		
Top Education Position	27	\$147,112	\$116,013	\$125,773	\$134,710	\$157,316	\$207,677
Top Finance Position	359	\$130,256	\$68,660	\$96,459	\$122,530	\$148,899	\$189,126
Top Legal Position	62	\$193,348	\$125,612	\$147,581	\$173,249	\$221,764	\$284,198
Top Marketing Position	52	\$150,366	\$107,267	\$116,455	\$136,730	\$171,217	\$197,945
Top Operations Position	205	\$160,805	\$90,698	\$120,354	\$152,976	\$189,970	\$251,276
Top PR/Communications Position	68	\$140,536	\$104,116	\$112,453	\$136,485	\$157,177	\$183,285

## Other Subsections Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
Top Program Position	22	\$150,454	\$104,810	\$123,452	\$137,121	\$186,345	\$209,074
Top Technology Position	50	\$152,573	\$112,251	\$121,419	\$140,100	\$185,643	\$205,450
Greater than \$5 million							
CEO/Executive Director	992	\$643,254	\$207,551	\$298,330	\$437,744	\$699,518	\$1,241,208
Top Administrative Position	107	\$241,784	\$123,385	\$149,705	\$201,059	\$272,151	\$433,641
Top Business Position	97	\$216,711	\$133,169	\$152,073	\$189,229	\$246,107	\$320,717
Top Development Position	15	\$238,725		\$159,324	\$226,434	\$313,891	
Top Education Position	48	\$186,176	\$122,036	\$143,096	\$176,385	\$212,261	\$265,997
Top Finance Position	545	\$240,494	\$125,358	\$151,575	\$204,021	\$284,984	\$379,823
Top Human Resources Position	58	\$218,837	\$127,922	\$139,397	\$190,373	\$256,255	\$331,187
Top Legal Position	208	\$345,304	\$160,778	\$218,652	\$294,139	\$415,535	\$563,707
Top Marketing Position	124	\$233,909	\$129,691	\$149,310	\$195,969	\$257,127	\$407,431
Top Operations Position	280	\$321,076	\$142,857	\$184,354	\$266,778	\$380,783	\$536,074
Top PR/Communications Position	163	\$215,474	\$129,925	\$144,450	\$177,238	\$231,784	\$323,131
Top Program Position	24	\$208,331	\$131,808	\$159,828	\$197,917	\$241,775	\$316,171
Top Technology Position	157	\$208,402	\$124,146	\$145,972	\$174,018	\$239,774	\$328,066
501(c)(07) - Social and Recreational Clubs							
\$500 thousand or less							
CEO/Executive Director	98	\$46,856	\$19,203	\$29,441	\$41,800	\$62,303	\$72,466
Top Administrative Position	25	\$47,130	\$26,451	\$32,364	\$43,938	\$57,253	\$75,308
Top Facilities Position	7	\$34,724			\$31,900		
Top Finance Position	25	\$22,838	\$15,325	\$16,900	\$19,643	\$24,000	\$37,478
Between \$500 thousand and \$1 million							
CEO/Executive Director	77	\$79,709	\$33,536	\$53,000	\$76,966	\$106,716	\$125,561
Top Administrative Position	36	\$88,437	\$44,303	\$59,248	\$80,356	\$116,254	\$140,271

## Other Subsections Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$500 thousand and \$1 million							
Top Finance Position	10	\$41,564		\$25,984	\$35,379	\$49,636	
Between \$1 million and \$5 million							
CEO/Executive Director	569	\$144,506	\$79,289	\$105,150	\$131,369	\$176,982	\$219,719
Top Administrative Position	476	\$144,457	\$78,054	\$105,799	\$132,850	\$176,818	\$221,402
Top Facilities Position	115	\$143,338	\$107,519	\$118,568	\$133,261	\$153,804	\$186,345
Top Finance Position	122	\$92,504	\$50,177	\$69,198	\$89,303	\$113,291	\$136,216
Top Operations Position	31	\$144,771	\$84,264	\$97,895	\$141,772	\$173,345	\$229,456
Greater than \$5 million							
CEO/Executive Director	608	\$261,028	\$146,974	\$184,025	\$242,658	\$316,882	\$391,841
Top Administrative Position	596	\$269,580	\$154,152	\$190,921	\$247,918	\$320,033	\$396,984
Top Business Position	10	\$124,852		\$104,561	\$123,704	\$147,043	
Top Facilities Position	316	\$193,989	\$126,742	\$148,577	\$184,125	\$226,880	\$271,095
Top Finance Position	422	\$146,417	\$100,097	\$117,170	\$138,076	\$163,985	\$208,752
Top Human Resources Position	14	\$160,536		\$131,069	\$140,476	\$185,211	
Top Legal Position	8	\$155,088			\$144,257		
Top Marketing Position	5	\$164,211			\$166,982		
Top Operations Position	68	\$293,278	\$132,357	\$192,787	\$253,982	\$322,701	\$422,381
<b>501(c)(08) - Fraternal Beneficiary Societies and Associations</b>							
\$500 thousand or less							
CEO/Executive Director	29	\$37,853	\$20,467	\$24,542	\$36,400	\$47,000	\$57,683
Top Administrative Position	78	\$28,278	\$17,112	\$19,695	\$26,000	\$31,368	\$41,600
Top Finance Position	7	\$21,601			\$20,800		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$46,944		\$25,645	\$37,780	\$55,485	
Top Administrative Position	39	\$34,333	\$21,010	\$26,354	\$31,550	\$40,916	\$52,000

## Other Subsections Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(08) - Fraternal Beneficiary Societies and Associations							
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$81,297		\$33,845	\$90,286	\$104,614	
Top Administrative Position	10	\$46,529		\$24,440	\$36,580	\$67,234	
Top Finance Position	9	\$85,258			\$79,681		
Greater than \$5 million							
CEO/Executive Director	52	\$411,504	\$109,827	\$137,066	\$209,012	\$331,372	\$511,951
Top Administrative Position	9	\$167,935			\$152,823		
Top Business Position	12	\$176,548		\$110,762	\$135,576	\$211,780	
Top Finance Position	40	\$217,896	\$90,093	\$106,870	\$135,925	\$186,794	\$252,605
Top Operations Position	5	\$142,435			\$147,328		
Top Technology Position	9	\$150,639			\$150,094		
501(c)(09) - Voluntary Employees Beneficiary Associations							
\$500 thousand or less							
Top Administrative Position	5	\$58,907			\$59,814		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$170,974			\$177,047		
Top Administrative Position	13	\$132,435		\$76,850	\$105,942	\$146,344	
Greater than \$5 million							
CEO/Executive Director	58	\$280,547	\$131,092	\$167,403	\$247,560	\$323,615	\$461,446
Top Administrative Position	57	\$193,405	\$63,556	\$121,114	\$162,655	\$243,626	\$312,435
Top Finance Position	46	\$191,009	\$86,810	\$140,019	\$178,489	\$216,558	\$309,280
Top Human Resources Position	9	\$204,642			\$194,463		
Top Legal Position	11	\$287,297		\$217,092	\$257,890	\$287,054	
Top Operations Position	15	\$245,783		\$184,112	\$209,518	\$298,019	
Top Technology Position	15	\$202,098		\$167,954	\$211,578	\$235,014	

## Other Subsections Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(10) - Domestic Fraternal Societies and Associations							
\$500 thousand or less							
CEO/Executive Director	24	\$34,303	\$20,188	\$24,084	\$30,683	\$44,090	\$47,457
Top Administrative Position	11	\$30,083		\$21,103	\$26,000	\$28,825	
Top Finance Position	5	\$38,904			\$46,224		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$89,037			\$81,243		
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
\$500 thousand or less							
CEO/Executive Director	36	\$52,033	\$17,617	\$30,885	\$50,628	\$57,624	\$74,543
Top Administrative Position	19	\$55,708		\$28,101	\$49,200	\$60,970	
Top Finance Position	25	\$36,866	\$18,333	\$21,740	\$34,586	\$45,135	\$53,416
Between \$500 thousand and \$1 million							
CEO/Executive Director	33	\$67,286	\$40,637	\$47,786	\$64,443	\$84,183	\$94,249
Top Administrative Position	19	\$63,757		\$46,971	\$58,801	\$77,542	
Top Finance Position	10	\$47,766		\$32,614	\$45,999	\$61,905	
Between \$1 million and \$5 million							
CEO/Executive Director	146	\$115,261	\$61,294	\$75,983	\$104,106	\$140,691	\$177,649
Top Administrative Position	85	\$113,155	\$62,968	\$75,834	\$104,406	\$145,005	\$177,746
Top Finance Position	25	\$84,798	\$39,564	\$53,417	\$70,124	\$114,773	\$125,874
Top Operations Position	9	\$135,822			\$126,661		
Greater than \$5 million							
CEO/Executive Director	788	\$302,703	\$154,237	\$197,506	\$253,316	\$352,485	\$506,884
Top Administrative Position	424	\$249,800	\$140,256	\$176,737	\$224,261	\$294,579	\$394,852
Top Business Position	18	\$205,885		\$149,872	\$170,582	\$248,922	
Top Facilities Position	23	\$171,570	\$133,636	\$153,381	\$162,748	\$186,232	\$213,257
Top Finance Position	396	\$191,354	\$107,520	\$139,676	\$171,864	\$224,785	\$300,979

## Other Subsections Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
Top Human Resources Position	50	\$217,535	\$147,492	\$163,315	\$201,866	\$246,054	\$322,390
Top Legal Position	15	\$285,088		\$185,541	\$245,857	\$340,858	
Top Marketing Position	15	\$166,566		\$150,125	\$161,324	\$171,839	
Top Operations Position	280	\$212,421	\$137,731	\$160,801	\$189,201	\$231,308	\$316,600
Top PR/Communications Position	8	\$235,367			\$215,091		
Top Program Position	5	\$198,415			\$214,920		
Top Technology Position	71	\$189,126	\$141,071	\$152,365	\$175,929	\$213,729	\$255,209
501(c)(13) - Cemetery Companies							
\$500 thousand or less							
CEO/Executive Director	73	\$44,256	\$21,793	\$31,922	\$42,890	\$54,283	\$66,622
Top Administrative Position	40	\$42,958	\$21,486	\$29,954	\$42,274	\$55,466	\$65,192
Top Finance Position	22	\$39,275	\$22,364	\$29,120	\$38,337	\$48,620	\$55,281
Between \$500 thousand and \$1 million							
CEO/Executive Director	44	\$103,609	\$48,676	\$63,075	\$77,542	\$101,317	\$149,188
Top Administrative Position	16	\$94,251		\$61,089	\$71,220	\$82,149	
Top Finance Position	9	\$77,756			\$64,209		
Between \$1 million and \$5 million							
CEO/Executive Director	69	\$156,547	\$78,521	\$106,500	\$146,921	\$187,688	\$230,896
Top Administrative Position	25	\$126,075	\$68,171	\$82,719	\$130,276	\$146,921	\$177,199
Top Finance Position	11	\$111,691		\$76,659	\$119,053	\$136,192	
Top Operations Position	5	\$162,761			\$126,379		
Greater than \$5 million							
CEO/Executive Director	24	\$375,780	\$200,662	\$252,617	\$307,776	\$399,151	\$559,044
Top Administrative Position	6	\$220,656			\$188,809		
Top Business Position	5	\$218,739			\$201,804		

## Other Subsections Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(13) - Cemetery Companies							
Greater than \$5 million							
Top Finance Position	19	\$203,210		\$154,277	\$192,854	\$230,769	
Top Operations Position	6	\$198,262			\$224,321		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
\$500 thousand or less							
CEO/Executive Director	214	\$57,852	\$32,765	\$43,712	\$56,099	\$69,813	\$83,674
Top Administrative Position	20	\$53,473	\$23,861	\$45,412	\$54,397	\$64,309	\$78,793
Top Finance Position	44	\$47,132	\$18,000	\$27,550	\$48,504	\$60,192	\$71,175
Top Operations Position	5	\$38,799			\$40,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	187	\$87,144	\$59,290	\$68,980	\$80,500	\$98,855	\$119,630
Top Administrative Position	11	\$73,546		\$59,044	\$70,482	\$80,112	
Top Finance Position	26	\$75,378	\$44,801	\$59,022	\$68,405	\$94,653	\$117,851
Top Operations Position	11	\$52,327		\$43,276	\$50,176	\$59,190	
Between \$1 million and \$5 million							
CEO/Executive Director	546	\$143,916	\$81,510	\$99,514	\$123,544	\$160,070	\$205,057
Top Administrative Position	24	\$100,737	\$68,195	\$80,570	\$97,260	\$113,019	\$133,532
Top Finance Position	167	\$92,274	\$55,330	\$69,746	\$90,135	\$112,546	\$132,652
Top Operations Position	92	\$83,080	\$45,346	\$62,873	\$77,476	\$98,215	\$129,028
Greater than \$5 million							
CEO/Executive Director	659	\$503,548	\$157,845	\$222,642	\$348,911	\$551,481	\$981,989
Top Administrative Position	53	\$220,851	\$108,954	\$145,853	\$180,001	\$239,710	\$363,207
Top Business Position	64	\$172,919	\$111,833	\$133,346	\$166,501	\$195,341	\$243,216
Top Development Position	8	\$132,921			\$135,906		
Top Facilities Position	5	\$144,744			\$135,360		
Top Finance Position	514	\$226,048	\$99,156	\$127,312	\$175,454	\$273,681	\$379,688

## Other Subsections Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
Top Human Resources Position	135	\$186,756	\$95,039	\$130,623	\$167,782	\$220,816	\$289,193
Top Legal Position	27	\$275,559	\$156,688	\$182,304	\$224,960	\$274,067	\$374,419
Top Marketing Position	133	\$179,924	\$105,727	\$125,820	\$161,493	\$205,016	\$270,499
Top Operations Position	304	\$237,020	\$102,690	\$133,111	\$197,204	\$291,362	\$415,592
Top Technology Position	208	\$201,915	\$117,446	\$136,665	\$178,882	\$236,451	\$317,436
501(c)(15) - Mutual Insurance Company other than Life or Marine							
\$500 thousand or less							
Top Finance Position	28	\$37,055	\$17,315	\$25,255	\$34,658	\$47,329	\$61,642
Between \$500 thousand and \$1 million							
Top Finance Position	6	\$48,864			\$39,104		
501(c)(19) - Post or Organization of Past or Present Members of the Armed Forces							
\$500 thousand or less							
CEO/Executive Director	66	\$34,684	\$20,000	\$24,625	\$31,655	\$44,054	\$49,783
Top Administrative Position	10	\$35,758		\$27,722	\$37,100	\$42,669	
Top Finance Position	31	\$30,701	\$17,348	\$20,800	\$27,000	\$40,588	\$48,044
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$65,937		\$35,783	\$49,467	\$89,086	
Top Finance Position	7	\$38,289			\$33,850		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$117,584			\$110,482		
Top Finance Position	5	\$89,600			\$84,800		
Greater than \$5 million							
CEO/Executive Director	11	\$211,581		\$98,509	\$243,416	\$274,612	
Top Finance Position	7	\$151,536			\$153,067		



## Other Subsections Compensation National by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(01) - Government Instrumentality							
\$500 thousand or less							
CEO/Executive Director							
F	6	\$58,828			\$57,836		
Between \$1 million and \$5 million							
CEO/Executive Director							
M	11	\$132,095		\$100,307	\$122,564	\$168,584	
501(c)(02) - Title Holding Corporation							
\$500 thousand or less							
CEO/Executive Director							
M	8	\$54,280			\$36,210		
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director							
F	237	\$63,863	\$23,501	\$37,268	\$56,000	\$80,697	\$113,392
M	284	\$75,091	\$23,517	\$41,054	\$65,821	\$95,625	\$142,225
U	36	\$70,922	\$25,370	\$43,056	\$62,918	\$102,989	\$113,744
Top Administrative Position							
F	18	\$43,013		\$30,173	\$40,532	\$55,469	
M	7	\$39,053			\$32,731		
Top Finance Position							
F	18	\$35,301		\$19,065	\$31,897	\$44,505	
M	14	\$48,003		\$20,643	\$53,544	\$65,201	
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	91	\$102,884	\$39,778	\$67,056	\$92,500	\$128,609	\$166,651
M	164	\$123,463	\$45,330	\$74,836	\$104,968	\$161,008	\$211,279

## Other Subsections Compensation National by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$500 thousand and \$1 million							
U	19	\$120,000		\$74,380	\$104,000	\$141,807	
Top Administrative Position							
F	7	\$66,474			\$57,753		
M	7	\$67,498			\$70,141		
Top Finance Position							
F	8	\$40,386			\$39,825		
M	8	\$54,338			\$48,673		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	102	\$157,188	\$68,914	\$92,823	\$125,829	\$179,689	\$306,568
M	267	\$166,059	\$61,625	\$102,337	\$143,725	\$204,936	\$281,076
U	19	\$191,725		\$100,136	\$180,244	\$238,538	
Top Administrative Position							
F	12	\$111,930		\$83,849	\$106,860	\$139,532	
M	24	\$108,312	\$65,675	\$76,006	\$105,974	\$126,511	\$166,149
Top Finance Position							
F	35	\$112,276	\$54,094	\$64,542	\$104,420	\$132,712	\$171,865
M	17	\$118,213		\$79,656	\$103,031	\$142,291	
Top Operations Position							
F	15	\$121,939		\$74,883	\$141,284	\$161,551	
M	11	\$159,447		\$101,917	\$155,325	\$219,967	
Top PR/Communications Position							
F	5	\$133,638			\$137,446		
M	5	\$133,876			\$130,917		

## Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees								
Greater than \$5 million								
CEO/Executive Director								
	F	45	\$615,623	\$110,533	\$143,991	\$239,914	\$388,531	\$786,405
	M	226	\$526,235	\$136,222	\$197,777	\$285,694	\$541,339	\$956,707
	U	13	\$508,368		\$228,405	\$275,107	\$679,797	
Top Administrative Position								
	F	8	\$156,665			\$136,040		
	M	36	\$199,992	\$111,722	\$136,832	\$166,380	\$225,768	\$329,192
Top Business Position								
	F	13	\$203,175		\$139,183	\$184,106	\$265,926	
	M	21	\$266,789	\$160,300	\$173,443	\$245,303	\$349,460	\$410,003
	U	8	\$335,710			\$294,183		
Top Development Position								
	F	6	\$165,960			\$150,570		
	M	9	\$245,540			\$197,311		
Top Facilities Position								
	M	8	\$147,948			\$140,902		
Top Finance Position								
	F	56	\$271,337	\$104,806	\$142,848	\$207,083	\$326,414	\$482,147
	M	86	\$285,677	\$97,528	\$150,340	\$203,871	\$308,532	\$509,344
	U	9	\$283,296			\$177,104		
Top Human Resources Position								
	F	21	\$287,434	\$123,883	\$138,046	\$266,222	\$350,929	\$476,458
	M	11	\$238,070		\$166,034	\$185,617	\$219,519	
Top Legal Position								
	F	15	\$282,442		\$165,514	\$218,926	\$331,298	
	M	34	\$324,898	\$155,123	\$203,884	\$271,707	\$432,596	\$541,634

## Other Subsections Compensation National by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Greater than \$5 million							
Top Marketing Position							
F	13	\$246,836		\$150,710	\$201,324	\$265,926	
M	10	\$284,094		\$169,828	\$240,995	\$270,473	
Top Operations Position							
F	28	\$269,991	\$147,944	\$185,794	\$267,990	\$344,420	\$401,512
M	49	\$340,374	\$130,854	\$186,933	\$267,166	\$420,189	\$728,381
U	5	\$377,617			\$228,309		
Top PR/Communications Position							
F	14	\$207,875		\$132,888	\$152,952	\$231,075	
M	13	\$181,316		\$136,315	\$158,023	\$212,009	
Top Program Position							
F	6	\$209,010			\$178,279		
M	9	\$175,114			\$192,138		
Top Technology Position							
F	5	\$294,318			\$307,964		
M	51	\$287,927	\$138,106	\$166,963	\$237,141	\$311,668	\$530,621
U	7	\$275,366			\$215,741		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director							
F	177	\$60,676	\$25,569	\$37,179	\$57,060	\$75,603	\$101,686
M	588	\$65,861	\$19,178	\$30,242	\$63,829	\$87,418	\$114,997
U	52	\$56,724	\$24,374	\$33,160	\$55,358	\$75,999	\$99,791
Top Administrative Position							
F	31	\$51,507	\$29,064	\$37,929	\$49,188	\$63,440	\$67,056
M	18	\$67,240		\$46,094	\$67,683	\$79,271	

## Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(05) - Labor, Agricultural, and Horticultural Organizations								
\$500 thousand or less								
Top Business Position								
	F	13	\$63,987		\$45,900	\$52,884	\$72,143	
	M	239	\$89,258	\$35,890	\$61,488	\$85,931	\$111,780	\$148,079
	U	16	\$90,285		\$66,063	\$75,246	\$105,946	
Top Education Position								
	M	27	\$104,799	\$63,569	\$85,293	\$104,556	\$118,538	\$134,455
Top Finance Position								
	F	87	\$48,448	\$18,870	\$25,500	\$43,794	\$61,929	\$82,670
	M	175	\$62,449	\$17,275	\$24,492	\$53,199	\$91,469	\$128,239
	U	16	\$30,677		\$18,349	\$27,424	\$36,756	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	85	\$89,117	\$42,382	\$61,872	\$85,000	\$102,194	\$149,814
	M	467	\$99,295	\$36,013	\$68,717	\$91,152	\$125,690	\$162,697
	U	43	\$87,936	\$28,767	\$61,091	\$85,462	\$113,656	\$129,808
Top Administrative Position								
	F	21	\$59,312	\$35,380	\$40,769	\$49,907	\$61,985	\$110,820
	M	12	\$133,900		\$80,896	\$136,411	\$162,185	
Top Business Position								
	F	12	\$98,825		\$63,913	\$74,403	\$140,879	
	M	298	\$122,000	\$74,059	\$89,381	\$114,317	\$148,063	\$174,747
	U	14	\$104,364		\$85,168	\$101,822	\$118,632	
Top Education Position								
	M	14	\$155,598		\$110,667	\$140,669	\$201,691	
Top Finance Position								
	F	62	\$64,294	\$33,659	\$43,885	\$58,025	\$79,295	\$95,238

## Other Subsections Compensation National by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
M	220	\$98,653	\$39,600	\$66,487	\$92,567	\$128,328	\$154,328
U	15	\$80,691		\$74,476	\$78,683	\$97,885	
Between \$1 million and \$5 million							
CEO/Executive Director							
F	150	\$111,348	\$45,573	\$76,097	\$105,834	\$142,837	\$182,855
M	925	\$139,368	\$51,008	\$93,530	\$132,250	\$175,073	\$226,660
U	58	\$125,204	\$35,923	\$74,115	\$111,658	\$146,580	\$195,191
Top Administrative Position							
F	30	\$119,256	\$47,215	\$66,944	\$135,288	\$161,816	\$182,809
M	32	\$149,298	\$71,230	\$110,485	\$147,130	\$194,061	\$209,341
Top Business Position							
F	32	\$129,890	\$68,437	\$103,900	\$130,051	\$163,165	\$171,718
M	635	\$163,236	\$94,106	\$119,655	\$156,803	\$193,087	\$241,436
U	27	\$164,176	\$88,814	\$121,735	\$154,986	\$192,394	\$258,232
Top Education Position							
M	20	\$158,615	\$105,971	\$134,994	\$163,918	\$184,470	\$191,855
Top Finance Position							
F	100	\$110,576	\$53,232	\$83,747	\$108,809	\$137,148	\$166,626
M	573	\$141,662	\$60,786	\$96,289	\$138,134	\$177,065	\$229,695
U	38	\$114,112	\$51,525	\$77,850	\$112,258	\$149,535	\$179,044
Top Legal Position							
M	19	\$183,439		\$144,840	\$170,277	\$211,221	
Top Operations Position							
M	8	\$162,362			\$140,653		

## Other Subsections Compensation National by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Greater than \$5 million							
CEO/Executive Director							
F	66	\$221,934	\$97,611	\$126,269	\$182,415	\$263,234	\$349,059
M	362	\$255,481	\$109,754	\$156,134	\$213,740	\$298,989	\$398,492
U	34	\$306,222	\$112,947	\$140,203	\$202,105	\$268,713	\$380,621
Top Administrative Position							
F	14	\$186,188		\$120,776	\$164,460	\$218,161	
M	29	\$362,554	\$144,168	\$158,940	\$303,279	\$523,108	\$686,869
Top Business Position							
F	10	\$141,885		\$120,824	\$132,675	\$161,143	
M	172	\$234,554	\$125,789	\$160,965	\$216,988	\$295,058	\$351,565
U	15	\$216,563		\$165,279	\$194,843	\$260,732	
Top Education Position							
M	7	\$224,504			\$198,915		
Top Finance Position							
F	78	\$184,536	\$100,065	\$124,311	\$171,152	\$220,438	\$279,424
M	231	\$207,333	\$97,431	\$135,941	\$186,976	\$263,044	\$351,029
U	32	\$201,807	\$127,778	\$146,090	\$197,202	\$243,420	\$320,552
Top Human Resources Position							
F	5	\$244,744			\$180,719		
Top Legal Position							
F	41	\$216,902	\$138,410	\$162,313	\$202,663	\$255,354	\$338,390
M	55	\$296,162	\$159,033	\$180,031	\$235,542	\$305,693	\$531,225
U	10	\$242,721		\$190,637	\$236,547	\$263,985	
Top Operations Position							
F	6	\$182,203			\$181,712		
M	11	\$240,468		\$219,305	\$236,769	\$255,545	

## Other Subsections Compensation National by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Greater than \$5 million							
Top PR/Communications Position							
F	9	\$207,732			\$180,000		
M	17	\$233,732		\$160,782	\$234,408	\$272,310	
Top Technology Position							
M	19	\$204,386		\$157,594	\$188,112	\$231,159	
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director							
F	2,513	\$64,758	\$31,014	\$42,823	\$59,233	\$80,638	\$104,070
M	1,633	\$82,396	\$34,010	\$50,000	\$74,050	\$104,726	\$140,491
U	286	\$70,856	\$30,228	\$43,475	\$62,507	\$86,710	\$118,509
Top Administrative Position							
F	66	\$42,325	\$22,528	\$26,856	\$36,447	\$49,898	\$65,626
M	14	\$60,275		\$32,456	\$39,013	\$71,252	
U	6	\$32,572			\$31,364		
Top Business Position							
F	6	\$60,777			\$46,127		
Top Finance Position							
F	25	\$50,930	\$16,508	\$28,654	\$44,279	\$66,763	\$94,296
M	26	\$60,541	\$17,050	\$22,553	\$51,208	\$88,661	\$108,898
Top Operations Position							
F	21	\$59,545	\$28,860	\$40,000	\$55,108	\$72,103	\$86,757
M	7	\$65,644			\$64,697		
Top Program Position							
F	6	\$54,672			\$52,978		



## Other Subsections Compensation National by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	804	\$117,339	\$66,889	\$84,778	\$104,798	\$138,099	\$186,806
M	1,098	\$143,834	\$78,191	\$99,878	\$133,739	\$170,629	\$222,499
U	107	\$128,081	\$68,437	\$86,088	\$113,669	\$143,321	\$189,995
Top Administrative Position							
F	11	\$70,815		\$48,490	\$69,320	\$88,808	
M	9	\$122,915			\$124,992		
Top Finance Position							
F	33	\$79,789	\$44,972	\$51,683	\$67,662	\$99,393	\$123,671
M	14	\$114,647		\$70,116	\$93,503	\$143,998	
U	5	\$69,903			\$70,777		
Top Operations Position							
F	25	\$91,702	\$50,997	\$59,193	\$75,779	\$110,202	\$149,052
M	13	\$108,226		\$85,993	\$103,746	\$120,540	
Top Technology Position							
M	5	\$132,313			\$146,107		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	850	\$187,264	\$94,651	\$120,552	\$166,530	\$227,592	\$299,883
M	1,820	\$244,011	\$117,788	\$156,305	\$213,840	\$289,738	\$398,845
U	127	\$230,864	\$102,740	\$152,503	\$210,624	\$286,805	\$374,118
Top Administrative Position							
F	61	\$131,578	\$79,689	\$105,917	\$132,000	\$156,443	\$183,686
M	34	\$165,953	\$87,406	\$125,379	\$147,403	\$206,381	\$273,975
U	6	\$117,502			\$117,438		

## Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.								
Between \$1 million and \$5 million								
Top Business Position								
	F	20	\$129,276	\$91,666	\$119,027	\$127,353	\$149,331	\$155,482
	M	24	\$154,630	\$107,801	\$120,137	\$140,536	\$174,384	\$201,619
	U	5	\$116,975			\$118,806		
Top Education Position								
	F	8	\$130,191			\$130,463		
	M	17	\$154,513		\$121,947	\$153,720	\$190,002	
Top Finance Position								
	F	210	\$120,567	\$67,626	\$90,011	\$119,247	\$142,870	\$173,181
	M	130	\$146,068	\$70,203	\$102,100	\$130,634	\$163,021	\$227,631
	U	19	\$129,159		\$114,163	\$126,482	\$145,191	
Top Legal Position								
	F	21	\$186,022	\$129,631	\$150,051	\$180,416	\$209,308	\$246,330
	M	38	\$192,465	\$120,089	\$143,182	\$171,221	\$221,764	\$297,549
Top Marketing Position								
	F	28	\$140,689	\$107,487	\$115,178	\$131,782	\$155,252	\$172,886
	M	18	\$170,918		\$130,854	\$162,113	\$188,179	
	U	6	\$133,874			\$118,016		
Top Operations Position								
	F	122	\$144,590	\$83,284	\$109,612	\$140,159	\$170,440	\$208,163
	M	68	\$180,833	\$106,537	\$131,800	\$169,265	\$209,476	\$282,320
	U	15	\$201,900		\$179,141	\$197,530	\$225,659	
Top PR/Communications Position								
	F	35	\$134,912	\$93,361	\$109,763	\$133,380	\$156,733	\$179,433
	M	31	\$141,573	\$111,140	\$114,992	\$136,776	\$155,731	\$182,687

## Other Subsections Compensation National by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
Top Program Position							
F	14	\$154,347		\$126,725	\$147,283	\$186,345	
M	7	\$146,424			\$134,362		
Top Technology Position							
F	6	\$145,959			\$147,988		
M	37	\$154,952	\$109,231	\$120,006	\$140,692	\$196,769	\$205,958
U	7	\$145,667			\$134,522		
Greater than \$5 million							
CEO/Executive Director							
F	200	\$505,738	\$171,777	\$250,291	\$354,757	\$537,991	\$853,478
M	750	\$683,507	\$219,821	\$311,313	\$468,193	\$739,555	\$1,332,905
U	42	\$579,286	\$214,304	\$278,529	\$463,095	\$666,512	\$986,180
Top Administrative Position							
F	51	\$213,363	\$115,983	\$130,170	\$171,188	\$225,203	\$295,903
M	48	\$264,971	\$145,359	\$169,819	\$223,010	\$292,234	\$493,702
U	8	\$283,846			\$241,454		
Top Business Position							
F	33	\$199,907	\$132,417	\$144,129	\$183,897	\$210,305	\$313,087
M	60	\$229,741	\$135,009	\$160,519	\$209,225	\$280,612	\$368,080
Top Development Position							
F	6	\$250,663			\$257,408		
M	7	\$240,950			\$226,434		
Top Education Position							
F	24	\$166,014	\$122,987	\$136,511	\$165,933	\$181,004	\$204,754
M	17	\$194,652		\$159,273	\$183,452	\$223,173	
U	7	\$234,716			\$248,731		

## Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.								
Greater than \$5 million								
Top Finance Position								
	F	204	\$218,459	\$120,678	\$144,686	\$192,068	\$259,559	\$335,230
	M	305	\$256,983	\$129,568	\$157,339	\$208,821	\$304,953	\$406,322
	U	36	\$225,661	\$80,026	\$148,772	\$187,915	\$273,316	\$378,097
Top Human Resources Position								
	F	37	\$196,737	\$127,883	\$139,356	\$169,363	\$225,722	\$285,342
	M	13	\$261,437		\$154,221	\$194,706	\$275,048	
	U	8	\$251,824			\$270,279		
Top Legal Position								
	F	64	\$351,458	\$153,941	\$216,739	\$291,935	\$459,838	\$574,137
	M	124	\$358,570	\$168,759	\$228,614	\$312,281	\$410,142	\$611,284
	U	20	\$243,360	\$154,737	\$181,175	\$218,388	\$261,623	\$401,053
Top Marketing Position								
	F	60	\$219,319	\$134,723	\$151,314	\$190,801	\$251,008	\$339,972
	M	56	\$249,005	\$129,505	\$148,530	\$203,049	\$255,273	\$414,031
	U	8	\$237,658			\$208,722		
Top Operations Position								
	F	116	\$289,412	\$140,691	\$174,647	\$246,536	\$331,221	\$485,039
	M	146	\$349,473	\$155,671	\$204,783	\$288,058	\$388,943	\$586,556
	U	18	\$294,795		\$172,016	\$235,454	\$395,402	
Top PR/Communications Position								
	F	79	\$231,144	\$131,635	\$146,547	\$183,311	\$257,318	\$408,085
	M	74	\$200,386	\$128,936	\$145,232	\$176,723	\$224,591	\$270,038
	U	10	\$203,328		\$138,114	\$167,014	\$252,690	
Top Program Position								
	F	5	\$203,012			\$199,250		

## Other Subsections Compensation National by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
M	16	\$206,483		\$141,574	\$175,316	\$258,129	
Top Technology Position							
F	15	\$229,887		\$144,902	\$226,920	\$281,152	
M	119	\$205,066	\$121,750	\$145,598	\$169,565	\$231,447	\$316,674
U	23	\$211,651	\$138,921	\$153,539	\$178,617	\$235,662	\$347,188
501(c)(07) - Social and Recreational Clubs							
\$500 thousand or less							
CEO/Executive Director							
F	37	\$39,962	\$18,610	\$27,350	\$39,000	\$47,600	\$65,080
M	56	\$51,361	\$19,015	\$33,369	\$44,118	\$66,890	\$80,000
U	5	\$47,410			\$46,200		
Top Administrative Position							
F	9	\$34,250			\$36,000		
M	15	\$53,731		\$38,515	\$49,690	\$69,060	
Top Facilities Position							
M	6	\$35,195			\$30,000		
Top Finance Position							
F	9	\$25,577			\$21,800		
M	14	\$21,712		\$16,925	\$18,460	\$23,270	
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	16	\$71,777		\$49,678	\$66,656	\$95,490	
M	56	\$83,206	\$31,600	\$55,415	\$78,800	\$110,560	\$127,055
U	5	\$65,925			\$56,086		
Top Administrative Position							
F	8	\$58,604			\$53,987		

## Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(07) - Social and Recreational Clubs								
Between \$500 thousand and \$1 million								
Top Finance Position	M	25	\$99,260	\$56,922	\$67,375	\$104,500	\$124,398	\$148,942
	F	6	\$35,518			\$35,379		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	71	\$129,823	\$67,379	\$94,796	\$119,272	\$163,143	\$204,062
	M	475	\$146,554	\$80,499	\$106,377	\$135,247	\$179,501	\$220,416
	U	23	\$147,548	\$82,055	\$107,786	\$136,732	\$195,006	\$237,201
Top Administrative Position								
	F	49	\$134,234	\$55,130	\$96,601	\$122,960	\$170,724	\$214,335
	M	410	\$145,147	\$78,955	\$106,358	\$134,700	\$176,829	\$219,544
	U	17	\$157,269		\$113,365	\$142,776	\$209,013	
Top Facilities Position								
	M	113	\$143,832	\$107,416	\$118,677	\$133,651	\$153,817	\$187,124
Top Finance Position								
	F	70	\$91,399	\$49,325	\$70,628	\$89,303	\$113,110	\$136,512
	M	47	\$93,986	\$51,978	\$66,011	\$85,837	\$116,466	\$133,479
	U	5	\$94,046			\$106,631		
Top Operations Position								
	M	27	\$149,192	\$85,084	\$100,297	\$141,772	\$180,856	\$230,620
Greater than \$5 million								
CEO/Executive Director								
	F	49	\$208,515	\$120,837	\$150,936	\$189,574	\$252,245	\$318,164
	M	520	\$265,965	\$151,048	\$188,415	\$245,987	\$319,099	\$394,422
	U	39	\$261,169	\$153,091	\$187,698	\$256,325	\$317,884	\$413,548

## Other Subsections Compensation National by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(07) - Social and Recreational Clubs							
Greater than \$5 million							
Top Administrative Position							
F	36	\$226,124	\$136,586	\$171,905	\$203,336	\$287,544	\$366,590
M	520	\$272,681	\$156,999	\$192,089	\$248,616	\$321,623	\$397,893
U	40	\$268,373	\$171,547	\$195,652	\$258,907	\$316,780	\$410,668
Top Business Position							
F	6	\$128,339			\$129,635		
Top Facilities Position							
M	310	\$194,872	\$126,864	\$150,674	\$185,883	\$227,049	\$271,649
Top Finance Position							
F	196	\$133,825	\$93,200	\$109,649	\$127,671	\$152,300	\$179,524
M	195	\$155,244	\$104,091	\$120,643	\$147,110	\$176,120	\$221,774
U	31	\$170,506	\$115,236	\$134,390	\$152,958	\$191,183	\$252,103
Top Human Resources Position							
F	13	\$163,317		\$131,113	\$141,786	\$188,384	
Top Legal Position							
M	6	\$164,301			\$168,997		
Top Operations Position							
F	5	\$150,443			\$116,933		
M	57	\$298,414	\$142,223	\$206,868	\$255,149	\$318,616	\$404,563
U	6	\$363,515			\$285,501		
501(c)(08) - Fraternal Beneficiary Societies and Associations							
\$500 thousand or less							
CEO/Executive Director							
F	11	\$33,810		\$21,926	\$32,853	\$42,671	
M	16	\$41,324		\$33,758	\$36,400	\$55,091	

## Other Subsections Compensation National by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(08) - Fraternal Beneficiary Societies and Associations							
\$500 thousand or less							
Top Administrative Position							
M	75	\$27,701	\$17,064	\$19,696	\$26,000	\$31,316	\$40,560
Between \$500 thousand and \$1 million							
CEO/Executive Director							
M	10	\$49,710		\$27,380	\$37,780	\$69,162	
Top Administrative Position							
M	37	\$34,248	\$20,307	\$26,338	\$31,200	\$41,600	\$52,000
Between \$1 million and \$5 million							
CEO/Executive Director							
M	16	\$83,212		\$34,177	\$87,618	\$106,600	
Top Administrative Position							
M	7	\$40,575			\$35,360		
Greater than \$5 million							
CEO/Executive Director							
F	8	\$281,250			\$170,183		
M	41	\$451,598	\$120,250	\$169,283	\$225,472	\$322,934	\$515,796
Top Administrative Position							
M	6	\$190,377			\$188,371		
Top Business Position							
M	8	\$184,844			\$118,529		
Top Finance Position							
F	10	\$126,996		\$92,939	\$109,086	\$170,605	
M	29	\$251,940	\$97,385	\$114,610	\$147,564	\$191,491	\$319,046
Top Technology Position							
M	7	\$156,493			\$155,352		



## Other Subsections Compensation National by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>501(c)(09) - Voluntary Employees Beneficiary Associations</b>							
Between \$1 million and \$5 million							
Top Administrative Position							
F	7	\$91,781			\$90,314		
M	6	\$179,865			\$142,945		
Greater than \$5 million							
CEO/Executive Director							
F	25	\$228,137	\$116,984	\$152,165	\$188,949	\$303,125	\$369,261
M	31	\$318,589	\$161,709	\$211,187	\$273,527	\$378,193	\$504,029
Top Administrative Position							
F	20	\$126,643	\$57,351	\$86,354	\$135,155	\$165,056	\$181,043
M	35	\$223,061	\$80,941	\$124,845	\$184,358	\$274,549	\$332,991
Top Finance Position							
F	20	\$163,309	\$63,421	\$135,049	\$157,610	\$203,970	\$224,299
M	23	\$191,529	\$100,317	\$144,736	\$183,330	\$222,268	\$273,957
Top Legal Position							
M	5	\$341,847			\$273,859		
Top Operations Position							
F	7	\$263,592			\$262,928		
M	7	\$219,631			\$205,637		
Top Technology Position							
M	9	\$204,287			\$200,661		
U	5	\$212,536			\$216,883		
<b>501(c)(10) - Domestic Fraternal Societies and Associations</b>							
\$500 thousand or less							
CEO/Executive Director							
M	19	\$35,328		\$26,033	\$32,366	\$42,659	

## Other Subsections Compensation National by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(10) - Domestic Fraternal Societies and Associations							
\$500 thousand or less							
Top Administrative Position							
M	6	\$26,278			\$26,884		
Between \$1 million and \$5 million							
CEO/Executive Director							
M	6	\$89,037			\$81,243		
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
\$500 thousand or less							
CEO/Executive Director							
M	30	\$50,689	\$17,227	\$29,027	\$47,240	\$55,746	\$67,242
Top Administrative Position							
F	6	\$28,691			\$27,663		
M	9	\$74,657			\$52,463		
Top Finance Position							
F	16	\$32,321		\$21,637	\$30,406	\$39,227	
M	9	\$44,947			\$44,048		
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	7	\$56,358			\$57,120		
M	25	\$69,075	\$40,869	\$49,288	\$69,744	\$84,325	\$93,062
Top Administrative Position							
F	7	\$56,262			\$57,120		
M	11	\$71,170		\$57,423	\$73,404	\$83,958	
Top Finance Position							
F	6	\$45,634			\$41,626		

## Other Subsections Compensation National by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Between \$1 million and \$5 million							
CEO/Executive Director							
F	20	\$100,558	\$54,178	\$58,775	\$93,231	\$130,550	\$155,078
M	118	\$118,597	\$63,761	\$77,267	\$105,875	\$141,700	\$181,922
U	8	\$102,809			\$85,857		
Top Administrative Position							
F	17	\$99,274		\$73,712	\$85,043	\$106,085	
M	63	\$116,964	\$64,312	\$75,537	\$108,479	\$147,818	\$181,051
U	5	\$112,349			\$91,606		
Top Finance Position							
F	14	\$68,842		\$44,547	\$56,907	\$95,319	
M	10	\$110,105		\$71,735	\$88,282	\$127,919	
Top Operations Position							
M	8	\$126,631			\$121,945		
Greater than \$5 million							
CEO/Executive Director							
F	63	\$254,070	\$145,626	\$186,300	\$232,085	\$295,704	\$376,962
M	691	\$307,043	\$155,689	\$198,961	\$256,369	\$358,986	\$518,059
U	34	\$304,630	\$164,825	\$198,038	\$244,233	\$395,716	\$504,500
Top Administrative Position							
F	43	\$232,585	\$119,466	\$166,944	\$197,513	\$287,054	\$374,882
M	364	\$251,543	\$143,054	\$181,297	\$227,173	\$296,107	\$394,852
U	17	\$256,027		\$173,020	\$221,016	\$274,161	
Top Business Position							
F	9	\$170,546			\$161,007		
M	7	\$240,487			\$251,135		

## Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies								
Greater than \$5 million								
Top Facilities Position								
	M	21	\$169,907	\$132,762	\$154,696	\$162,748	\$182,367	\$207,184
Top Finance Position								
	F	156	\$176,286	\$103,670	\$128,044	\$159,666	\$205,343	\$274,140
	M	221	\$197,754	\$111,952	\$145,728	\$176,444	\$228,460	\$304,539
	U	19	\$240,628		\$154,684	\$199,001	\$289,800	
Top Human Resources Position								
	F	37	\$211,369	\$147,281	\$160,162	\$194,868	\$223,481	\$294,594
	M	11	\$246,209		\$189,233	\$248,893	\$302,967	
Top Legal Position								
	F	7	\$283,698			\$245,857		
	M	7	\$280,149			\$244,774		
Top Marketing Position								
	F	5	\$181,806			\$160,929		
	M	10	\$158,946		\$149,572	\$165,564	\$172,718	
Top Operations Position								
	F	16	\$189,932		\$146,859	\$178,028	\$204,230	
	M	255	\$213,965	\$137,510	\$161,904	\$189,589	\$233,009	\$318,518
	U	9	\$208,673			\$197,013		
Top PR/Communications Position								
	F	5	\$211,851			\$179,455		
Top Program Position								
	M	5	\$198,415			\$214,920		
Top Technology Position								
	F	10	\$210,032		\$155,477	\$196,085	\$247,075	
	M	58	\$185,830	\$141,057	\$153,003	\$175,724	\$210,896	\$252,019

## Other Subsections Compensation National by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(13) - Cemetery Companies							
\$500 thousand or less							
CEO/Executive Director							
F	14	\$46,291		\$41,693	\$49,413	\$51,358	
M	57	\$43,812	\$21,538	\$31,922	\$40,906	\$58,366	\$67,924
Top Administrative Position							
F	9	\$50,182			\$47,038		
M	29	\$40,735	\$20,029	\$27,000	\$38,467	\$49,537	\$65,396
Top Finance Position							
F	8	\$40,485			\$40,851		
M	12	\$38,324		\$27,315	\$38,337	\$48,275	
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	6	\$142,887			\$78,786		
M	33	\$102,369	\$49,939	\$64,595	\$78,723	\$101,257	\$140,231
U	5	\$64,657			\$60,000		
Top Administrative Position							
M	12	\$75,588		\$64,303	\$74,542	\$82,149	
Between \$1 million and \$5 million							
CEO/Executive Director							
F	12	\$180,974		\$144,033	\$164,621	\$194,177	
M	54	\$148,531	\$67,095	\$97,749	\$141,234	\$186,168	\$223,757
Top Administrative Position							
M	21	\$128,633	\$66,707	\$82,719	\$130,276	\$147,350	\$181,950
Top Finance Position							
M	6	\$131,471			\$127,079		

## Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(13) - Cemetery Companies								
Greater than \$5 million								
CEO/Executive Director								
Top Finance Position	M	21	\$399,140	\$234,847	\$272,219	\$324,568	\$405,272	\$587,617
	F	7	\$155,038			\$144,511		
	M	11	\$231,408		\$174,796	\$213,357	\$286,291	
Top Operations Position								
	M	5	\$214,142			\$230,770		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds								
\$500 thousand or less								
CEO/Executive Director								
	F	161	\$57,320	\$34,133	\$45,010	\$55,812	\$69,150	\$81,376
	M	36	\$61,581	\$29,009	\$40,974	\$62,260	\$78,093	\$98,173
	U	17	\$55,002		\$42,258	\$58,771	\$69,883	
Top Administrative Position								
	F	15	\$49,905		\$32,446	\$52,175	\$54,841	
Top Finance Position								
	F	30	\$49,232	\$15,883	\$27,450	\$51,720	\$60,560	\$74,384
	M	13	\$41,898		\$31,200	\$41,254	\$53,004	
Top Operations Position								
	F	5	\$38,799			\$40,000		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	102	\$83,527	\$58,743	\$67,650	\$78,847	\$93,533	\$111,371
	M	74	\$92,741	\$62,149	\$72,246	\$83,622	\$109,755	\$127,453
	U	11	\$83,033		\$64,941	\$88,329	\$100,491	

## Other Subsections Compensation National by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$500 thousand and \$1 million							
Top Administrative Position							
F	8	\$67,418			\$65,214		
Top Finance Position							
F	11	\$69,276		\$46,233	\$62,520	\$88,943	
M	14	\$81,344		\$59,392	\$77,159	\$97,454	
Top Operations Position							
F	9	\$55,327			\$52,826		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	222	\$140,369	\$80,035	\$94,424	\$120,124	\$151,671	\$194,014
M	296	\$145,473	\$81,964	\$102,914	\$128,171	\$163,094	\$199,896
U	28	\$155,585	\$99,859	\$109,491	\$124,635	\$196,376	\$242,337
Top Administrative Position							
F	12	\$100,941		\$74,971	\$99,430	\$115,086	
M	11	\$102,582		\$85,159	\$97,516	\$109,086	
Top Finance Position							
F	81	\$87,841	\$56,438	\$68,097	\$83,926	\$101,873	\$122,361
M	81	\$95,863	\$55,604	\$69,901	\$95,617	\$119,455	\$135,388
U	5	\$105,944			\$118,020		
Top Operations Position							
F	62	\$82,837	\$52,002	\$62,649	\$77,109	\$92,714	\$127,959
M	25	\$87,494	\$36,595	\$65,204	\$88,066	\$117,604	\$134,948
U	5	\$64,028			\$64,216		
Greater than \$5 million							
CEO/Executive Director							
F	139	\$470,626	\$141,383	\$196,313	\$295,019	\$471,234	\$984,870

## Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds								
Greater than \$5 million								
	M	484	\$488,016	\$168,030	\$235,710	\$361,207	\$567,803	\$919,548
	U	36	\$839,487	\$168,598	\$258,743	\$361,165	\$801,110	\$1,163,066
Top Administrative Position								
	F	29	\$233,225	\$112,462	\$138,358	\$180,001	\$264,396	\$410,609
	M	21	\$198,814	\$106,884	\$147,754	\$179,634	\$223,096	\$313,092
Top Business Position								
	F	18	\$173,403		\$127,054	\$169,639	\$192,761	
	M	41	\$172,067	\$128,496	\$139,168	\$166,674	\$193,677	\$222,737
	U	5	\$178,164			\$129,930		
Top Facilities Position								
	M	5	\$144,744			\$135,360		
Top Finance Position								
	F	180	\$199,790	\$93,125	\$117,244	\$148,344	\$243,135	\$361,614
	M	301	\$239,096	\$103,230	\$140,161	\$190,899	\$280,908	\$382,669
	U	33	\$250,260	\$117,036	\$135,388	\$196,417	\$290,402	\$377,059
Top Human Resources Position								
	F	108	\$181,542	\$94,037	\$130,091	\$167,350	\$218,322	\$282,568
	M	21	\$223,769	\$121,355	\$136,715	\$205,404	\$237,298	\$295,043
	U	6	\$151,074			\$154,412		
Top Legal Position								
	F	7	\$249,989			\$245,098		
	M	16	\$302,486		\$176,391	\$211,245	\$277,499	
Top Marketing Position								
	F	77	\$172,538	\$108,848	\$124,184	\$155,497	\$201,006	\$258,787
	M	46	\$193,049	\$116,570	\$145,182	\$171,369	\$211,470	\$290,329
	U	10	\$176,428		\$89,582	\$130,125	\$219,284	



## Other Subsections Compensation National by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
Top Operations Position							
F	158	\$208,955	\$96,204	\$123,794	\$171,004	\$250,629	\$368,371
M	131	\$260,696	\$114,699	\$148,094	\$226,543	\$332,328	\$436,466
U	15	\$325,875		\$171,807	\$255,180	\$461,398	
Top Technology Position							
F	29	\$187,303	\$121,705	\$148,151	\$178,922	\$220,906	\$264,148
M	161	\$197,977	\$112,995	\$135,388	\$178,498	\$235,546	\$305,106
U	18	\$260,676		\$149,380	\$201,762	\$324,848	
501(c)(15) - Mutual Insurance Company other than Life or Marine							
\$500 thousand or less							
Top Finance Position							
F	14	\$27,317		\$18,265	\$25,756	\$36,054	
M	11	\$49,995		\$39,900	\$54,504	\$61,677	
501(c)(19) - Post or Organization of Past or Present Members of the Armed Forces							
\$500 thousand or less							
CEO/Executive Director							
F	33	\$32,499	\$20,160	\$24,492	\$31,050	\$37,728	\$45,756
M	31	\$37,595	\$22,852	\$25,000	\$32,400	\$47,674	\$57,710
Top Administrative Position							
F	6	\$30,050			\$28,145		
Top Finance Position							
F	14	\$34,495		\$27,056	\$31,795	\$41,286	
M	15	\$28,446		\$20,101	\$24,500	\$40,588	

## Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(19) - Post or Organization of Past or Present Members of the Armed Forces								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	5	\$42,504			\$43,080		
	M	7	\$82,676			\$84,781		
Top Finance Position								
	F	5	\$37,067			\$33,850		
Greater than \$5 million								
CEO/Executive Director								
	M	9	\$197,079			\$243,416		

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
\$250 thousand or less							
CEO/Executive Director	300	\$44,291	\$21,584	\$29,716	\$40,000	\$53,448	\$70,121
Top Administrative Position	6	\$32,411			\$29,961		
Top Finance Position	8	\$32,971			\$28,625		
Top Program Position	5	\$28,824			\$28,000		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	192	\$68,036	\$34,230	\$43,763	\$59,251	\$79,614	\$112,584
Top Finance Position	13	\$52,976		\$27,295	\$43,637	\$66,314	
Top Program Position	5	\$41,339			\$32,400		
Between \$500 thousand and \$1 million							
CEO/Executive Director	175	\$85,402	\$41,008	\$59,488	\$74,747	\$104,803	\$129,670
Top Administrative Position	5	\$60,091			\$50,154		
Top Business Position	10	\$119,895		\$99,474	\$120,636	\$142,492	
Top Finance Position	14	\$60,850		\$41,153	\$61,152	\$80,050	
Between \$1 million and \$2.5 million							
CEO/Executive Director	202	\$107,283	\$48,507	\$66,334	\$92,039	\$132,559	\$183,571
Top Administrative Position	18	\$76,897		\$49,229	\$79,067	\$91,479	
Top Business Position	7	\$110,236			\$118,160		
Top Finance Position	22	\$72,039	\$39,835	\$45,956	\$64,317	\$89,084	\$114,373
Top Operations Position	6	\$66,425			\$51,865		
Between \$2.5 million and \$5 million							
CEO/Executive Director	85	\$141,909	\$79,844	\$90,271	\$116,901	\$164,637	\$231,740
Top Finance Position	22	\$88,379	\$37,763	\$61,631	\$66,604	\$104,589	\$162,219
Top Operations Position	11	\$67,972		\$56,200	\$61,377	\$85,065	
Between \$5 million and \$10 million							
CEO/Executive Director	76	\$160,034	\$93,009	\$117,100	\$148,366	\$182,360	\$260,844
Top Administrative Position	12	\$130,967		\$111,242	\$122,448	\$154,387	

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
Between \$5 million and \$10 million							
Top Finance Position	26	\$113,768	\$53,713	\$69,020	\$101,958	\$132,633	\$163,951
Top Operations Position	14	\$117,893		\$81,826	\$116,542	\$140,971	
Between \$10 million and \$25 million							
CEO/Executive Director	53	\$218,124	\$103,498	\$140,301	\$198,000	\$266,777	\$368,620
Top Development Position	6	\$97,592			\$105,397		
Top Finance Position	24	\$122,170	\$78,856	\$95,925	\$105,658	\$159,884	\$176,879
Top Operations Position	12	\$139,451		\$92,898	\$127,565	\$170,627	
Between \$25 million and \$50 million							
CEO/Executive Director	34	\$298,025	\$143,894	\$175,703	\$238,589	\$350,342	\$418,926
Top Administrative Position	9	\$202,273			\$172,381		
Top Finance Position	20	\$202,897	\$114,983	\$134,557	\$165,996	\$200,744	\$366,786
Top Operations Position	10	\$285,147		\$194,266	\$200,103	\$214,178	
Top Technology Position	8	\$164,700			\$148,883		
Greater than \$50 million							
CEO/Executive Director	33	\$481,467	\$159,043	\$272,501	\$382,263	\$550,260	\$927,017
Top Administrative Position	6	\$287,937			\$285,257		
Top Finance Position	22	\$271,706	\$123,014	\$174,590	\$207,218	\$295,215	\$596,181
Top Human Resources Position	5	\$228,462			\$219,893		
Top Operations Position	15	\$332,025		\$162,132	\$243,838	\$393,487	

## Alaska

\$250 thousand or less							
CEO/Executive Director	74	\$49,431	\$21,114	\$29,438	\$43,976	\$59,050	\$91,543
Top Administrative Position	7	\$40,232			\$39,577		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	83	\$63,283	\$39,387	\$46,963	\$60,000	\$71,200	\$88,269

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alaska</b>							
Between \$250 thousand and \$500 thousand							
Top Administrative Position	7	\$59,240			\$60,030		
Between \$500 thousand and \$1 million							
CEO/Executive Director	91	\$88,632	\$50,650	\$64,165	\$77,718	\$100,094	\$144,854
Top Administrative Position	8	\$61,955			\$62,075		
Top Finance Position	7	\$88,724			\$63,785		
Between \$1 million and \$2.5 million							
CEO/Executive Director	116	\$104,484	\$63,500	\$77,971	\$96,630	\$126,445	\$162,334
Top Administrative Position	9	\$114,531			\$119,027		
Top Finance Position	19	\$88,780		\$59,768	\$78,738	\$99,332	
Top Operations Position	5	\$90,900			\$103,238		
Between \$2.5 million and \$5 million							
CEO/Executive Director	63	\$140,318	\$79,713	\$106,195	\$124,955	\$162,071	\$216,812
Top Administrative Position	6	\$144,334			\$144,641		
Top Finance Position	20	\$102,229	\$63,191	\$68,384	\$99,077	\$128,329	\$163,989
Top Operations Position	5	\$126,911			\$115,812		
Between \$5 million and \$10 million							
CEO/Executive Director	39	\$152,149	\$97,740	\$124,185	\$153,768	\$177,582	\$197,892
Top Finance Position	25	\$107,500	\$63,778	\$92,181	\$105,131	\$126,244	\$144,839
Between \$10 million and \$25 million							
CEO/Executive Director	36	\$214,395	\$102,747	\$136,141	\$185,491	\$236,803	\$281,037
Top Administrative Position	8	\$154,133			\$149,580		
Top Finance Position	24	\$132,539	\$70,202	\$118,951	\$141,897	\$166,004	\$173,180
Top Operations Position	8	\$135,157			\$115,993		
Between \$25 million and \$50 million							
CEO/Executive Director	6	\$277,381			\$261,816		
Top Finance Position	5	\$202,762			\$199,118		

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alaska</b>							
Greater than \$50 million							
CEO/Executive Director	18	\$431,397		\$327,859	\$414,578	\$533,807	
Top Finance Position	16	\$290,359		\$237,309	\$260,138	\$308,651	
Top Operations Position	6	\$296,943			\$314,145		
<b>Arizona</b>							
\$250 thousand or less							
CEO/Executive Director	282	\$46,424	\$21,912	\$29,728	\$42,000	\$58,595	\$75,087
Top Finance Position	6	\$36,064			\$28,093		
Top Program Position	7	\$38,667			\$39,705		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	233	\$66,444	\$32,629	\$43,721	\$60,779	\$82,950	\$105,499
Top Administrative Position	7	\$41,505			\$40,664		
Top Finance Position	22	\$37,977	\$18,565	\$25,216	\$35,033	\$43,288	\$54,891
Top Operations Position	7	\$40,491			\$42,000		
Top Program Position	5	\$38,067			\$34,846		
Between \$500 thousand and \$1 million							
CEO/Executive Director	267	\$87,770	\$40,145	\$59,933	\$76,555	\$105,601	\$147,860
Top Administrative Position	8	\$52,847			\$45,501		
Top Business Position	7	\$78,858			\$74,073		
Top Finance Position	29	\$53,949	\$24,165	\$32,309	\$50,024	\$70,150	\$90,139
Top Operations Position	11	\$65,035		\$39,396	\$67,813	\$78,499	
Between \$1 million and \$2.5 million							
CEO/Executive Director	296	\$106,935	\$47,338	\$68,578	\$93,230	\$129,558	\$182,162
Top Administrative Position	16	\$89,628		\$70,155	\$77,926	\$93,417	
Top Business Position	8	\$133,114			\$155,698		
Top Finance Position	43	\$82,086	\$35,760	\$53,772	\$71,378	\$88,867	\$160,217

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arizona</b>							
Between \$1 million and \$2.5 million							
Top Operations Position	18	\$103,804		\$62,594	\$84,311	\$131,796	
Between \$2.5 million and \$5 million							
CEO/Executive Director	173	\$142,528	\$62,948	\$84,021	\$119,466	\$167,650	\$244,399
Top Administrative Position	11	\$109,506		\$89,274	\$109,027	\$135,989	
Top Business Position	7	\$112,729			\$113,976		
Top Finance Position	36	\$109,106	\$62,197	\$80,385	\$99,968	\$128,060	\$151,288
Top Operations Position	21	\$140,328	\$64,328	\$74,252	\$138,160	\$189,844	\$210,401
Between \$5 million and \$10 million							
CEO/Executive Director	130	\$165,130	\$86,487	\$104,539	\$143,659	\$207,067	\$256,653
Top Administrative Position	21	\$131,450	\$76,490	\$86,575	\$108,841	\$141,984	\$180,000
Top Business Position	7	\$143,189			\$130,252		
Top Development Position	7	\$112,498			\$123,155		
Top Finance Position	64	\$109,989	\$70,895	\$81,909	\$101,051	\$127,186	\$149,218
Top Operations Position	28	\$126,489	\$77,255	\$83,364	\$101,742	\$125,814	\$170,116
Top Technology Position	6	\$125,106			\$121,596		
Between \$10 million and \$25 million							
CEO/Executive Director	95	\$255,502	\$114,109	\$153,402	\$221,660	\$281,406	\$486,466
Top Administrative Position	14	\$163,149		\$113,978	\$136,129	\$186,721	
Top Business Position	8	\$157,806			\$160,153		
Top Development Position	11	\$142,144		\$117,687	\$151,647	\$161,193	
Top Finance Position	66	\$131,406	\$72,645	\$94,088	\$118,737	\$150,849	\$193,059
Top Human Resources Position	7	\$132,204			\$126,755		
Top Marketing Position	7	\$161,789			\$170,058		
Top Operations Position	22	\$187,978	\$109,069	\$118,989	\$179,635	\$225,657	\$339,083
Between \$25 million and \$50 million							
CEO/Executive Director	45	\$283,368	\$120,797	\$174,075	\$243,331	\$358,882	\$452,075

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arizona</b>							
Between \$25 million and \$50 million							
Top Development Position	6	\$204,290			\$169,948		
Top Finance Position	39	\$153,879	\$95,399	\$115,223	\$139,495	\$178,641	\$234,429
Top Operations Position	20	\$189,773	\$105,852	\$134,490	\$160,432	\$210,230	\$288,692
Top Technology Position	6	\$167,067			\$147,397		
Greater than \$50 million							
CEO/Executive Director	44	\$746,283	\$239,436	\$311,789	\$457,198	\$672,818	\$1,119,707
Top Development Position	6	\$221,161			\$204,960		
Top Finance Position	40	\$294,341	\$139,515	\$175,761	\$247,133	\$308,949	\$482,150
Top Human Resources Position	13	\$270,903		\$179,810	\$251,624	\$367,099	
Top Legal Position	8	\$540,000			\$301,230		
Top Operations Position	18	\$352,644		\$173,031	\$234,762	\$385,164	
Top Technology Position	13	\$282,819		\$177,375	\$209,491	\$243,832	
<b>Arkansas</b>							
\$250 thousand or less							
CEO/Executive Director	145	\$44,536	\$19,100	\$26,927	\$42,900	\$55,440	\$70,496
Top Administrative Position	8	\$31,731			\$27,163		
Top Finance Position	5	\$22,185			\$22,295		
Top Program Position	8	\$40,662			\$40,169		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	120	\$64,995	\$32,728	\$45,225	\$59,141	\$82,912	\$105,699
Top Administrative Position	8	\$37,139			\$34,939		
Top Finance Position	5	\$51,196			\$32,276		
Between \$500 thousand and \$1 million							
CEO/Executive Director	88	\$78,716	\$39,518	\$48,959	\$65,744	\$97,675	\$125,749
Top Administrative Position	6	\$72,364			\$51,757		



## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arkansas</b>							
Between \$500 thousand and \$1 million							
Top Finance Position	7	\$54,810			\$52,926		
Between \$1 million and \$2.5 million							
CEO/Executive Director	110	\$112,158	\$53,764	\$65,585	\$88,999	\$133,571	\$198,288
Top Administrative Position	9	\$89,840			\$78,806		
Top Finance Position	26	\$93,864	\$30,109	\$45,614	\$90,417	\$136,030	\$162,473
Top Operations Position	12	\$106,179		\$70,185	\$89,882	\$122,942	
Between \$2.5 million and \$5 million							
CEO/Executive Director	52	\$132,023	\$54,488	\$90,134	\$118,146	\$158,758	\$223,474
Top Administrative Position	8	\$121,459			\$111,492		
Top Finance Position	14	\$88,064		\$72,571	\$79,722	\$113,740	
Between \$5 million and \$10 million							
CEO/Executive Director	49	\$126,409	\$68,719	\$88,069	\$118,601	\$162,840	\$202,986
Top Administrative Position	7	\$136,120			\$129,147		
Top Finance Position	18	\$86,399		\$66,730	\$80,926	\$99,589	
Between \$10 million and \$25 million							
CEO/Executive Director	60	\$179,639	\$104,775	\$137,764	\$162,150	\$206,075	\$264,935
Top Administrative Position	6	\$179,500			\$181,233		
Top Finance Position	31	\$110,042	\$77,131	\$83,060	\$103,985	\$131,352	\$143,746
Top Operations Position	9	\$113,422			\$115,346		
Between \$25 million and \$50 million							
CEO/Executive Director	25	\$262,785	\$139,247	\$169,471	\$232,331	\$329,100	\$434,404
Top Administrative Position	6	\$272,403			\$249,824		
Top Finance Position	16	\$149,292		\$116,611	\$141,141	\$162,774	
Top Operations Position	7	\$168,452			\$172,650		
Greater than \$50 million							
CEO/Executive Director	26	\$524,923	\$269,592	\$330,407	\$422,952	\$645,594	\$943,679

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arkansas</b>							
Greater than \$50 million							
Top Finance Position	25	\$283,201	\$141,977	\$170,134	\$213,901	\$320,752	\$494,000
Top Human Resources Position	6	\$205,702			\$180,925		
Top Legal Position	7	\$297,862			\$296,196		
Top Operations Position	17	\$333,958		\$230,082	\$277,754	\$356,292	
Top Technology Position	6	\$301,620			\$227,927		
<b>California</b>							
\$250 thousand or less							
CEO/Executive Director	1,736	\$46,533	\$20,180	\$28,000	\$41,600	\$58,868	\$78,573
Top Administrative Position	37	\$39,087	\$18,156	\$23,200	\$32,727	\$53,259	\$58,798
Top Business Position	6	\$33,076			\$28,409		
Top Finance Position	109	\$37,196	\$16,740	\$20,000	\$32,280	\$48,000	\$61,780
Top Operations Position	21	\$38,267	\$21,890	\$26,151	\$34,320	\$49,350	\$56,000
Top Program Position	27	\$43,259	\$23,852	\$33,939	\$37,619	\$46,522	\$67,486
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	1,576	\$72,293	\$31,550	\$48,838	\$66,119	\$88,542	\$115,582
Top Administrative Position	52	\$51,059	\$25,230	\$37,035	\$47,565	\$64,140	\$70,920
Top Business Position	12	\$92,200		\$54,614	\$91,146	\$109,903	
Top Finance Position	108	\$57,366	\$19,714	\$26,200	\$44,559	\$70,500	\$125,553
Top Operations Position	23	\$54,254	\$30,640	\$39,340	\$53,436	\$71,000	\$82,078
Top Program Position	25	\$52,316	\$27,710	\$38,007	\$45,617	\$69,393	\$78,750
Between \$500 thousand and \$1 million							
CEO/Executive Director	1,786	\$91,260	\$42,318	\$61,200	\$83,478	\$109,289	\$142,732
Top Administrative Position	41	\$75,743	\$34,974	\$48,986	\$64,387	\$96,906	\$125,466
Top Business Position	19	\$109,289		\$74,745	\$100,558	\$149,556	
Top Development Position	9	\$88,189			\$77,691		

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
Between \$500 thousand and \$1 million							
Top Education Position	7	\$112,743			\$99,479		
Top Finance Position	151	\$66,003	\$24,274	\$38,403	\$60,318	\$80,981	\$116,226
Top Legal Position	5	\$154,384			\$153,539		
Top Operations Position	44	\$82,491	\$35,187	\$51,169	\$68,628	\$86,282	\$129,031
Top Program Position	20	\$69,567	\$35,674	\$52,535	\$60,680	\$72,198	\$127,912
Between \$1 million and \$2.5 million							
CEO/Executive Director	2,236	\$122,309	\$60,000	\$82,922	\$110,000	\$147,238	\$193,301
Top Administrative Position	89	\$101,392	\$42,424	\$66,064	\$98,314	\$125,594	\$163,080
Top Business Position	64	\$127,933	\$52,508	\$82,500	\$122,876	\$173,692	\$195,381
Top Development Position	24	\$106,943	\$63,953	\$82,195	\$112,438	\$127,179	\$145,280
Top Education Position	11	\$137,669		\$102,140	\$153,297	\$170,137	
Top Finance Position	304	\$88,858	\$43,525	\$58,855	\$82,426	\$110,447	\$145,216
Top Legal Position	17	\$149,256		\$118,716	\$140,724	\$175,200	
Top Marketing Position	6	\$125,901			\$131,156		
Top Operations Position	120	\$103,792	\$50,634	\$70,702	\$93,779	\$128,069	\$162,760
Top PR/Communications Position	5	\$106,390			\$113,272		
Top Program Position	44	\$96,100	\$42,687	\$70,588	\$91,940	\$122,390	\$141,655
Between \$2.5 million and \$5 million							
CEO/Executive Director	1,353	\$161,333	\$83,603	\$108,081	\$141,124	\$188,633	\$253,271
Top Administrative Position	109	\$133,819	\$80,021	\$104,841	\$129,247	\$158,725	\$192,353
Top Business Position	68	\$156,504	\$80,846	\$112,037	\$143,410	\$177,260	\$242,567
Top Development Position	38	\$127,157	\$97,578	\$108,008	\$123,981	\$145,947	\$165,449
Top Education Position	31	\$148,757	\$97,013	\$116,576	\$144,514	\$184,455	\$201,931
Top Finance Position	339	\$108,941	\$60,762	\$78,965	\$105,000	\$131,818	\$159,297
Top Human Resources Position	5	\$76,108			\$77,027		
Top Legal Position	29	\$167,681	\$109,433	\$124,204	\$156,049	\$188,118	\$248,443

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
Between \$2.5 million and \$5 million							
Top Marketing Position	10	\$152,407		\$117,136	\$135,643	\$183,182	
Top Operations Position	123	\$125,342	\$62,928	\$93,391	\$121,167	\$142,984	\$186,724
Top PR/Communications Position	12	\$150,006		\$122,054	\$142,545	\$170,625	
Top Program Position	46	\$117,321	\$64,478	\$100,977	\$111,190	\$131,663	\$156,913
Top Technology Position	13	\$154,130		\$121,358	\$146,674	\$182,899	
Between \$5 million and \$10 million							
CEO/Executive Director	950	\$191,519	\$96,408	\$129,301	\$166,714	\$224,934	\$301,362
Top Administrative Position	116	\$172,846	\$95,654	\$118,380	\$150,442	\$204,815	\$263,463
Top Business Position	66	\$171,327	\$97,142	\$119,177	\$145,360	\$228,403	\$274,578
Top Development Position	76	\$140,477	\$102,743	\$115,334	\$136,282	\$157,242	\$189,231
Top Education Position	14	\$151,508		\$123,068	\$147,685	\$171,360	
Top Facilities Position	20	\$163,557	\$107,911	\$127,765	\$143,360	\$207,205	\$238,064
Top Finance Position	407	\$126,308	\$70,150	\$93,898	\$119,398	\$149,409	\$182,032
Top Human Resources Position	22	\$124,562	\$69,986	\$90,554	\$132,241	\$142,627	\$173,744
Top Legal Position	24	\$195,378	\$131,481	\$155,054	\$187,711	\$223,230	\$267,805
Top Marketing Position	19	\$142,224		\$116,634	\$130,093	\$159,186	
Top Operations Position	154	\$147,192	\$88,465	\$109,936	\$131,905	\$173,433	\$214,386
Top PR/Communications Position	11	\$147,901		\$129,828	\$138,044	\$166,690	
Top Program Position	57	\$124,579	\$82,859	\$106,146	\$119,945	\$137,692	\$172,285
Top Technology Position	21	\$145,477	\$99,238	\$122,202	\$124,908	\$150,176	\$167,808
Between \$10 million and \$25 million							
CEO/Executive Director	837	\$262,863	\$126,596	\$165,418	\$218,896	\$301,934	\$415,390
Top Administrative Position	108	\$197,980	\$117,144	\$136,037	\$185,234	\$241,565	\$308,123
Top Business Position	56	\$203,328	\$125,905	\$138,259	\$160,406	\$231,500	\$286,504
Top Development Position	133	\$158,043	\$117,327	\$132,110	\$154,020	\$176,035	\$206,573
Top Education Position	28	\$139,742	\$105,271	\$119,549	\$131,654	\$156,026	\$178,809

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
Between \$10 million and \$25 million							
Top Facilities Position	22	\$158,218	\$106,626	\$126,695	\$145,316	\$180,810	\$259,723
Top Finance Position	540	\$160,057	\$94,259	\$119,831	\$150,600	\$191,056	\$237,602
Top Human Resources Position	77	\$134,913	\$87,775	\$111,005	\$128,307	\$150,031	\$197,724
Top Legal Position	30	\$186,065	\$131,100	\$157,151	\$175,883	\$209,452	\$241,848
Top Marketing Position	50	\$162,786	\$115,030	\$127,107	\$142,948	\$168,993	\$233,195
Top Operations Position	228	\$184,101	\$106,244	\$131,841	\$166,819	\$212,587	\$280,104
Top PR/Communications Position	37	\$161,024	\$117,810	\$121,651	\$148,180	\$192,693	\$235,183
Top Program Position	68	\$146,066	\$109,729	\$119,014	\$141,724	\$163,615	\$184,179
Top Technology Position	70	\$166,420	\$115,383	\$120,424	\$154,030	\$195,846	\$245,155
Between \$25 million and \$50 million							
CEO/Executive Director	305	\$391,878	\$166,409	\$219,019	\$300,147	\$441,606	\$613,517
Top Administrative Position	41	\$223,049	\$118,469	\$149,728	\$183,637	\$249,545	\$383,309
Top Business Position	23	\$215,625	\$129,557	\$147,040	\$173,678	\$280,468	\$343,585
Top Development Position	57	\$186,289	\$123,500	\$140,116	\$170,384	\$222,496	\$268,927
Top Education Position	15	\$194,076		\$159,849	\$182,251	\$217,321	
Top Facilities Position	12	\$162,274		\$144,753	\$149,216	\$180,288	
Top Finance Position	238	\$205,072	\$117,700	\$148,123	\$195,437	\$243,570	\$291,463
Top Human Resources Position	62	\$172,115	\$116,000	\$134,836	\$161,198	\$190,989	\$239,295
Top Legal Position	19	\$216,331		\$169,604	\$204,404	\$259,223	
Top Marketing Position	33	\$203,375	\$127,943	\$142,713	\$188,412	\$240,314	\$291,000
Top Operations Position	115	\$215,902	\$123,564	\$151,483	\$198,806	\$260,365	\$347,216
Top PR/Communications Position	13	\$175,743		\$130,492	\$152,904	\$188,412	
Top Program Position	28	\$176,841	\$122,057	\$137,579	\$154,302	\$199,491	\$249,343
Top Technology Position	68	\$186,441	\$125,296	\$147,558	\$169,914	\$225,722	\$263,665
Greater than \$50 million							
CEO/Executive Director	314	\$773,874	\$209,424	\$282,400	\$451,161	\$793,328	\$1,564,671

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
Greater than \$50 million							
Top Administrative Position	38	\$346,303	\$156,657	\$205,878	\$304,151	\$365,849	\$587,708
Top Business Position	27	\$328,711	\$180,490	\$221,099	\$278,997	\$410,852	\$516,971
Top Development Position	67	\$267,242	\$150,989	\$181,523	\$245,273	\$313,462	\$370,450
Top Education Position	22	\$316,231	\$134,156	\$183,435	\$218,560	\$304,947	\$370,464
Top Facilities Position	16	\$273,793		\$169,367	\$208,935	\$361,162	
Top Finance Position	281	\$333,582	\$151,253	\$188,897	\$265,880	\$382,669	\$581,823
Top Human Resources Position	96	\$308,385	\$129,780	\$172,868	\$252,456	\$354,191	\$483,084
Top Legal Position	45	\$458,502	\$185,107	\$239,729	\$308,092	\$580,420	\$912,625
Top Marketing Position	36	\$293,932	\$173,621	\$192,782	\$280,097	\$343,455	\$471,701
Top Operations Position	143	\$382,708	\$156,639	\$213,927	\$295,299	\$449,734	\$705,659
Top PR/Communications Position	17	\$246,381		\$197,985	\$218,559	\$272,310	
Top Program Position	33	\$222,727	\$130,905	\$156,644	\$193,312	\$246,187	\$383,656
Top Technology Position	82	\$292,735	\$136,376	\$176,252	\$241,619	\$328,519	\$512,446
<b>Colorado</b>							
\$250 thousand or less							
CEO/Executive Director	585	\$49,146	\$22,378	\$32,083	\$44,100	\$61,700	\$79,314
Top Administrative Position	12	\$34,430		\$21,754	\$31,953	\$41,217	
Top Finance Position	13	\$39,715		\$25,250	\$30,450	\$58,069	
Top Operations Position	6	\$29,421			\$28,772		
Top Program Position	5	\$37,616			\$42,533		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	458	\$66,631	\$35,295	\$48,961	\$62,793	\$79,995	\$101,286
Top Administrative Position	11	\$55,734		\$43,465	\$57,250	\$67,360	
Top Business Position	5	\$113,301			\$124,740		
Top Finance Position	19	\$50,237		\$24,600	\$39,790	\$60,368	

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
Between \$250 thousand and \$500 thousand							
Top Operations Position	5	\$67,766			\$68,600		
Top Program Position	5	\$38,862			\$30,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	461	\$86,265	\$41,189	\$58,358	\$78,552	\$101,637	\$144,326
Top Administrative Position	9	\$49,217			\$48,699		
Top Business Position	6	\$108,539			\$100,705		
Top Finance Position	20	\$60,434	\$29,697	\$40,502	\$57,018	\$80,690	\$86,658
Top Operations Position	12	\$83,135		\$51,930	\$76,718	\$117,718	
Top Program Position	5	\$38,434			\$36,310		
Between \$1 million and \$2.5 million							
CEO/Executive Director	473	\$111,072	\$57,022	\$74,081	\$99,558	\$129,612	\$181,133
Top Administrative Position	16	\$79,943		\$48,501	\$64,969	\$84,345	
Top Business Position	13	\$115,276		\$77,492	\$113,255	\$168,003	
Top Finance Position	44	\$90,507	\$31,550	\$53,147	\$80,300	\$126,168	\$157,599
Top Operations Position	28	\$97,235	\$53,818	\$71,947	\$85,080	\$107,642	\$133,338
Between \$2.5 million and \$5 million							
CEO/Executive Director	273	\$145,154	\$80,217	\$98,968	\$125,773	\$175,042	\$241,372
Top Administrative Position	13	\$127,515		\$65,000	\$131,369	\$162,982	
Top Business Position	11	\$97,145		\$51,357	\$91,335	\$138,060	
Top Development Position	5	\$76,509			\$88,393		
Top Finance Position	59	\$89,676	\$50,164	\$74,647	\$90,789	\$108,156	\$118,974
Top Legal Position	5	\$196,636			\$209,308		
Top Operations Position	26	\$109,776	\$67,265	\$84,832	\$96,397	\$115,526	\$180,070
Top Program Position	8	\$116,918			\$113,779		
Top Technology Position	5	\$148,165			\$119,080		

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
Between \$5 million and \$10 million							
CEO/Executive Director	147	\$188,012	\$95,303	\$115,117	\$153,780	\$221,547	\$297,864
Top Administrative Position	16	\$159,410		\$114,081	\$155,294	\$181,066	
Top Business Position	12	\$102,279		\$69,220	\$91,318	\$143,069	
Top Development Position	6	\$150,010			\$132,126		
Top Finance Position	63	\$122,690	\$69,127	\$86,649	\$112,071	\$141,742	\$189,133
Top Marketing Position	5	\$121,844			\$115,070		
Top Operations Position	19	\$146,427		\$112,694	\$136,056	\$179,523	
Top Technology Position	5	\$167,519			\$169,565		
Between \$10 million and \$25 million							
CEO/Executive Director	142	\$246,902	\$128,314	\$162,735	\$205,760	\$286,392	\$377,760
Top Administrative Position	13	\$197,943		\$142,214	\$188,394	\$233,869	
Top Business Position	9	\$153,897			\$147,804		
Top Development Position	21	\$162,359	\$116,328	\$123,857	\$153,021	\$175,328	\$213,301
Top Education Position	8	\$154,932			\$140,591		
Top Finance Position	92	\$144,146	\$91,680	\$109,492	\$134,638	\$170,660	\$202,589
Top Human Resources Position	13	\$129,882		\$120,464	\$123,883	\$129,506	
Top Marketing Position	11	\$158,473		\$146,220	\$150,610	\$173,805	
Top Operations Position	44	\$153,110	\$94,945	\$117,161	\$141,648	\$184,753	\$223,691
Top Program Position	12	\$151,008		\$139,771	\$145,813	\$159,280	
Top Technology Position	13	\$148,974		\$131,798	\$137,222	\$160,560	
Between \$25 million and \$50 million							
CEO/Executive Director	63	\$310,699	\$176,504	\$210,349	\$268,242	\$393,077	\$470,725
Top Administrative Position	8	\$239,750			\$237,712		
Top Development Position	10	\$146,054		\$135,333	\$140,035	\$154,083	
Top Finance Position	45	\$167,601	\$103,011	\$130,248	\$150,832	\$203,666	\$240,597
Top Human Resources Position	8	\$152,179			\$137,531		



## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
Between \$25 million and \$50 million							
Top Marketing Position	6	\$179,488			\$167,983		
Top Operations Position	30	\$186,074	\$100,533	\$119,118	\$165,700	\$219,815	\$274,028
Top Technology Position	9	\$178,240			\$147,345		
Greater than \$50 million							
CEO/Executive Director	58	\$700,532	\$223,629	\$276,549	\$398,285	\$766,740	\$1,197,336
Top Administrative Position	11	\$277,210		\$229,762	\$318,332	\$336,661	
Top Development Position	10	\$254,778		\$159,912	\$179,109	\$323,413	
Top Finance Position	56	\$312,725	\$140,715	\$183,467	\$256,573	\$373,963	\$500,952
Top Human Resources Position	8	\$218,582			\$233,452		
Top Legal Position	9	\$327,292			\$285,064		
Top Marketing Position	7	\$232,278			\$181,714		
Top Operations Position	29	\$345,220	\$155,943	\$183,127	\$242,538	\$399,180	\$552,210
Top Technology Position	15	\$406,825		\$203,044	\$255,542	\$505,721	
<b>Connecticut</b>							
\$250 thousand or less							
CEO/Executive Director	182	\$48,551	\$19,337	\$30,119	\$45,706	\$64,976	\$76,978
Top Finance Position	6	\$23,796			\$22,037		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	195	\$75,101	\$40,144	\$55,025	\$68,990	\$90,000	\$114,545
Top Finance Position	10	\$52,077		\$27,841	\$46,760	\$73,195	
Between \$500 thousand and \$1 million							
CEO/Executive Director	234	\$98,747	\$54,103	\$68,900	\$87,005	\$114,069	\$151,620
Top Administrative Position	7	\$126,314			\$61,985		
Top Business Position	7	\$129,260			\$140,211		
Top Finance Position	10	\$85,477		\$39,424	\$94,067	\$114,016	

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Connecticut</b>							
Between \$500 thousand and \$1 million							
Top Operations Position	6	\$94,751			\$93,288		
Top Program Position	5	\$94,785			\$81,655		
Between \$1 million and \$2.5 million							
CEO/Executive Director	282	\$122,900	\$60,056	\$85,277	\$113,448	\$149,688	\$188,413
Top Administrative Position	16	\$107,402		\$74,594	\$100,642	\$115,342	
Top Business Position	13	\$172,592		\$171,478	\$180,762	\$200,416	
Top Finance Position	28	\$93,273	\$45,446	\$62,090	\$88,520	\$115,033	\$149,773
Top Legal Position	5	\$156,752			\$127,571		
Top Operations Position	14	\$131,882		\$103,558	\$131,125	\$151,373	
Between \$2.5 million and \$5 million							
CEO/Executive Director	185	\$158,307	\$92,350	\$118,488	\$146,000	\$187,200	\$241,801
Top Administrative Position	11	\$146,635		\$116,790	\$154,282	\$184,920	
Top Business Position	13	\$133,785		\$83,484	\$126,319	\$143,136	
Top Development Position	9	\$127,556			\$130,210		
Top Facilities Position	9	\$153,092			\$137,973		
Top Finance Position	48	\$105,542	\$72,961	\$83,656	\$95,597	\$115,596	\$145,310
Top Operations Position	12	\$120,173		\$109,429	\$112,200	\$140,482	
Between \$5 million and \$10 million							
CEO/Executive Director	156	\$191,158	\$100,967	\$132,251	\$175,297	\$228,345	\$302,771
Top Administrative Position	28	\$221,162	\$122,887	\$138,795	\$199,887	\$301,071	\$329,147
Top Business Position	9	\$147,780			\$125,518		
Top Development Position	13	\$140,052		\$122,554	\$134,718	\$161,616	
Top Education Position	6	\$149,111			\$148,935		
Top Facilities Position	14	\$186,933		\$141,705	\$185,048	\$225,893	
Top Finance Position	88	\$125,184	\$75,139	\$96,247	\$124,947	\$152,293	\$172,431
Top Operations Position	23	\$143,690	\$107,077	\$114,827	\$135,294	\$162,346	\$202,525

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Connecticut</b>							
Between \$5 million and \$10 million							
Top Program Position	6	\$130,574			\$131,977		
Between \$10 million and \$25 million							
CEO/Executive Director	161	\$243,545	\$139,516	\$164,163	\$217,417	\$284,471	\$399,090
Top Administrative Position	24	\$203,789	\$103,871	\$123,049	\$168,353	\$267,225	\$328,786
Top Business Position	11	\$166,013		\$127,228	\$150,832	\$199,354	
Top Development Position	23	\$152,390	\$111,489	\$123,053	\$146,005	\$179,293	\$191,920
Top Education Position	9	\$164,916			\$146,523		
Top Facilities Position	7	\$191,500			\$140,572		
Top Finance Position	116	\$149,254	\$92,082	\$115,794	\$144,045	\$179,192	\$208,835
Top Human Resources Position	10	\$140,680		\$127,054	\$135,745	\$149,394	
Top Marketing Position	5	\$158,378			\$137,805		
Top Operations Position	38	\$180,598	\$105,026	\$126,050	\$159,598	\$209,112	\$279,528
Top PR/Communications Position	5	\$182,482			\$144,188		
Top Program Position	7	\$179,521			\$141,086		
Top Technology Position	9	\$145,655			\$142,783		
Between \$25 million and \$50 million							
CEO/Executive Director	54	\$466,311	\$170,488	\$246,077	\$325,607	\$501,204	\$801,602
Top Administrative Position	5	\$162,218			\$170,158		
Top Business Position	5	\$229,630			\$176,634		
Top Development Position	19	\$225,868		\$187,828	\$214,565	\$261,564	
Top Finance Position	40	\$211,251	\$136,760	\$153,413	\$183,409	\$256,834	\$330,322
Top Human Resources Position	6	\$211,666			\$126,725		
Top Marketing Position	6	\$207,305			\$145,996		
Top Operations Position	10	\$214,776		\$175,880	\$201,703	\$237,884	
Top Technology Position	8	\$174,318			\$163,773		

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Connecticut</b>							
Greater than \$50 million							
CEO/Executive Director	53	\$764,542	\$193,137	\$397,548	\$574,495	\$998,006	\$1,500,789
Top Administrative Position	9	\$296,136			\$318,058		
Top Development Position	11	\$309,170		\$235,542	\$302,134	\$402,959	
Top Finance Position	36	\$323,701	\$180,240	\$228,964	\$319,874	\$379,546	\$512,484
Top Human Resources Position	12	\$237,598		\$178,122	\$219,916	\$289,141	
Top Legal Position	10	\$300,712		\$231,047	\$258,884	\$318,251	
Top Operations Position	18	\$458,065		\$231,349	\$350,541	\$413,372	
Top Technology Position	10	\$288,910		\$200,665	\$254,602	\$345,499	
<b>Delaware</b>							
\$250 thousand or less							
CEO/Executive Director	53	\$46,782	\$22,144	\$29,600	\$45,900	\$63,612	\$74,947
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	39	\$65,197	\$23,620	\$51,570	\$62,542	\$70,875	\$101,637
Between \$500 thousand and \$1 million							
CEO/Executive Director	67	\$91,136	\$51,800	\$66,281	\$83,395	\$108,601	\$144,294
Between \$1 million and \$2.5 million							
CEO/Executive Director	68	\$105,961	\$65,214	\$75,233	\$95,657	\$119,519	\$157,646
Top Finance Position	6	\$87,244			\$77,842		
Between \$2.5 million and \$5 million							
CEO/Executive Director	41	\$130,082	\$71,309	\$99,576	\$117,822	\$142,520	\$208,346
Top Finance Position	6	\$63,168			\$62,311		
Between \$5 million and \$10 million							
CEO/Executive Director	24	\$165,581	\$108,528	\$118,506	\$149,429	\$191,432	\$202,531
Top Finance Position	7	\$104,347			\$103,038		

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Delaware</b>							
Between \$10 million and \$25 million							
CEO/Executive Director	22	\$234,688	\$160,712	\$177,427	\$192,426	\$284,434	\$310,548
Top Administrative Position	5	\$182,703			\$139,386		
Top Finance Position	11	\$157,393		\$129,072	\$142,702	\$161,565	
Between \$25 million and \$50 million							
CEO/Executive Director	8	\$309,990			\$287,329		
Top Finance Position	5	\$168,236			\$173,758		
Greater than \$50 million							
CEO/Executive Director	10	\$652,632		\$378,785	\$594,376	\$784,412	
Top Finance Position	5	\$545,607			\$470,947		
Top Human Resources Position	5	\$318,128			\$284,702		
<b>District of Columbia</b>							
\$250 thousand or less							
CEO/Executive Director	152	\$58,335	\$22,500	\$32,472	\$55,392	\$72,813	\$100,902
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	207	\$101,116	\$39,724	\$63,046	\$90,000	\$127,092	\$178,198
Top Finance Position	6	\$70,477			\$77,304		
Top Operations Position	12	\$62,789		\$44,308	\$61,864	\$78,846	
Between \$500 thousand and \$1 million							
CEO/Executive Director	337	\$139,269	\$66,430	\$86,250	\$125,000	\$173,320	\$233,395
Top Finance Position	13	\$113,707		\$61,746	\$112,468	\$169,625	
Top Operations Position	10	\$125,801		\$94,264	\$109,456	\$121,006	
Top Program Position	6	\$80,535			\$66,933		
Between \$1 million and \$2.5 million							
CEO/Executive Director	570	\$177,883	\$79,578	\$110,465	\$159,767	\$216,709	\$308,533
Top Administrative Position	24	\$125,271	\$70,198	\$101,208	\$121,277	\$144,525	\$169,262

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
Between \$1 million and \$2.5 million							
Top Development Position	6	\$122,095			\$122,291		
Top Finance Position	54	\$109,927	\$45,309	\$73,206	\$106,633	\$132,501	\$177,094
Top Legal Position	15	\$169,046		\$126,861	\$148,143	\$187,966	
Top Marketing Position	5	\$130,082			\$123,940		
Top Operations Position	44	\$129,044	\$66,497	\$100,537	\$119,980	\$148,308	\$187,274
Top PR/Communications Position	11	\$131,927		\$110,415	\$120,317	\$132,251	
Top Program Position	25	\$136,966	\$101,858	\$105,450	\$135,892	\$167,602	\$173,951
Top Technology Position	6	\$169,687			\$170,710		
Between \$2.5 million and \$5 million							
CEO/Executive Director	370	\$267,564	\$116,957	\$149,590	\$234,881	\$313,402	\$466,809
Top Administrative Position	29	\$140,463	\$67,291	\$100,563	\$132,696	\$176,018	\$218,148
Top Business Position	7	\$126,367			\$125,166		
Top Development Position	27	\$133,506	\$100,751	\$118,737	\$131,258	\$152,733	\$166,272
Top Finance Position	92	\$138,655	\$85,981	\$109,726	\$135,668	\$159,922	\$198,429
Top Legal Position	21	\$198,864	\$116,387	\$136,290	\$164,115	\$264,447	\$304,874
Top Marketing Position	14	\$145,404		\$126,014	\$139,560	\$142,260	
Top Operations Position	79	\$165,657	\$106,946	\$131,978	\$154,279	\$192,946	\$230,313
Top PR/Communications Position	27	\$154,264	\$111,130	\$122,352	\$140,016	\$173,282	\$208,910
Top Program Position	31	\$137,105	\$109,853	\$120,517	\$136,495	\$158,448	\$175,508
Top Technology Position	6	\$165,031			\$155,176		
Between \$5 million and \$10 million							
CEO/Executive Director	303	\$366,557	\$142,913	\$187,609	\$282,605	\$411,019	\$646,920
Top Administrative Position	27	\$158,789	\$120,965	\$135,788	\$150,771	\$173,484	\$208,017
Top Business Position	9	\$137,005			\$139,183		
Top Development Position	28	\$156,405	\$112,783	\$117,981	\$160,645	\$179,596	\$192,151
Top Finance Position	125	\$173,419	\$114,381	\$137,430	\$157,317	\$199,115	\$230,769

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
Between \$5 million and \$10 million							
Top Human Resources Position	5	\$149,885			\$140,626		
Top Legal Position	35	\$244,580	\$136,011	\$164,144	\$206,648	\$321,183	\$390,265
Top Marketing Position	11	\$155,018		\$134,815	\$139,314	\$171,692	
Top Operations Position	80	\$166,914	\$103,533	\$122,630	\$153,701	\$195,944	\$245,475
Top PR/Communications Position	46	\$161,743	\$119,169	\$129,006	\$158,676	\$180,904	\$214,283
Top Program Position	36	\$156,258	\$115,891	\$127,696	\$154,688	\$176,342	\$194,293
Top Technology Position	18	\$170,681		\$138,359	\$161,673	\$188,231	
Between \$10 million and \$25 million							
CEO/Executive Director	226	\$446,436	\$152,307	\$232,725	\$336,296	\$512,552	\$844,103
Top Administrative Position	41	\$207,550	\$143,602	\$158,381	\$203,136	\$233,123	\$302,888
Top Business Position	9	\$211,042			\$193,641		
Top Development Position	39	\$168,098	\$111,576	\$136,834	\$166,139	\$200,303	\$221,782
Top Education Position	9	\$177,920			\$185,431		
Top Finance Position	134	\$193,635	\$120,262	\$146,700	\$180,788	\$226,266	\$289,025
Top Human Resources Position	18	\$145,947		\$121,734	\$136,187	\$159,543	
Top Legal Position	24	\$319,267	\$181,029	\$255,533	\$326,785	\$385,806	\$419,586
Top Marketing Position	17	\$206,344		\$176,738	\$192,707	\$221,153	
Top Operations Position	70	\$238,027	\$128,414	\$156,441	\$217,334	\$294,582	\$391,489
Top PR/Communications Position	48	\$192,692	\$138,211	\$158,968	\$181,003	\$217,182	\$269,230
Top Program Position	26	\$179,759	\$124,241	\$137,154	\$183,878	\$212,844	\$229,878
Top Technology Position	28	\$174,968	\$124,702	\$150,121	\$164,222	\$183,265	\$232,709
Between \$25 million and \$50 million							
CEO/Executive Director	103	\$805,520	\$206,049	\$282,642	\$424,430	\$828,788	\$2,207,054
Top Administrative Position	14	\$311,388		\$187,530	\$243,066	\$370,753	
Top Business Position	5	\$250,317			\$237,769		
Top Development Position	26	\$207,675	\$139,314	\$167,734	\$195,806	\$231,371	\$291,543

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
Between \$25 million and \$50 million							
Top Education Position	7	\$192,678			\$160,814		
Top Finance Position	77	\$259,608	\$171,513	\$193,957	\$228,370	\$287,592	\$394,947
Top Human Resources Position	13	\$213,624		\$151,111	\$181,427	\$259,703	
Top Legal Position	28	\$392,798	\$179,026	\$259,532	\$346,148	\$511,888	\$606,554
Top Marketing Position	12	\$237,110		\$183,462	\$207,560	\$242,352	
Top Operations Position	36	\$360,799	\$182,815	\$234,335	\$284,329	\$408,210	\$637,428
Top PR/Communications Position	17	\$254,187		\$169,210	\$184,972	\$326,339	
Top Program Position	12	\$203,386		\$151,906	\$190,533	\$230,581	
Top Technology Position	14	\$209,406		\$161,074	\$195,115	\$270,698	
Greater than \$50 million							
CEO/Executive Director	120	\$986,839	\$250,825	\$363,281	\$545,003	\$978,347	\$2,404,611
Top Administrative Position	18	\$464,982		\$262,464	\$442,050	\$644,116	
Top Development Position	20	\$309,536	\$220,710	\$252,480	\$275,166	\$356,272	\$426,686
Top Education Position	6	\$299,109			\$251,684		
Top Finance Position	91	\$353,332	\$174,311	\$227,348	\$294,286	\$432,015	\$590,262
Top Human Resources Position	20	\$257,474	\$180,779	\$207,409	\$259,374	\$300,364	\$356,788
Top Legal Position	61	\$436,734	\$201,842	\$271,462	\$395,299	\$519,671	\$717,709
Top Marketing Position	8	\$281,040			\$261,510		
Top Operations Position	43	\$488,869	\$195,661	\$265,050	\$382,914	\$577,189	\$804,323
Top PR/Communications Position	18	\$345,523		\$195,938	\$274,743	\$445,147	
Top Program Position	12	\$310,851		\$171,137	\$215,063	\$393,879	
Top Technology Position	23	\$334,056	\$188,526	\$229,877	\$309,774	\$433,192	\$536,457
<b>Florida</b>							
\$250 thousand or less							
CEO/Executive Director	852	\$44,961	\$20,133	\$26,724	\$41,133	\$56,360	\$75,000



## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
\$250 thousand or less							
Top Administrative Position	27	\$32,592	\$18,120	\$25,595	\$30,187	\$35,257	\$53,556
Top Business Position	6	\$35,282			\$27,838		
Top Finance Position	33	\$32,698	\$16,542	\$20,040	\$26,000	\$43,256	\$58,754
Top Operations Position	10	\$32,405		\$25,624	\$30,950	\$37,743	
Top Program Position	13	\$31,290		\$19,584	\$22,238	\$37,360	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	631	\$66,680	\$28,692	\$44,386	\$61,203	\$81,612	\$109,180
Top Administrative Position	19	\$32,624		\$23,360	\$32,243	\$38,522	
Top Business Position	8	\$90,505			\$76,868		
Top Finance Position	38	\$60,000	\$19,541	\$28,069	\$46,516	\$79,143	\$121,919
Top Operations Position	9	\$48,305			\$40,000		
Top Program Position	6	\$59,393			\$56,360		
Between \$500 thousand and \$1 million							
CEO/Executive Director	675	\$87,452	\$40,038	\$58,250	\$79,250	\$108,012	\$146,525
Top Administrative Position	32	\$49,202	\$17,607	\$29,765	\$44,200	\$62,517	\$92,796
Top Business Position	14	\$91,099		\$81,204	\$87,690	\$109,543	
Top Education Position	5	\$73,127			\$78,523		
Top Finance Position	49	\$58,852	\$21,923	\$36,642	\$57,100	\$78,000	\$94,655
Top Operations Position	18	\$74,760		\$45,990	\$77,263	\$98,127	
Top Program Position	5	\$64,648			\$65,269		
Between \$1 million and \$2.5 million							
CEO/Executive Director	811	\$115,127	\$56,519	\$73,583	\$98,371	\$134,876	\$186,661
Top Administrative Position	37	\$83,101	\$49,040	\$58,825	\$67,258	\$100,025	\$144,966
Top Business Position	20	\$112,805	\$81,179	\$94,963	\$102,182	\$150,776	\$157,451
Top Development Position	5	\$157,279			\$129,946		
Top Education Position	7	\$91,962			\$86,716		

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
Between \$1 million and \$2.5 million							
Top Finance Position	104	\$75,021	\$35,146	\$45,132	\$65,260	\$89,386	\$140,911
Top Operations Position	36	\$106,148	\$52,200	\$65,023	\$90,972	\$120,424	\$189,794
Between \$2.5 million and \$5 million							
CEO/Executive Director	464	\$148,321	\$74,588	\$100,670	\$128,857	\$176,551	\$250,815
Top Administrative Position	45	\$146,072	\$86,031	\$121,617	\$144,589	\$173,410	\$195,076
Top Business Position	12	\$124,523		\$70,639	\$94,860	\$159,675	
Top Development Position	17	\$114,386		\$89,611	\$113,674	\$135,262	
Top Facilities Position	5	\$148,176			\$140,072		
Top Finance Position	134	\$98,155	\$52,178	\$68,971	\$88,714	\$110,195	\$141,632
Top Legal Position	10	\$150,598		\$127,370	\$145,816	\$177,462	
Top Marketing Position	6	\$106,854			\$119,670		
Top Operations Position	59	\$121,181	\$66,344	\$80,648	\$109,675	\$145,920	\$178,927
Top Program Position	11	\$115,187		\$75,777	\$108,230	\$134,228	
Between \$5 million and \$10 million							
CEO/Executive Director	389	\$190,721	\$97,514	\$124,764	\$174,442	\$222,600	\$291,084
Top Administrative Position	76	\$190,039	\$94,626	\$119,986	\$173,464	\$220,223	\$350,564
Top Business Position	8	\$129,601			\$116,467		
Top Development Position	16	\$170,493		\$117,954	\$133,437	\$158,182	
Top Facilities Position	24	\$182,472	\$130,294	\$145,637	\$175,447	\$224,131	\$243,937
Top Finance Position	201	\$112,972	\$62,660	\$82,414	\$103,255	\$124,029	\$151,551
Top Human Resources Position	7	\$90,677			\$83,553		
Top Legal Position	9	\$183,870			\$194,330		
Top Marketing Position	10	\$133,414		\$105,921	\$113,653	\$166,806	
Top Operations Position	56	\$117,521	\$76,817	\$89,427	\$113,195	\$131,154	\$164,882
Top Program Position	5	\$115,925			\$113,541		
Top Technology Position	9	\$146,191			\$131,226		

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
Between \$10 million and \$25 million							
CEO/Executive Director	300	\$249,697	\$119,863	\$149,718	\$214,919	\$306,171	\$421,012
Top Administrative Position	60	\$246,365	\$128,258	\$145,549	\$222,900	\$302,366	\$389,764
Top Business Position	10	\$155,615		\$129,809	\$150,429	\$174,653	
Top Development Position	27	\$135,641	\$111,691	\$117,580	\$133,168	\$148,924	\$156,569
Top Education Position	6	\$117,588			\$118,737		
Top Facilities Position	20	\$177,926	\$133,283	\$155,521	\$173,712	\$191,049	\$229,853
Top Finance Position	217	\$140,553	\$81,244	\$103,052	\$131,290	\$172,162	\$217,819
Top Human Resources Position	13	\$134,448		\$110,957	\$129,425	\$164,677	
Top Marketing Position	19	\$143,597		\$122,063	\$135,427	\$160,131	
Top Operations Position	96	\$170,094	\$97,516	\$115,103	\$148,691	\$193,610	\$292,848
Top Program Position	8	\$152,704			\$138,537		
Top Technology Position	16	\$137,023		\$116,372	\$136,278	\$157,400	
Between \$25 million and \$50 million							
CEO/Executive Director	128	\$348,730	\$154,321	\$218,697	\$292,053	\$409,933	\$620,536
Top Administrative Position	19	\$363,765		\$145,376	\$234,206	\$491,345	
Top Business Position	9	\$155,379			\$145,261		
Top Development Position	13	\$173,621		\$161,814	\$175,941	\$200,459	
Top Finance Position	94	\$184,855	\$110,153	\$130,762	\$173,012	\$217,303	\$261,694
Top Human Resources Position	19	\$163,558		\$127,595	\$141,786	\$165,933	
Top Legal Position	5	\$288,583			\$250,561		
Top Marketing Position	14	\$170,938		\$137,343	\$154,497	\$178,862	
Top Operations Position	54	\$224,042	\$121,114	\$142,239	\$174,579	\$248,289	\$326,698
Top Technology Position	19	\$170,341		\$131,812	\$151,268	\$175,053	
Greater than \$50 million							
CEO/Executive Director	141	\$716,596	\$152,266	\$249,547	\$486,383	\$835,203	\$1,239,091
Top Administrative Position	21	\$256,237	\$127,517	\$164,775	\$236,013	\$323,594	\$381,768

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
Greater than \$50 million							
Top Business Position	11	\$321,233		\$195,077	\$292,906	\$400,569	
Top Development Position	15	\$208,373		\$135,897	\$186,417	\$229,718	
Top Education Position	7	\$238,391			\$213,689		
Top Finance Position	104	\$329,699	\$117,762	\$174,189	\$248,832	\$384,339	\$600,134
Top Human Resources Position	33	\$289,633	\$129,314	\$143,802	\$258,349	\$407,148	\$541,257
Top Legal Position	24	\$391,605	\$187,714	\$225,917	\$267,050	\$516,345	\$770,021
Top Marketing Position	15	\$333,350		\$170,047	\$201,006	\$307,627	
Top Operations Position	70	\$360,872	\$139,619	\$167,514	\$260,619	\$410,151	\$773,194
Top PR/Communications Position	5	\$204,890			\$236,651		
Top Program Position	5	\$178,515			\$172,219		
Top Technology Position	32	\$315,311	\$122,772	\$165,505	\$276,980	\$408,164	\$568,506
<b>Georgia</b>							
\$250 thousand or less							
CEO/Executive Director	581	\$44,925	\$20,000	\$28,650	\$40,000	\$55,050	\$75,228
Top Administrative Position	18	\$35,039		\$19,190	\$30,000	\$39,934	
Top Finance Position	25	\$37,018	\$22,144	\$27,447	\$30,500	\$44,239	\$63,475
Top Operations Position	6	\$37,773			\$33,975		
Top Program Position	10	\$25,636		\$21,113	\$25,575	\$28,952	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	413	\$65,656	\$32,027	\$43,804	\$59,233	\$75,781	\$103,584
Top Administrative Position	10	\$50,545		\$37,287	\$44,684	\$50,316	
Top Finance Position	27	\$46,477	\$24,520	\$29,240	\$41,172	\$56,831	\$78,625
Top Operations Position	10	\$51,208		\$36,284	\$46,072	\$50,000	
Top Program Position	7	\$41,427			\$40,000		

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	426	\$87,065	\$39,878	\$57,109	\$77,425	\$106,760	\$142,883
Top Administrative Position	12	\$64,027		\$39,195	\$63,561	\$82,125	
Top Business Position	8	\$91,090			\$81,459		
Top Finance Position	21	\$68,696	\$26,662	\$42,806	\$56,308	\$84,874	\$100,790
Top Operations Position	7	\$52,297			\$60,000		
Top Program Position	5	\$51,886			\$53,500		
Between \$1 million and \$2.5 million							
CEO/Executive Director	409	\$115,051	\$57,508	\$73,254	\$95,733	\$138,013	\$195,265
Top Administrative Position	12	\$85,351		\$66,333	\$82,509	\$101,024	
Top Business Position	7	\$95,069			\$79,710		
Top Development Position	7	\$88,116			\$99,807		
Top Finance Position	49	\$68,687	\$35,250	\$42,400	\$66,380	\$88,030	\$98,466
Top Operations Position	19	\$89,950		\$51,827	\$88,800	\$109,204	
Top Program Position	7	\$77,506			\$88,952		
Between \$2.5 million and \$5 million							
CEO/Executive Director	235	\$151,847	\$75,148	\$99,013	\$129,650	\$171,732	\$243,468
Top Administrative Position	22	\$104,243	\$63,331	\$70,952	\$102,162	\$124,015	\$147,591
Top Finance Position	70	\$100,358	\$51,812	\$65,000	\$87,686	\$105,007	\$157,517
Top Operations Position	18	\$121,622		\$83,759	\$124,920	\$167,404	
Between \$5 million and \$10 million							
CEO/Executive Director	159	\$191,261	\$90,851	\$126,689	\$157,000	\$246,979	\$314,288
Top Administrative Position	14	\$173,485		\$91,196	\$157,939	\$246,443	
Top Business Position	10	\$128,946		\$100,290	\$119,725	\$153,730	
Top Development Position	10	\$131,239		\$110,747	\$125,068	\$159,081	
Top Facilities Position	5	\$150,737			\$146,501		
Top Finance Position	67	\$122,488	\$77,195	\$87,189	\$101,500	\$135,829	\$207,502

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
Between \$5 million and \$10 million							
Top Operations Position	19	\$154,306		\$108,706	\$135,828	\$165,141	
Top Program Position	6	\$129,913			\$126,827		
Between \$10 million and \$25 million							
CEO/Executive Director	158	\$292,397	\$117,041	\$149,560	\$221,900	\$320,458	\$458,869
Top Administrative Position	24	\$209,945	\$111,162	\$137,322	\$152,220	\$211,111	\$368,416
Top Business Position	11	\$152,730		\$118,863	\$140,152	\$169,577	
Top Development Position	23	\$132,917	\$112,195	\$118,800	\$132,570	\$148,989	\$170,626
Top Finance Position	90	\$166,234	\$89,941	\$108,830	\$139,360	\$178,866	\$256,052
Top Human Resources Position	8	\$142,766			\$136,155		
Top Legal Position	6	\$267,131			\$203,531		
Top Marketing Position	5	\$150,116			\$141,105		
Top Operations Position	41	\$236,100	\$119,772	\$132,927	\$156,494	\$222,250	\$282,170
Top PR/Communications Position	6	\$152,947			\$148,107		
Top Technology Position	11	\$188,177		\$133,061	\$137,887	\$163,262	
Between \$25 million and \$50 million							
CEO/Executive Director	53	\$389,523	\$185,852	\$223,710	\$283,863	\$431,963	\$708,875
Top Administrative Position	13	\$228,972		\$175,749	\$224,723	\$246,038	
Top Business Position	7	\$177,811			\$153,747		
Top Development Position	12	\$154,603		\$131,754	\$140,817	\$185,172	
Top Education Position	5	\$146,088			\$154,082		
Top Finance Position	45	\$191,713	\$117,106	\$140,507	\$169,612	\$207,786	\$250,605
Top Human Resources Position	6	\$228,297			\$168,048		
Top Operations Position	19	\$265,201		\$164,169	\$185,734	\$323,783	
Top Technology Position	8	\$208,338			\$179,132		
Greater than \$50 million							
CEO/Executive Director	93	\$688,452	\$235,055	\$344,437	\$500,003	\$768,803	\$1,305,312

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
Greater than \$50 million							
Top Administrative Position	14	\$237,519		\$146,524	\$183,338	\$301,353	
Top Development Position	16	\$230,495		\$165,618	\$215,742	\$281,490	
Top Finance Position	66	\$312,589	\$151,702	\$210,122	\$264,617	\$376,282	\$529,378
Top Human Resources Position	20	\$267,550	\$153,076	\$172,922	\$220,455	\$311,420	\$469,813
Top Legal Position	18	\$393,402		\$215,047	\$334,387	\$499,097	
Top Marketing Position	12	\$294,524		\$206,198	\$229,321	\$332,960	
Top Operations Position	40	\$394,975	\$200,662	\$234,177	\$338,869	\$436,965	\$612,409
Top Technology Position	13	\$232,830		\$178,834	\$204,916	\$246,361	
<b>Hawaii</b>							
\$250 thousand or less							
CEO/Executive Director	100	\$49,563	\$23,448	\$27,841	\$48,914	\$65,000	\$83,710
Top Finance Position	6	\$31,654			\$29,004		
Top Program Position	6	\$27,255			\$28,366		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	91	\$72,754	\$44,634	\$54,539	\$68,414	\$81,652	\$101,140
Top Administrative Position	5	\$46,883			\$47,594		
Between \$500 thousand and \$1 million							
CEO/Executive Director	86	\$82,967	\$43,048	\$58,747	\$78,926	\$92,255	\$115,333
Between \$1 million and \$2.5 million							
CEO/Executive Director	108	\$106,971	\$61,742	\$76,234	\$97,828	\$113,955	\$157,073
Top Business Position	5	\$108,546			\$70,925		
Top Finance Position	18	\$70,980		\$36,282	\$71,224	\$92,955	
Top Operations Position	7	\$87,493			\$92,500		
Between \$2.5 million and \$5 million							
CEO/Executive Director	75	\$123,091	\$69,851	\$89,003	\$111,229	\$147,411	\$182,699

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Hawaii</b>							
Between \$2.5 million and \$5 million							
Top Finance Position	22	\$126,699	\$65,253	\$79,548	\$93,163	\$125,573	\$183,879
Top Operations Position	8	\$90,284			\$99,042		
Between \$5 million and \$10 million							
CEO/Executive Director	40	\$148,106	\$81,641	\$104,148	\$141,288	\$190,489	\$221,168
Top Finance Position	21	\$116,842	\$60,169	\$81,865	\$106,550	\$123,314	\$152,457
Between \$10 million and \$25 million							
CEO/Executive Director	32	\$199,922	\$110,712	\$135,362	\$204,604	\$247,628	\$306,804
Top Administrative Position	6	\$201,197			\$188,671		
Top Finance Position	28	\$118,651	\$83,381	\$99,978	\$122,705	\$138,485	\$149,380
Top Operations Position	10	\$142,674		\$115,565	\$145,497	\$152,151	
Between \$25 million and \$50 million							
CEO/Executive Director	11	\$361,866		\$246,364	\$265,630	\$434,833	
Top Finance Position	12	\$140,893		\$109,599	\$138,299	\$161,834	
Top Operations Position	5	\$165,299			\$153,768		
Greater than \$50 million							
CEO/Executive Director	13	\$599,157		\$380,051	\$547,555	\$579,417	
Top Finance Position	13	\$352,165		\$229,759	\$294,522	\$344,261	
<b>Idaho</b>							
\$250 thousand or less							
CEO/Executive Director	108	\$41,423	\$21,901	\$27,059	\$39,420	\$49,057	\$64,940
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	83	\$61,656	\$33,078	\$43,715	\$56,444	\$72,991	\$97,399
Between \$500 thousand and \$1 million							
CEO/Executive Director	91	\$79,925	\$40,074	\$56,620	\$74,267	\$90,320	\$124,423



## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Idaho</b>							
Between \$500 thousand and \$1 million							
Top Finance Position	5	\$68,459			\$72,440		
Between \$1 million and \$2.5 million							
CEO/Executive Director	71	\$94,170	\$49,735	\$64,980	\$85,074	\$123,037	\$145,500
Top Administrative Position	11	\$86,336		\$74,256	\$81,420	\$96,154	
Between \$2.5 million and \$5 million							
CEO/Executive Director	43	\$129,996	\$78,065	\$103,522	\$113,558	\$147,775	\$189,688
Top Administrative Position	8	\$100,077			\$99,782		
Top Finance Position	10	\$75,968		\$66,423	\$74,862	\$93,114	
Between \$5 million and \$10 million							
CEO/Executive Director	21	\$151,913	\$84,552	\$103,585	\$138,519	\$176,760	\$229,272
Top Administrative Position	8	\$159,213			\$165,023		
Top Finance Position	6	\$93,823			\$98,943		
Between \$10 million and \$25 million							
CEO/Executive Director	20	\$231,456	\$108,538	\$127,091	\$179,018	\$263,672	\$296,040
Top Finance Position	16	\$110,453		\$81,612	\$109,448	\$132,278	
Between \$25 million and \$50 million							
CEO/Executive Director	9	\$268,509			\$237,245		
Top Finance Position	6	\$155,818			\$163,124		
Top Operations Position	5	\$198,126			\$195,955		
Greater than \$50 million							
CEO/Executive Director	6	\$626,155			\$417,180		
Top Finance Position	6	\$447,704			\$282,340		

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
\$250 thousand or less							
CEO/Executive Director	640	\$46,008	\$21,000	\$29,790	\$41,036	\$57,436	\$74,614
Top Administrative Position	15	\$33,433		\$21,561	\$29,094	\$38,035	
Top Finance Position	30	\$31,639	\$16,150	\$18,026	\$21,651	\$44,111	\$55,069
Top Operations Position	9	\$39,278			\$34,167		
Top Program Position	9	\$33,017			\$28,605		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	554	\$67,735	\$32,141	\$46,042	\$62,565	\$82,727	\$109,004
Top Administrative Position	24	\$44,776	\$22,707	\$29,804	\$37,825	\$57,057	\$82,941
Top Business Position	11	\$89,056		\$39,970	\$93,888	\$135,804	
Top Education Position	6	\$133,134			\$124,355		
Top Finance Position	33	\$55,730	\$19,192	\$32,880	\$54,909	\$64,514	\$106,642
Top Operations Position	10	\$48,855		\$27,722	\$44,698	\$59,791	
Top Program Position	8	\$51,878			\$58,911		
Between \$500 thousand and \$1 million							
CEO/Executive Director	624	\$91,369	\$46,944	\$59,526	\$79,586	\$110,582	\$151,401
Top Administrative Position	20	\$66,624	\$41,544	\$48,972	\$64,365	\$81,848	\$90,880
Top Business Position	27	\$152,469	\$65,002	\$133,520	\$151,702	\$182,991	\$218,361
Top Education Position	8	\$128,125			\$135,349		
Top Finance Position	52	\$72,368	\$24,150	\$38,262	\$60,725	\$103,264	\$131,761
Top Operations Position	12	\$76,596		\$46,849	\$66,634	\$97,768	
Top Program Position	6	\$54,748			\$48,355		
Between \$1 million and \$2.5 million							
CEO/Executive Director	797	\$122,102	\$60,633	\$79,643	\$104,268	\$147,466	\$200,259
Top Administrative Position	37	\$104,336	\$63,339	\$76,431	\$98,771	\$121,701	\$160,310
Top Business Position	46	\$175,437	\$78,016	\$147,513	\$176,232	\$211,339	\$258,595
Top Development Position	11	\$95,541		\$52,677	\$110,000	\$120,935	

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
Between \$1 million and \$2.5 million							
Top Education Position	12	\$127,799		\$72,550	\$135,118	\$179,055	
Top Finance Position	96	\$114,201	\$39,085	\$55,157	\$97,654	\$163,428	\$209,403
Top Operations Position	25	\$112,845	\$49,617	\$86,410	\$106,254	\$139,585	\$178,873
Top Program Position	12	\$91,071		\$53,940	\$86,987	\$120,206	
Between \$2.5 million and \$5 million							
CEO/Executive Director	477	\$160,612	\$74,479	\$101,499	\$133,946	\$202,993	\$275,135
Top Administrative Position	35	\$141,662	\$73,006	\$89,266	\$122,013	\$186,786	\$239,700
Top Business Position	26	\$196,960	\$133,292	\$163,451	\$197,555	\$240,955	\$247,781
Top Development Position	14	\$112,530		\$96,837	\$112,744	\$137,044	
Top Education Position	11	\$129,576		\$116,787	\$131,072	\$139,352	
Top Facilities Position	9	\$144,707			\$130,061		
Top Finance Position	121	\$118,968	\$52,428	\$76,520	\$99,694	\$141,412	\$208,701
Top Legal Position	7	\$189,782			\$153,659		
Top Operations Position	41	\$125,265	\$69,351	\$95,840	\$123,376	\$161,443	\$182,845
Top Program Position	14	\$106,478		\$78,375	\$114,286	\$128,443	
Top Technology Position	6	\$163,887			\$144,259		
Between \$5 million and \$10 million							
CEO/Executive Director	361	\$217,128	\$101,597	\$134,080	\$179,284	\$253,694	\$349,595
Top Administrative Position	65	\$187,266	\$95,311	\$130,667	\$173,463	\$236,432	\$319,965
Top Business Position	28	\$169,528	\$94,626	\$123,340	\$157,427	\$197,553	\$251,759
Top Development Position	21	\$141,707	\$78,350	\$106,429	\$133,738	\$160,182	\$206,663
Top Education Position	15	\$162,898		\$127,517	\$148,956	\$184,089	
Top Facilities Position	23	\$200,878	\$116,602	\$166,325	\$201,432	\$238,080	\$259,874
Top Finance Position	169	\$130,257	\$69,352	\$96,298	\$122,197	\$148,272	\$195,427
Top Human Resources Position	7	\$163,719			\$127,248		
Top Legal Position	14	\$185,075		\$155,513	\$178,685	\$209,281	

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
Between \$5 million and \$10 million							
Top Marketing Position	13	\$156,008		\$132,313	\$148,618	\$164,909	
Top Operations Position	61	\$172,319	\$87,288	\$106,079	\$138,691	\$181,912	\$313,439
Top PR/Communications Position	7	\$137,486			\$133,755		
Top Program Position	17	\$142,644		\$105,633	\$113,480	\$159,563	
Top Technology Position	13	\$166,817		\$121,969	\$138,272	\$150,602	
Between \$10 million and \$25 million							
CEO/Executive Director	293	\$257,270	\$115,423	\$162,000	\$210,769	\$304,525	\$449,425
Top Administrative Position	35	\$181,272	\$97,371	\$112,033	\$135,148	\$223,531	\$265,525
Top Business Position	16	\$215,930		\$126,233	\$153,844	\$260,423	
Top Development Position	28	\$144,727	\$109,341	\$119,337	\$137,369	\$168,291	\$192,264
Top Education Position	18	\$154,970		\$122,618	\$142,025	\$179,626	
Top Facilities Position	7	\$186,756			\$210,600		
Top Finance Position	178	\$156,057	\$78,960	\$108,941	\$140,687	\$182,522	\$233,076
Top Human Resources Position	12	\$125,111		\$107,003	\$129,462	\$140,503	
Top Legal Position	9	\$235,185			\$240,197		
Top Marketing Position	31	\$179,465	\$122,168	\$140,360	\$165,354	\$207,274	\$225,570
Top Operations Position	67	\$174,785	\$89,777	\$119,706	\$149,146	\$198,198	\$275,657
Top PR/Communications Position	15	\$180,833		\$151,648	\$177,661	\$209,794	
Top Program Position	19	\$138,677		\$112,520	\$124,827	\$160,173	
Top Technology Position	34	\$157,392	\$112,425	\$123,035	\$150,508	\$170,041	\$232,830
Between \$25 million and \$50 million							
CEO/Executive Director	117	\$368,311	\$162,904	\$212,939	\$291,051	\$468,343	\$642,464
Top Administrative Position	19	\$210,087		\$158,478	\$182,158	\$269,266	
Top Business Position	10	\$228,666		\$176,244	\$213,671	\$298,966	
Top Development Position	13	\$205,231		\$173,096	\$199,304	\$255,576	
Top Education Position	10	\$199,574		\$140,663	\$205,146	\$219,608	

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
Between \$25 million and \$50 million							
Top Finance Position	91	\$209,585	\$125,680	\$142,562	\$182,995	\$261,756	\$337,218
Top Human Resources Position	13	\$177,716		\$135,277	\$168,798	\$214,429	
Top Legal Position	13	\$297,811		\$181,658	\$200,811	\$421,473	
Top Marketing Position	12	\$191,039		\$161,612	\$190,522	\$215,595	
Top Operations Position	45	\$227,558	\$136,072	\$153,806	\$190,991	\$280,070	\$394,524
Top PR/Communications Position	7	\$218,200			\$222,777		
Top Program Position	8	\$129,794			\$136,053		
Top Technology Position	29	\$190,739	\$112,984	\$130,357	\$166,615	\$229,841	\$306,989
Greater than \$50 million							
CEO/Executive Director	178	\$820,127	\$276,774	\$369,988	\$528,372	\$929,504	\$1,717,468
Top Administrative Position	17	\$330,250		\$178,301	\$307,428	\$378,499	
Top Business Position	16	\$285,200		\$177,415	\$232,128	\$308,756	
Top Development Position	36	\$237,423	\$148,638	\$161,405	\$213,815	\$259,612	\$330,195
Top Education Position	10	\$365,842		\$158,651	\$196,842	\$494,349	
Top Facilities Position	6	\$261,082			\$196,934		
Top Finance Position	135	\$373,676	\$143,026	\$189,779	\$275,943	\$467,511	\$666,541
Top Human Resources Position	49	\$309,241	\$172,058	\$204,759	\$249,680	\$379,892	\$491,744
Top Legal Position	48	\$410,666	\$181,652	\$222,864	\$305,093	\$490,252	\$712,956
Top Marketing Position	24	\$313,457	\$175,145	\$218,196	\$250,607	\$330,079	\$501,983
Top Operations Position	65	\$407,495	\$172,805	\$235,845	\$305,688	\$451,157	\$688,619
Top PR/Communications Position	20	\$323,720	\$159,666	\$232,589	\$306,380	\$395,964	\$467,380
Top Program Position	10	\$240,165		\$211,829	\$229,938	\$279,871	
Top Technology Position	52	\$291,708	\$146,988	\$174,576	\$239,482	\$357,020	\$529,721

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
\$250 thousand or less							
CEO/Executive Director	475	\$43,237	\$22,296	\$30,500	\$40,000	\$51,714	\$68,586
Top Administrative Position	15	\$28,381		\$22,925	\$28,754	\$31,109	
Top Finance Position	16	\$33,442		\$19,682	\$23,246	\$39,413	
Top Operations Position	6	\$26,899			\$28,099		
Top Program Position	12	\$31,171		\$26,789	\$31,750	\$36,960	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	368	\$64,693	\$30,757	\$43,815	\$58,644	\$81,560	\$103,209
Top Administrative Position	17	\$43,039		\$31,421	\$38,898	\$54,283	
Top Business Position	6	\$110,081			\$93,789		
Top Finance Position	22	\$45,245	\$21,491	\$28,594	\$37,059	\$49,385	\$65,745
Top Operations Position	8	\$45,588			\$50,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	390	\$77,538	\$37,654	\$54,764	\$71,367	\$91,763	\$124,616
Top Administrative Position	15	\$56,327		\$42,832	\$58,632	\$64,119	
Top Business Position	13	\$94,828		\$50,400	\$78,421	\$121,362	
Top Finance Position	21	\$65,602	\$20,400	\$37,230	\$51,999	\$71,231	\$140,719
Top Operations Position	12	\$66,914		\$43,082	\$56,413	\$73,291	
Top Program Position	6	\$49,923			\$49,264		
Between \$1 million and \$2.5 million							
CEO/Executive Director	392	\$100,670	\$55,847	\$70,106	\$88,978	\$118,640	\$150,357
Top Administrative Position	9	\$65,599			\$60,696		
Top Business Position	15	\$137,495		\$94,534	\$141,425	\$163,992	
Top Education Position	6	\$106,502			\$105,136		
Top Finance Position	49	\$94,359	\$41,492	\$54,580	\$71,042	\$110,720	\$174,256
Top Operations Position	20	\$88,627	\$55,199	\$58,200	\$79,203	\$96,468	\$143,316
Top Program Position	6	\$74,236			\$67,954		

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
Between \$2.5 million and \$5 million							
CEO/Executive Director	189	\$145,768	\$75,166	\$98,297	\$122,890	\$159,320	\$209,852
Top Administrative Position	18	\$109,655		\$95,012	\$115,541	\$124,544	
Top Business Position	15	\$133,260		\$101,526	\$117,014	\$169,392	
Top Finance Position	57	\$94,208	\$49,850	\$68,169	\$85,423	\$115,347	\$140,805
Top Operations Position	14	\$105,177		\$72,710	\$88,067	\$125,344	
Between \$5 million and \$10 million							
CEO/Executive Director	162	\$180,078	\$85,087	\$113,532	\$145,007	\$207,943	\$265,858
Top Administrative Position	12	\$144,962		\$100,148	\$134,862	\$189,582	
Top Business Position	8	\$149,390			\$151,946		
Top Development Position	11	\$144,313		\$73,918	\$139,546	\$189,091	
Top Finance Position	80	\$107,181	\$62,911	\$76,731	\$94,292	\$125,221	\$167,423
Top Operations Position	26	\$115,211	\$73,432	\$85,112	\$101,051	\$131,079	\$179,311
Between \$10 million and \$25 million							
CEO/Executive Director	140	\$201,053	\$104,384	\$134,930	\$177,259	\$237,161	\$288,850
Top Administrative Position	17	\$179,037		\$132,986	\$153,532	\$239,279	
Top Business Position	6	\$165,619			\$121,184		
Top Development Position	5	\$158,357			\$160,647		
Top Finance Position	89	\$118,920	\$65,004	\$87,579	\$110,100	\$140,645	\$176,853
Top Human Resources Position	5	\$103,863			\$96,082		
Top Marketing Position	6	\$153,925			\$150,499		
Top Operations Position	27	\$138,317	\$86,784	\$109,964	\$133,869	\$159,056	\$193,213
Between \$25 million and \$50 million							
CEO/Executive Director	57	\$341,708	\$199,316	\$240,997	\$282,154	\$385,529	\$511,444
Top Administrative Position	12	\$229,853		\$187,993	\$211,499	\$247,164	
Top Business Position	6	\$160,581			\$158,783		
Top Development Position	10	\$150,407		\$123,982	\$143,622	\$161,057	

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
Between \$25 million and \$50 million							
Top Finance Position	43	\$169,078	\$111,631	\$140,468	\$161,264	\$185,427	\$245,723
Top Marketing Position	6	\$206,923			\$206,755		
Top Operations Position	26	\$191,434	\$145,148	\$147,790	\$175,690	\$226,360	\$262,760
Top Technology Position	10	\$169,498		\$126,917	\$176,520	\$214,820	
Greater than \$50 million							
CEO/Executive Director	76	\$622,589	\$217,341	\$311,079	\$474,897	\$678,114	\$1,277,012
Top Administrative Position	17	\$331,546		\$160,717	\$224,391	\$480,982	
Top Development Position	11	\$198,295		\$152,288	\$180,168	\$265,583	
Top Finance Position	52	\$297,165	\$122,560	\$180,072	\$228,622	\$377,417	\$552,580
Top Human Resources Position	11	\$317,889		\$156,129	\$214,391	\$420,927	
Top Legal Position	7	\$300,384			\$270,079		
Top Marketing Position	6	\$180,401			\$169,485		
Top Operations Position	26	\$365,554	\$149,339	\$189,757	\$298,961	\$419,426	\$724,070
Top PR/Communications Position	5	\$175,892			\$140,253		
Top Technology Position	14	\$240,899		\$151,541	\$198,527	\$276,988	
<b>Iowa</b>							
\$250 thousand or less							
CEO/Executive Director	229	\$46,336	\$20,736	\$28,773	\$44,280	\$60,664	\$74,156
Top Administrative Position	10	\$34,578		\$24,635	\$30,757	\$33,968	
Top Finance Position	12	\$37,634		\$30,853	\$35,898	\$45,579	
Top Program Position	6	\$33,682			\$35,449		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	176	\$60,726	\$28,909	\$40,922	\$56,787	\$73,231	\$94,703
Top Administrative Position	9	\$39,899			\$37,000		
Top Finance Position	5	\$49,916			\$43,680		



## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Iowa</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	195	\$89,623	\$43,657	\$57,022	\$74,344	\$101,348	\$161,353
Top Administrative Position	12	\$58,410		\$38,507	\$52,883	\$76,099	
Top Business Position	6	\$104,411			\$107,874		
Top Finance Position	17	\$68,678		\$38,809	\$45,322	\$86,175	
Between \$1 million and \$2.5 million							
CEO/Executive Director	220	\$111,815	\$54,903	\$73,701	\$92,549	\$122,754	\$175,727
Top Administrative Position	25	\$82,549	\$54,643	\$62,381	\$72,940	\$101,606	\$131,914
Top Business Position	9	\$126,929			\$133,343		
Top Finance Position	37	\$92,363	\$32,015	\$50,141	\$68,763	\$94,661	\$137,884
Top Operations Position	10	\$97,904		\$64,670	\$81,805	\$108,374	
Between \$2.5 million and \$5 million							
CEO/Executive Director	114	\$134,793	\$76,442	\$91,699	\$120,057	\$160,937	\$204,568
Top Administrative Position	23	\$97,672	\$42,059	\$74,946	\$92,549	\$121,834	\$147,676
Top Business Position	6	\$108,475			\$99,685		
Top Finance Position	29	\$106,027	\$57,890	\$69,740	\$81,767	\$125,285	\$182,430
Top Operations Position	10	\$124,168		\$75,171	\$91,377	\$116,242	
Between \$5 million and \$10 million							
CEO/Executive Director	99	\$163,279	\$93,294	\$112,661	\$137,230	\$184,508	\$255,445
Top Administrative Position	20	\$143,622	\$82,407	\$105,557	\$126,991	\$186,374	\$200,428
Top Finance Position	46	\$93,170	\$59,015	\$73,740	\$94,676	\$112,508	\$125,850
Top Operations Position	14	\$119,302		\$85,633	\$116,785	\$130,837	
Between \$10 million and \$25 million							
CEO/Executive Director	106	\$199,239	\$108,799	\$146,863	\$182,602	\$214,235	\$321,141
Top Administrative Position	15	\$175,924		\$143,413	\$158,176	\$188,143	
Top Finance Position	65	\$110,101	\$63,825	\$81,162	\$106,015	\$125,807	\$161,100
Top Operations Position	18	\$134,433		\$110,915	\$128,362	\$151,996	

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Iowa</b>							
Between \$25 million and \$50 million							
CEO/Executive Director	35	\$242,216	\$163,008	\$180,824	\$217,856	\$266,714	\$335,498
Top Finance Position	31	\$146,980	\$98,988	\$120,627	\$153,570	\$177,417	\$186,393
Top Operations Position	7	\$196,080			\$193,242		
Greater than \$50 million							
CEO/Executive Director	45	\$489,160	\$264,333	\$322,057	\$391,630	\$628,862	\$781,586
Top Administrative Position	5	\$274,769			\$269,338		
Top Business Position	10	\$189,971		\$161,624	\$178,760	\$187,044	
Top Development Position	13	\$201,447		\$170,411	\$198,591	\$213,433	
Top Education Position	6	\$235,390			\$205,912		
Top Finance Position	42	\$317,871	\$153,189	\$186,547	\$250,309	\$393,340	\$473,095
Top Human Resources Position	9	\$255,993			\$219,128		
Top Marketing Position	5	\$262,376			\$302,079		
Top Operations Position	14	\$378,497		\$316,273	\$375,797	\$397,200	
Top Technology Position	8	\$245,372			\$214,178		
<b>Kansas</b>							
\$250 thousand or less							
CEO/Executive Director	238	\$42,267	\$19,451	\$27,115	\$38,235	\$53,888	\$67,150
Top Finance Position	5	\$36,643			\$35,000		
Top Program Position	8	\$34,256			\$36,069		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	137	\$70,634	\$33,811	\$47,470	\$62,843	\$83,483	\$119,842
Top Administrative Position	6	\$32,858			\$35,290		
Top Finance Position	7	\$34,309			\$31,654		
Between \$500 thousand and \$1 million							
CEO/Executive Director	161	\$82,084	\$41,396	\$54,000	\$73,833	\$102,198	\$135,648

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas</b>							
Between \$500 thousand and \$1 million							
Top Administrative Position	6	\$50,926			\$51,899		
Top Finance Position	11	\$46,087		\$26,656	\$53,684	\$60,065	
Between \$1 million and \$2.5 million							
CEO/Executive Director	185	\$103,709	\$52,949	\$70,100	\$90,563	\$118,685	\$154,905
Top Administrative Position	17	\$72,343		\$50,321	\$59,687	\$95,910	
Top Business Position	7	\$99,405			\$83,780		
Top Finance Position	27	\$85,041	\$43,965	\$59,688	\$69,214	\$97,365	\$127,861
Top Program Position	5	\$58,079			\$57,469		
Between \$2.5 million and \$5 million							
CEO/Executive Director	93	\$142,357	\$80,784	\$97,000	\$117,430	\$157,798	\$237,446
Top Administrative Position	22	\$82,659	\$56,691	\$62,552	\$82,707	\$88,428	\$120,737
Top Business Position	5	\$139,257			\$110,863		
Top Finance Position	37	\$124,685	\$51,928	\$61,766	\$90,717	\$103,022	\$210,426
Top Operations Position	7	\$122,048			\$104,989		
Between \$5 million and \$10 million							
CEO/Executive Director	91	\$183,902	\$93,369	\$116,877	\$136,504	\$191,164	\$314,989
Top Administrative Position	18	\$165,302		\$96,214	\$143,451	\$218,900	
Top Finance Position	48	\$116,943	\$60,897	\$73,956	\$92,732	\$116,966	\$142,765
Top Operations Position	10	\$151,989		\$92,400	\$134,448	\$176,293	
Between \$10 million and \$25 million							
CEO/Executive Director	93	\$210,560	\$114,069	\$143,403	\$187,025	\$233,161	\$295,039
Top Administrative Position	19	\$180,463		\$111,046	\$148,224	\$231,776	
Top Finance Position	61	\$122,229	\$62,449	\$87,900	\$109,680	\$150,220	\$191,304
Top Operations Position	24	\$158,299	\$112,050	\$117,501	\$145,448	\$188,820	\$208,536
Between \$25 million and \$50 million							
CEO/Executive Director	27	\$326,904	\$206,922	\$244,126	\$285,384	\$335,031	\$492,322

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas</b>							
Between \$25 million and \$50 million							
Top Administrative Position	7	\$201,689			\$131,200		
Top Finance Position	23	\$169,876	\$98,789	\$131,652	\$164,156	\$180,267	\$272,578
Top Operations Position	9	\$218,662			\$177,367		
Greater than \$50 million							
CEO/Executive Director	31	\$503,500	\$215,227	\$335,826	\$429,140	\$571,608	\$941,380
Top Finance Position	26	\$269,875	\$147,717	\$185,055	\$243,943	\$309,911	\$424,299
Top Human Resources Position	8	\$237,308			\$220,117		
Top Operations Position	9	\$297,048			\$274,648		
Top Technology Position	9	\$223,019			\$183,646		
<b>Kentucky</b>							
\$250 thousand or less							
CEO/Executive Director	231	\$42,686	\$20,575	\$28,315	\$39,801	\$50,428	\$69,144
Top Finance Position	15	\$24,139		\$17,074	\$19,357	\$22,571	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	179	\$63,196	\$28,596	\$41,931	\$58,773	\$77,367	\$103,896
Top Finance Position	10	\$52,847		\$33,089	\$44,690	\$68,136	
Between \$500 thousand and \$1 million							
CEO/Executive Director	168	\$84,000	\$42,505	\$58,295	\$74,361	\$104,698	\$142,702
Top Administrative Position	7	\$68,232			\$49,907		
Top Business Position	6	\$105,268			\$95,830		
Top Finance Position	13	\$55,748		\$36,490	\$42,332	\$83,001	
Between \$1 million and \$2.5 million							
CEO/Executive Director	189	\$104,489	\$49,951	\$64,874	\$92,750	\$131,535	\$182,504
Top Administrative Position	17	\$76,853		\$45,161	\$63,984	\$92,047	
Top Business Position	10	\$115,348		\$89,578	\$113,669	\$137,556	

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kentucky</b>							
Between \$1 million and \$2.5 million							
Top Finance Position	26	\$81,500	\$30,177	\$44,014	\$77,295	\$107,549	\$135,907
Top Operations Position	7	\$75,187			\$70,000		
Between \$2.5 million and \$5 million							
CEO/Executive Director	102	\$139,000	\$65,713	\$85,961	\$114,708	\$153,021	\$231,876
Top Administrative Position	13	\$103,081		\$81,069	\$90,072	\$104,697	
Top Business Position	5	\$98,326			\$96,411		
Top Finance Position	25	\$104,050	\$51,533	\$70,557	\$83,845	\$135,119	\$150,368
Top Operations Position	7	\$109,060			\$117,500		
Between \$5 million and \$10 million							
CEO/Executive Director	82	\$188,375	\$93,735	\$130,341	\$146,449	\$205,937	\$293,928
Top Administrative Position	11	\$120,466		\$76,783	\$120,520	\$131,812	
Top Finance Position	45	\$114,493	\$59,210	\$77,276	\$109,185	\$130,000	\$187,156
Top Operations Position	13	\$133,668		\$108,334	\$134,581	\$144,965	
Top Program Position	6	\$86,907			\$78,046		
Between \$10 million and \$25 million							
CEO/Executive Director	66	\$195,760	\$97,114	\$131,807	\$159,472	\$235,415	\$319,084
Top Administrative Position	12	\$133,145		\$105,629	\$135,240	\$158,075	
Top Finance Position	44	\$125,602	\$76,546	\$92,745	\$113,243	\$150,210	\$181,858
Top Operations Position	12	\$141,821		\$111,891	\$135,220	\$156,075	
Between \$25 million and \$50 million							
CEO/Executive Director	42	\$246,836	\$137,125	\$162,845	\$224,104	\$280,611	\$365,988
Top Administrative Position	7	\$189,642			\$184,094		
Top Finance Position	30	\$149,033	\$76,925	\$115,405	\$143,220	\$160,465	\$193,329
Top Operations Position	12	\$201,022		\$138,603	\$157,345	\$225,011	
Greater than \$50 million							
CEO/Executive Director	45	\$498,771	\$215,792	\$262,007	\$348,079	\$587,729	\$887,139

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kentucky</b>							
Greater than \$50 million							
Top Administrative Position	7	\$207,738			\$157,473		
Top Development Position	10	\$171,676		\$127,315	\$138,321	\$223,439	
Top Finance Position	31	\$255,074	\$145,672	\$157,549	\$205,677	\$305,154	\$435,300
Top Human Resources Position	12	\$232,262		\$133,426	\$178,617	\$320,593	
Top Legal Position	5	\$329,692			\$364,470		
Top Operations Position	16	\$239,955		\$180,070	\$199,192	\$263,038	
Top Technology Position	13	\$213,991		\$152,875	\$182,272	\$209,803	
<b>Louisiana</b>							
\$250 thousand or less							
CEO/Executive Director	253	\$45,677	\$19,513	\$26,250	\$41,670	\$57,856	\$75,835
Top Administrative Position	9	\$30,084			\$26,960		
Top Finance Position	13	\$34,201		\$21,740	\$33,600	\$36,418	
Top Operations Position	5	\$44,158			\$37,357		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	206	\$69,370	\$31,298	\$44,463	\$59,055	\$77,978	\$115,900
Top Administrative Position	6	\$54,982			\$54,985		
Top Finance Position	11	\$45,840		\$31,528	\$41,972	\$50,409	
Between \$500 thousand and \$1 million							
CEO/Executive Director	216	\$84,861	\$45,460	\$59,270	\$76,205	\$102,491	\$133,668
Top Administrative Position	5	\$84,545			\$104,500		
Top Business Position	7	\$91,941			\$96,649		
Top Finance Position	19	\$58,065		\$31,306	\$51,208	\$85,232	
Top Operations Position	5	\$70,016			\$52,048		
Between \$1 million and \$2.5 million							
CEO/Executive Director	220	\$109,262	\$55,383	\$72,363	\$93,977	\$132,004	\$185,273

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Louisiana</b>							
Between \$1 million and \$2.5 million							
Top Administrative Position	10	\$96,977		\$73,733	\$81,882	\$112,328	
Top Business Position	10	\$101,392		\$94,731	\$99,332	\$103,856	
Top Finance Position	20	\$83,185	\$43,301	\$55,542	\$83,010	\$101,513	\$110,640
Top Operations Position	9	\$87,943			\$77,040		
Between \$2.5 million and \$5 million							
CEO/Executive Director	119	\$146,571	\$72,426	\$89,158	\$118,791	\$177,608	\$232,510
Top Administrative Position	10	\$120,708		\$93,812	\$116,397	\$133,900	
Top Finance Position	30	\$97,020	\$44,054	\$68,967	\$96,895	\$120,501	\$145,226
Top Operations Position	7	\$156,244			\$149,247		
Between \$5 million and \$10 million							
CEO/Executive Director	97	\$155,754	\$80,452	\$106,397	\$137,598	\$180,982	\$235,594
Top Administrative Position	13	\$167,971		\$97,895	\$106,000	\$194,433	
Top Finance Position	32	\$113,662	\$72,695	\$84,579	\$103,102	\$119,815	\$165,525
Top Operations Position	8	\$123,890			\$113,149		
Between \$10 million and \$25 million							
CEO/Executive Director	67	\$206,620	\$93,185	\$136,494	\$189,198	\$263,814	\$315,181
Top Administrative Position	5	\$91,405			\$95,520		
Top Finance Position	38	\$122,474	\$77,124	\$100,599	\$126,908	\$142,170	\$168,802
Top Operations Position	17	\$165,116		\$113,758	\$142,495	\$167,546	
Between \$25 million and \$50 million							
CEO/Executive Director	31	\$321,251	\$153,182	\$204,504	\$261,693	\$345,887	\$565,225
Top Administrative Position	8	\$138,551			\$131,768		
Top Development Position	6	\$182,541			\$143,716		
Top Finance Position	21	\$191,113	\$124,814	\$144,971	\$173,915	\$203,123	\$240,389
Top Operations Position	8	\$192,748			\$184,484		

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Louisiana</b>							
Greater than \$50 million							
CEO/Executive Director	27	\$766,555	\$166,437	\$257,869	\$420,259	\$801,239	\$1,823,058
Top Administrative Position	8	\$279,225			\$265,634		
Top Finance Position	22	\$403,321	\$155,539	\$177,110	\$244,011	\$378,900	\$778,276
Top Legal Position	6	\$417,095			\$409,364		
Top Operations Position	20	\$334,731	\$122,556	\$149,569	\$304,470	\$379,396	\$549,159
Top Technology Position	5	\$285,941			\$295,165		
<b>Maine</b>							
\$250 thousand or less							
CEO/Executive Director	175	\$46,810	\$23,890	\$34,087	\$42,597	\$57,461	\$69,946
Top Finance Position	6	\$26,049			\$24,511		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	124	\$63,973	\$33,972	\$45,436	\$58,895	\$77,881	\$96,008
Top Finance Position	6	\$42,270			\$32,674		
Between \$500 thousand and \$1 million							
CEO/Executive Director	161	\$77,977	\$46,188	\$57,634	\$70,414	\$87,917	\$114,831
Top Administrative Position	10	\$62,576		\$35,768	\$54,947	\$75,522	
Top Finance Position	10	\$54,217		\$38,708	\$48,853	\$57,010	
Between \$1 million and \$2.5 million							
CEO/Executive Director	151	\$103,268	\$57,543	\$74,110	\$95,273	\$119,658	\$163,785
Top Administrative Position	7	\$94,213			\$90,720		
Top Finance Position	26	\$78,056	\$35,542	\$53,523	\$68,355	\$88,989	\$125,494
Between \$2.5 million and \$5 million							
CEO/Executive Director	72	\$133,580	\$82,840	\$94,082	\$112,571	\$140,693	\$211,531
Top Finance Position	14	\$85,991		\$60,424	\$79,855	\$91,668	



## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maine</b>							
Between \$5 million and \$10 million							
CEO/Executive Director	65	\$154,127	\$90,965	\$106,432	\$127,435	\$178,110	\$260,282
Top Administrative Position	6	\$113,384			\$112,121		
Top Development Position	5	\$134,427			\$113,599		
Top Finance Position	30	\$108,987	\$54,535	\$77,013	\$93,133	\$144,466	\$181,163
Top Operations Position	13	\$133,837		\$106,476	\$120,368	\$166,787	
Between \$10 million and \$25 million							
CEO/Executive Director	56	\$207,817	\$111,959	\$130,652	\$184,248	\$252,761	\$302,003
Top Administrative Position	7	\$123,960			\$118,189		
Top Development Position	10	\$133,760		\$115,371	\$125,793	\$143,725	
Top Finance Position	34	\$123,174	\$72,533	\$92,429	\$107,386	\$149,775	\$167,938
Top Operations Position	11	\$122,572		\$107,085	\$118,913	\$133,852	
Between \$25 million and \$50 million							
CEO/Executive Director	17	\$232,209		\$165,833	\$234,248	\$261,440	
Top Finance Position	16	\$144,122		\$118,002	\$129,107	\$179,894	
Top Operations Position	8	\$141,228			\$130,097		
Greater than \$50 million							
CEO/Executive Director	28	\$530,272	\$258,400	\$324,329	\$401,926	\$642,602	\$953,124
Top Administrative Position	6	\$293,327			\$287,720		
Top Finance Position	29	\$256,383	\$155,402	\$182,531	\$230,921	\$314,352	\$381,829
Top Operations Position	10	\$345,111		\$200,876	\$234,120	\$367,521	

## Maryland

\$250 thousand or less							
CEO/Executive Director	356	\$49,960	\$22,220	\$31,992	\$45,316	\$62,730	\$79,369
Top Administrative Position	7	\$35,304			\$33,333		
Top Finance Position	12	\$27,963		\$17,940	\$19,945	\$32,761	

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
\$250 thousand or less							
Top Program Position	12	\$35,516		\$29,495	\$34,998	\$39,534	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	297	\$76,076	\$34,692	\$50,400	\$70,000	\$95,420	\$122,121
Top Administrative Position	11	\$55,554		\$29,250	\$41,818	\$51,311	
Top Finance Position	17	\$68,732		\$41,738	\$60,083	\$76,600	
Between \$500 thousand and \$1 million							
CEO/Executive Director	329	\$97,386	\$43,000	\$66,180	\$88,021	\$110,305	\$159,110
Top Administrative Position	10	\$53,991		\$32,890	\$42,486	\$69,976	
Top Business Position	6	\$88,631			\$63,639		
Top Finance Position	15	\$66,907		\$28,607	\$45,622	\$70,556	
Top Operations Position	5	\$81,948			\$65,117		
Between \$1 million and \$2.5 million							
CEO/Executive Director	405	\$131,770	\$61,040	\$85,000	\$117,827	\$157,064	\$218,294
Top Administrative Position	11	\$102,733		\$91,422	\$103,565	\$125,284	
Top Business Position	10	\$123,186		\$97,041	\$128,124	\$145,389	
Top Finance Position	44	\$95,622	\$43,449	\$57,702	\$92,122	\$126,773	\$162,148
Top Operations Position	24	\$104,244	\$52,917	\$75,655	\$91,944	\$114,708	\$176,364
Top Program Position	5	\$117,211			\$123,945		
Between \$2.5 million and \$5 million							
CEO/Executive Director	252	\$168,852	\$80,731	\$102,305	\$145,350	\$206,437	\$282,571
Top Administrative Position	17	\$121,586		\$76,298	\$123,948	\$164,586	
Top Business Position	15	\$135,518		\$109,944	\$146,317	\$172,404	
Top Development Position	5	\$149,614			\$143,167		
Top Education Position	5	\$146,865			\$142,703		
Top Finance Position	75	\$107,804	\$62,435	\$79,195	\$104,085	\$130,794	\$156,746
Top Human Resources Position	5	\$158,746			\$122,672		

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
Between \$2.5 million and \$5 million							
Top Operations Position	30	\$160,713	\$123,461	\$138,691	\$149,707	\$169,625	\$191,017
Top Program Position	13	\$132,843		\$116,495	\$136,574	\$162,345	
Between \$5 million and \$10 million							
CEO/Executive Director	213	\$208,075	\$95,844	\$129,791	\$172,602	\$248,916	\$344,895
Top Administrative Position	19	\$204,520		\$139,375	\$172,338	\$248,668	
Top Business Position	7	\$140,949			\$120,481		
Top Development Position	12	\$136,850		\$111,960	\$123,144	\$157,079	
Top Education Position	6	\$155,683			\$152,731		
Top Facilities Position	6	\$148,670			\$137,696		
Top Finance Position	99	\$134,922	\$78,185	\$101,466	\$122,500	\$158,437	\$188,478
Top Operations Position	28	\$169,671	\$105,312	\$118,569	\$152,690	\$207,454	\$244,704
Top Program Position	5	\$136,825			\$138,419		
Top Technology Position	14	\$138,335		\$118,243	\$133,641	\$159,044	
Between \$10 million and \$25 million							
CEO/Executive Director	192	\$290,323	\$135,383	\$174,003	\$231,947	\$352,811	\$526,231
Top Administrative Position	29	\$200,188	\$114,625	\$126,247	\$179,248	\$197,203	\$385,767
Top Business Position	18	\$160,669		\$116,828	\$173,874	\$202,719	
Top Development Position	25	\$154,278	\$111,363	\$122,869	\$153,584	\$169,310	\$196,761
Top Education Position	10	\$151,719		\$117,998	\$130,538	\$172,762	
Top Facilities Position	11	\$158,709		\$109,681	\$119,159	\$175,252	
Top Finance Position	125	\$165,702	\$91,283	\$116,061	\$152,881	\$194,068	\$260,062
Top Human Resources Position	18	\$133,226		\$122,093	\$131,705	\$152,117	
Top Legal Position	7	\$229,038			\$220,033		
Top Marketing Position	18	\$152,723		\$122,141	\$141,162	\$189,324	
Top Operations Position	48	\$190,442	\$110,490	\$125,125	\$161,896	\$244,574	\$287,976
Top PR/Communications Position	6	\$157,201			\$149,549		

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
Between \$10 million and \$25 million							
Top Program Position	9	\$152,764			\$157,698		
Top Technology Position	20	\$154,131	\$118,273	\$135,065	\$149,980	\$165,775	\$189,753
Between \$25 million and \$50 million							
CEO/Executive Director	78	\$367,146	\$152,403	\$216,999	\$328,641	\$447,758	\$581,813
Top Administrative Position	15	\$256,019		\$148,868	\$183,224	\$353,975	
Top Business Position	6	\$174,465			\$159,609		
Top Development Position	21	\$169,714	\$127,528	\$149,706	\$163,123	\$189,564	\$229,014
Top Education Position	6	\$157,896			\$146,897		
Top Finance Position	56	\$198,719	\$108,861	\$151,418	\$193,147	\$232,962	\$291,052
Top Human Resources Position	15	\$161,310		\$137,408	\$150,309	\$176,910	
Top Legal Position	7	\$306,951			\$276,034		
Top Marketing Position	10	\$193,801		\$147,451	\$159,950	\$240,586	
Top Operations Position	23	\$240,182	\$121,078	\$184,014	\$231,387	\$262,028	\$364,949
Top Program Position	7	\$169,215			\$164,299		
Top Technology Position	10	\$152,298		\$133,860	\$137,666	\$175,148	
Greater than \$50 million							
CEO/Executive Director	73	\$811,954	\$232,782	\$409,271	\$556,952	\$943,399	\$1,429,274
Top Administrative Position	14	\$276,334		\$196,646	\$241,383	\$316,332	
Top Business Position	6	\$257,491			\$239,711		
Top Development Position	17	\$206,388		\$165,957	\$191,436	\$225,855	
Top Finance Position	65	\$388,403	\$160,562	\$211,895	\$311,160	\$407,138	\$559,161
Top Human Resources Position	32	\$246,105	\$167,513	\$175,570	\$212,310	\$294,297	\$369,776
Top Legal Position	11	\$394,878		\$230,669	\$281,543	\$417,086	
Top Marketing Position	5	\$182,196			\$179,327		
Top Operations Position	40	\$322,685	\$210,054	\$231,600	\$285,868	\$377,891	\$452,461
Top Program Position	7	\$222,101			\$198,579		

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
Greater than \$50 million							
Top Technology Position	25	\$287,755	\$153,759	\$173,015	\$209,465	\$370,477	\$547,269
<b>Massachusetts</b>							
\$250 thousand or less							
CEO/Executive Director	452	\$48,235	\$21,600	\$31,636	\$45,000	\$60,352	\$76,981
Top Administrative Position	6	\$46,195			\$41,924		
Top Business Position	9	\$94,238			\$103,143		
Top Finance Position	23	\$33,609	\$16,818	\$21,872	\$33,861	\$42,150	\$46,392
Top Operations Position	7	\$46,954			\$52,000		
Top Program Position	8	\$48,210			\$46,548		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	422	\$75,357	\$37,675	\$53,210	\$72,241	\$89,659	\$109,508
Top Administrative Position	11	\$62,873		\$33,763	\$49,400	\$80,799	
Top Business Position	7	\$140,735			\$120,761		
Top Finance Position	29	\$64,509	\$18,724	\$33,473	\$55,939	\$90,000	\$117,360
Top Operations Position	8	\$56,311			\$47,794		
Top Program Position	12	\$64,829		\$45,185	\$52,139	\$68,957	
Between \$500 thousand and \$1 million							
CEO/Executive Director	491	\$96,774	\$48,000	\$64,524	\$86,625	\$118,847	\$154,902
Top Administrative Position	12	\$65,265		\$44,430	\$62,281	\$72,998	
Top Business Position	13	\$129,369		\$95,644	\$127,393	\$159,738	
Top Finance Position	32	\$85,175	\$40,476	\$54,887	\$72,321	\$113,758	\$146,788
Top Operations Position	10	\$81,352		\$56,750	\$86,515	\$102,759	
Top Program Position	5	\$86,903			\$82,775		
Between \$1 million and \$2.5 million							
CEO/Executive Director	632	\$129,599	\$65,741	\$87,913	\$110,432	\$150,874	\$208,679

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
Between \$1 million and \$2.5 million							
Top Administrative Position	31	\$131,061	\$69,941	\$89,396	\$119,771	\$167,501	\$209,497
Top Business Position	25	\$133,520	\$67,425	\$86,103	\$112,833	\$172,673	\$218,719
Top Development Position	9	\$110,282			\$109,512		
Top Finance Position	81	\$98,496	\$38,658	\$62,825	\$85,000	\$113,338	\$151,596
Top Legal Position	5	\$157,926			\$141,007		
Top Operations Position	27	\$127,747	\$63,923	\$78,247	\$124,167	\$141,964	\$207,841
Top Program Position	14	\$99,344		\$83,027	\$110,172	\$121,513	
Between \$2.5 million and \$5 million							
CEO/Executive Director	361	\$168,694	\$89,878	\$116,642	\$144,917	\$191,744	\$256,718
Top Administrative Position	39	\$154,985	\$73,807	\$109,769	\$137,596	\$198,847	\$226,933
Top Business Position	21	\$117,089	\$68,177	\$74,999	\$108,735	\$140,984	\$199,797
Top Development Position	19	\$139,042		\$109,446	\$135,513	\$157,228	
Top Facilities Position	12	\$150,614		\$130,509	\$147,081	\$170,041	
Top Finance Position	107	\$114,389	\$59,923	\$87,919	\$108,760	\$129,229	\$168,554
Top Legal Position	8	\$157,287			\$160,718		
Top Operations Position	43	\$131,044	\$63,974	\$97,114	\$123,590	\$163,178	\$201,668
Top Program Position	18	\$119,352		\$108,796	\$127,504	\$140,139	
Top Technology Position	5	\$179,132			\$162,424		
Between \$5 million and \$10 million							
CEO/Executive Director	284	\$236,098	\$113,316	\$150,000	\$190,896	\$261,038	\$344,928
Top Administrative Position	44	\$183,339	\$112,221	\$123,069	\$143,316	\$225,629	\$326,522
Top Business Position	14	\$174,322		\$115,929	\$149,332	\$224,707	
Top Development Position	33	\$145,932	\$104,199	\$119,404	\$144,197	\$157,861	\$187,062
Top Facilities Position	15	\$174,409		\$146,745	\$172,563	\$205,418	
Top Finance Position	138	\$150,825	\$85,092	\$107,505	\$131,796	\$163,478	\$194,171
Top Human Resources Position	12	\$140,774		\$111,611	\$133,760	\$161,656	

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
Between \$5 million and \$10 million							
Top Legal Position	10	\$186,693		\$162,311	\$181,637	\$213,417	
Top Operations Position	42	\$175,542	\$100,305	\$126,411	\$151,600	\$189,930	\$207,304
Top PR/Communications Position	10	\$147,269		\$123,025	\$149,226	\$158,282	
Top Program Position	18	\$137,811		\$110,118	\$141,506	\$164,276	
Top Technology Position	6	\$177,380			\$171,075		
Between \$10 million and \$25 million							
CEO/Executive Director	287	\$265,566	\$125,087	\$156,856	\$211,773	\$307,099	\$423,576
Top Administrative Position	44	\$167,671	\$114,173	\$127,041	\$148,959	\$170,765	\$242,488
Top Business Position	20	\$185,666	\$111,089	\$127,257	\$172,088	\$218,391	\$305,035
Top Development Position	50	\$153,956	\$106,996	\$124,507	\$144,028	\$167,332	\$201,204
Top Education Position	11	\$159,557		\$120,776	\$142,181	\$175,945	
Top Facilities Position	9	\$178,010			\$132,578		
Top Finance Position	200	\$162,995	\$98,246	\$114,289	\$141,543	\$182,196	\$242,462
Top Human Resources Position	15	\$141,094		\$115,959	\$123,974	\$141,990	
Top Legal Position	8	\$226,501			\$208,862		
Top Marketing Position	19	\$161,533		\$128,027	\$144,528	\$183,420	
Top Operations Position	88	\$182,685	\$111,185	\$135,255	\$166,657	\$203,979	\$281,736
Top PR/Communications Position	9	\$155,792			\$141,154		
Top Program Position	18	\$144,598		\$118,110	\$138,007	\$158,918	
Top Technology Position	22	\$138,662	\$110,747	\$115,902	\$133,673	\$155,110	\$167,916
Between \$25 million and \$50 million							
CEO/Executive Director	130	\$351,425	\$143,982	\$204,339	\$313,196	\$437,060	\$600,958
Top Administrative Position	9	\$163,840			\$154,955		
Top Development Position	44	\$203,591	\$136,151	\$156,309	\$193,819	\$233,924	\$281,666
Top Education Position	8	\$180,940			\$147,379		
Top Facilities Position	8	\$146,693			\$146,485		

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
Between \$25 million and \$50 million							
Top Finance Position	102	\$227,396	\$121,601	\$150,491	\$188,654	\$250,993	\$321,694
Top Human Resources Position	12	\$176,336		\$132,890	\$160,603	\$188,818	
Top Marketing Position	14	\$217,347		\$164,458	\$205,939	\$226,548	
Top Operations Position	46	\$222,523	\$125,587	\$157,584	\$194,752	\$282,477	\$331,238
Top PR/Communications Position	6	\$218,033			\$196,592		
Top Program Position	10	\$202,734		\$150,682	\$179,674	\$243,557	
Top Technology Position	18	\$171,902		\$143,738	\$168,459	\$181,907	
Greater than \$50 million							
CEO/Executive Director	152	\$665,189	\$223,056	\$366,650	\$542,237	\$784,360	\$1,307,782
Top Administrative Position	18	\$276,403		\$202,408	\$278,293	\$312,421	
Top Business Position	10	\$270,206		\$194,106	\$274,506	\$308,946	
Top Development Position	47	\$268,782	\$157,658	\$189,258	\$253,437	\$318,919	\$417,988
Top Education Position	16	\$320,060		\$218,671	\$271,481	\$328,077	
Top Facilities Position	6	\$240,133			\$233,579		
Top Finance Position	123	\$339,102	\$148,781	\$190,183	\$281,963	\$378,793	\$572,728
Top Human Resources Position	48	\$274,019	\$143,757	\$173,486	\$214,582	\$310,890	\$452,889
Top Legal Position	28	\$335,187	\$155,474	\$201,110	\$260,960	\$364,755	\$705,322
Top Marketing Position	9	\$257,753			\$245,315		
Top Operations Position	58	\$378,498	\$175,910	\$234,615	\$313,689	\$444,017	\$666,744
Top PR/Communications Position	13	\$233,650		\$182,082	\$202,425	\$299,556	
Top Program Position	12	\$228,820		\$185,680	\$221,482	\$275,508	
Top Technology Position	44	\$288,779	\$145,804	\$170,337	\$220,883	\$348,204	\$459,964

## Michigan

\$250 thousand or less

CEO/Executive Director	531	\$42,480	\$19,669	\$28,019	\$39,965	\$52,830	\$68,400
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## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
\$250 thousand or less							
Top Administrative Position	20	\$37,219	\$16,685	\$19,808	\$31,500	\$39,229	\$73,134
Top Finance Position	24	\$38,956	\$19,045	\$28,455	\$39,829	\$49,739	\$58,076
Top Operations Position	5	\$39,030			\$37,769		
Top Program Position	8	\$46,629			\$40,628		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	435	\$65,225	\$32,231	\$44,669	\$58,267	\$76,158	\$103,471
Top Administrative Position	17	\$42,404		\$29,000	\$38,209	\$51,773	
Top Finance Position	26	\$45,315	\$19,724	\$23,350	\$41,020	\$51,317	\$72,948
Top Operations Position	8	\$51,014			\$37,616		
Between \$500 thousand and \$1 million							
CEO/Executive Director	434	\$81,570	\$40,175	\$55,066	\$73,316	\$99,655	\$131,196
Top Administrative Position	28	\$65,975	\$41,256	\$45,568	\$60,113	\$73,616	\$108,853
Top Business Position	19	\$92,053		\$79,899	\$86,338	\$114,822	
Top Finance Position	43	\$58,852	\$23,973	\$38,306	\$50,626	\$72,802	\$106,902
Top Operations Position	10	\$68,484		\$47,457	\$57,031	\$70,185	
Top Program Position	8	\$62,143			\$59,154		
Between \$1 million and \$2.5 million							
CEO/Executive Director	558	\$104,684	\$53,949	\$71,642	\$91,911	\$124,300	\$176,277
Top Administrative Position	29	\$85,381	\$42,901	\$65,278	\$89,614	\$102,490	\$127,221
Top Business Position	18	\$128,029		\$85,997	\$117,730	\$161,132	
Top Development Position	6	\$103,994			\$115,490		
Top Finance Position	78	\$89,674	\$36,052	\$49,897	\$70,710	\$102,800	\$150,711
Top Operations Position	11	\$104,270		\$69,179	\$92,521	\$136,168	
Top Program Position	6	\$86,282			\$83,048		
Between \$2.5 million and \$5 million							
CEO/Executive Director	318	\$147,538	\$75,918	\$100,833	\$127,080	\$170,821	\$241,125

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
Between \$2.5 million and \$5 million							
Top Administrative Position	29	\$131,508	\$73,252	\$105,192	\$124,554	\$156,407	\$177,974
Top Business Position	14	\$133,920		\$102,574	\$126,299	\$173,613	
Top Development Position	7	\$103,838			\$117,490		
Top Finance Position	97	\$102,627	\$56,954	\$68,621	\$89,816	\$123,085	\$150,797
Top Operations Position	22	\$119,158	\$58,718	\$69,154	\$100,022	\$131,802	\$224,572
Top Program Position	6	\$166,106			\$158,539		
Between \$5 million and \$10 million							
CEO/Executive Director	221	\$177,396	\$92,250	\$115,928	\$156,645	\$203,539	\$273,656
Top Administrative Position	19	\$145,366		\$105,205	\$135,000	\$171,989	
Top Business Position	6	\$172,832			\$160,899		
Top Development Position	9	\$134,863			\$128,765		
Top Facilities Position	6	\$150,805			\$145,117		
Top Finance Position	89	\$110,523	\$66,413	\$84,186	\$103,880	\$133,074	\$165,012
Top Marketing Position	5	\$97,697			\$107,379		
Top Operations Position	30	\$150,728	\$92,988	\$115,898	\$132,888	\$171,287	\$210,198
Top Technology Position	6	\$133,439			\$130,599		
Between \$10 million and \$25 million							
CEO/Executive Director	201	\$235,698	\$119,371	\$145,770	\$201,594	\$277,510	\$380,018
Top Administrative Position	17	\$172,667		\$135,399	\$165,806	\$214,770	
Top Business Position	8	\$145,175			\$133,143		
Top Development Position	14	\$137,416		\$120,341	\$139,203	\$159,256	
Top Education Position	5	\$129,996			\$141,194		
Top Finance Position	131	\$137,268	\$73,512	\$103,960	\$130,822	\$161,738	\$197,944
Top Human Resources Position	13	\$145,182		\$128,163	\$136,310	\$152,233	
Top Marketing Position	10	\$138,922		\$120,120	\$128,151	\$143,369	
Top Operations Position	54	\$146,226	\$91,566	\$118,047	\$139,806	\$168,979	\$199,763

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
Between \$10 million and \$25 million							
Top Program Position	8	\$136,576			\$139,238		
Top Technology Position	9	\$140,031			\$137,529		
Between \$25 million and \$50 million							
CEO/Executive Director	93	\$316,145	\$116,857	\$186,532	\$265,726	\$357,908	\$493,696
Top Administrative Position	9	\$157,970			\$141,851		
Top Business Position	6	\$154,591			\$160,304		
Top Development Position	9	\$175,162			\$152,138		
Top Finance Position	69	\$177,924	\$102,086	\$129,813	\$169,080	\$201,521	\$261,478
Top Human Resources Position	16	\$163,721		\$125,112	\$147,741	\$192,878	
Top Operations Position	31	\$198,574	\$121,782	\$146,458	\$186,764	\$246,878	\$291,932
Top Program Position	5	\$125,771			\$134,000		
Top Technology Position	13	\$160,066		\$137,563	\$160,516	\$203,580	
Greater than \$50 million							
CEO/Executive Director	96	\$845,874	\$243,702	\$326,835	\$487,838	\$716,672	\$1,555,327
Top Administrative Position	12	\$328,591		\$191,646	\$261,342	\$338,534	
Top Development Position	21	\$220,605	\$127,870	\$139,828	\$209,667	\$269,907	\$389,380
Top Education Position	5	\$226,743			\$188,605		
Top Facilities Position	5	\$150,412			\$156,249		
Top Finance Position	76	\$314,161	\$145,024	\$184,781	\$228,406	\$298,493	\$431,378
Top Human Resources Position	27	\$277,535	\$131,294	\$159,754	\$222,183	\$286,704	\$416,294
Top Legal Position	9	\$308,049			\$311,590		
Top Marketing Position	5	\$315,805			\$234,523		
Top Operations Position	24	\$399,434	\$188,492	\$248,633	\$327,495	\$412,286	\$680,474
Top Technology Position	24	\$232,352	\$140,321	\$169,223	\$189,856	\$241,676	\$339,727

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
\$250 thousand or less							
CEO/Executive Director	495	\$44,154	\$21,876	\$28,833	\$41,167	\$54,533	\$70,140
Top Administrative Position	12	\$35,829		\$21,637	\$34,517	\$40,454	
Top Finance Position	16	\$39,449		\$20,498	\$28,838	\$48,660	
Top Operations Position	7	\$34,551			\$34,434		
Top Program Position	14	\$34,205		\$23,529	\$33,912	\$41,401	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	382	\$67,384	\$36,199	\$49,799	\$60,998	\$79,686	\$104,255
Top Administrative Position	13	\$52,358		\$36,508	\$46,886	\$63,408	
Top Finance Position	16	\$45,127		\$23,673	\$34,060	\$59,477	
Top Operations Position	7	\$63,356			\$52,207		
Between \$500 thousand and \$1 million							
CEO/Executive Director	430	\$83,478	\$43,308	\$57,355	\$76,289	\$102,078	\$131,371
Top Administrative Position	14	\$61,221		\$46,845	\$55,825	\$67,485	
Top Business Position	13	\$107,284		\$49,344	\$107,094	\$169,774	
Top Finance Position	29	\$73,195	\$34,147	\$41,895	\$59,934	\$109,411	\$135,406
Top Operations Position	7	\$80,004			\$70,495		
Top Program Position	6	\$59,033			\$54,613		
Between \$1 million and \$2.5 million							
CEO/Executive Director	490	\$106,232	\$55,219	\$73,946	\$96,342	\$125,480	\$172,885
Top Administrative Position	23	\$73,768	\$42,974	\$52,972	\$72,213	\$96,403	\$104,181
Top Business Position	19	\$98,160		\$50,311	\$68,692	\$148,453	
Top Finance Position	73	\$70,848	\$41,172	\$52,151	\$67,708	\$81,977	\$100,023
Top Operations Position	20	\$76,049	\$41,312	\$59,393	\$74,404	\$87,492	\$111,495
Top Program Position	5	\$74,458			\$68,686		
Between \$2.5 million and \$5 million							
CEO/Executive Director	258	\$139,971	\$82,873	\$101,049	\$123,082	\$163,078	\$232,733

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
Between \$2.5 million and \$5 million							
Top Administrative Position	35	\$106,127	\$54,730	\$75,160	\$97,728	\$131,096	\$164,503
Top Business Position	21	\$136,145	\$54,854	\$97,987	\$131,047	\$176,089	\$236,102
Top Finance Position	93	\$91,252	\$46,617	\$58,278	\$83,824	\$116,024	\$145,876
Top Operations Position	20	\$138,930	\$81,597	\$104,392	\$123,160	\$151,467	\$201,387
Top Program Position	5	\$105,644			\$122,279		
Between \$5 million and \$10 million							
CEO/Executive Director	220	\$169,007	\$97,889	\$115,279	\$145,947	\$200,860	\$283,534
Top Administrative Position	38	\$143,772	\$81,378	\$101,135	\$123,921	\$162,682	\$234,182
Top Business Position	15	\$138,462		\$72,714	\$157,716	\$193,417	
Top Development Position	12	\$137,768		\$120,736	\$139,740	\$144,102	
Top Finance Position	99	\$102,440	\$51,834	\$70,473	\$95,881	\$120,198	\$170,318
Top Operations Position	26	\$130,059	\$76,717	\$107,422	\$117,901	\$152,419	\$193,579
Top Technology Position	6	\$144,063			\$133,926		
Between \$10 million and \$25 million							
CEO/Executive Director	161	\$199,080	\$109,829	\$138,383	\$181,678	\$236,415	\$308,895
Top Administrative Position	39	\$189,398	\$114,141	\$133,610	\$165,479	\$203,725	\$297,838
Top Business Position	7	\$124,057			\$101,894		
Top Development Position	16	\$136,567		\$118,752	\$135,171	\$144,886	
Top Finance Position	105	\$120,679	\$81,397	\$95,198	\$118,560	\$142,970	\$172,086
Top Marketing Position	6	\$150,139			\$151,269		
Top Operations Position	33	\$156,854	\$111,136	\$124,728	\$139,161	\$176,177	\$217,732
Top Program Position	6	\$144,016			\$134,847		
Top Technology Position	5	\$142,397			\$133,413		
Between \$25 million and \$50 million							
CEO/Executive Director	70	\$352,102	\$148,848	\$211,612	\$260,201	\$428,751	\$569,008
Top Administrative Position	18	\$175,579		\$122,938	\$151,168	\$197,764	

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
Between \$25 million and \$50 million							
Top Business Position	6	\$180,278			\$177,414		
Top Development Position	14	\$184,700		\$149,797	\$180,959	\$217,715	
Top Finance Position	54	\$167,927	\$103,878	\$128,505	\$157,440	\$181,626	\$240,687
Top Human Resources Position	7	\$144,182			\$135,028		
Top Legal Position	8	\$222,586			\$218,556		
Top Marketing Position	6	\$157,955			\$157,417		
Top Operations Position	21	\$198,052	\$134,752	\$156,779	\$184,338	\$217,778	\$261,339
Top Technology Position	10	\$148,577		\$138,749	\$153,253	\$161,378	
Greater than \$50 million							
CEO/Executive Director	82	\$627,941	\$239,919	\$324,546	\$436,684	\$640,824	\$983,829
Top Administrative Position	9	\$357,158			\$270,058		
Top Business Position	7	\$260,397			\$235,265		
Top Development Position	20	\$191,613	\$128,010	\$147,328	\$163,456	\$213,703	\$313,541
Top Finance Position	70	\$391,158	\$154,739	\$198,364	\$233,962	\$430,985	\$712,611
Top Human Resources Position	24	\$284,019	\$130,230	\$158,022	\$224,305	\$339,439	\$583,262
Top Legal Position	12	\$420,535		\$264,546	\$390,636	\$525,388	
Top Marketing Position	6	\$207,152			\$196,039		
Top Operations Position	35	\$338,540	\$170,996	\$201,408	\$307,856	\$378,707	\$511,495
Top Technology Position	14	\$321,094		\$168,849	\$265,033	\$452,820	
<b>Mississippi</b>							
\$250 thousand or less							
CEO/Executive Director	173	\$39,695	\$19,866	\$26,250	\$37,158	\$46,997	\$63,508
Top Finance Position	9	\$30,761			\$27,285		
Top Operations Position	5	\$50,862			\$45,000		

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Mississippi</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	102	\$66,208	\$33,808	\$43,922	\$56,190	\$85,099	\$107,483
Top Administrative Position	5	\$54,487			\$61,738		
Between \$500 thousand and \$1 million							
CEO/Executive Director	115	\$81,134	\$34,422	\$49,609	\$75,195	\$101,289	\$126,421
Top Business Position	5	\$80,754			\$77,081		
Top Finance Position	10	\$49,905		\$26,837	\$54,803	\$69,652	
Between \$1 million and \$2.5 million							
CEO/Executive Director	120	\$108,009	\$48,000	\$61,981	\$84,882	\$126,285	\$186,000
Top Finance Position	13	\$56,894		\$36,526	\$48,960	\$74,480	
Between \$2.5 million and \$5 million							
CEO/Executive Director	57	\$135,881	\$64,413	\$82,767	\$112,501	\$166,425	\$220,443
Top Administrative Position	5	\$111,117			\$130,196		
Top Finance Position	22	\$82,473	\$44,158	\$55,129	\$72,982	\$92,162	\$142,416
Top Operations Position	9	\$108,167			\$95,499		
Between \$5 million and \$10 million							
CEO/Executive Director	42	\$146,771	\$66,356	\$89,185	\$144,799	\$196,172	\$223,887
Top Administrative Position	5	\$136,451			\$120,270		
Top Finance Position	23	\$96,179	\$52,963	\$69,118	\$90,716	\$117,695	\$134,201
Top Operations Position	6	\$125,046			\$99,119		
Between \$10 million and \$25 million							
CEO/Executive Director	42	\$215,888	\$110,244	\$141,654	\$191,631	\$251,179	\$316,980
Top Administrative Position	6	\$150,078			\$138,711		
Top Finance Position	23	\$128,715	\$72,813	\$80,109	\$107,129	\$137,174	\$184,053
Top Human Resources Position	5	\$113,253			\$130,625		
Top Operations Position	5	\$151,248			\$136,514		
Top Technology Position	5	\$130,377			\$121,798		

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Mississippi</b>							
Between \$25 million and \$50 million							
CEO/Executive Director	11	\$311,625		\$138,752	\$157,241	\$254,151	
Top Finance Position	5	\$142,626			\$140,494		
Greater than \$50 million							
CEO/Executive Director	23	\$412,126	\$248,609	\$300,640	\$372,043	\$482,950	\$614,303
Top Administrative Position	10	\$301,574		\$229,996	\$318,935	\$342,704	
Top Finance Position	20	\$211,241	\$126,986	\$154,326	\$190,754	\$227,814	\$314,871
Top Human Resources Position	6	\$208,714			\$205,266		
Top Operations Position	6	\$291,170			\$288,029		
Top Technology Position	5	\$192,544			\$146,820		
<b>Missouri</b>							
\$250 thousand or less							
CEO/Executive Director	377	\$44,727	\$21,582	\$29,292	\$40,500	\$56,978	\$74,252
Top Administrative Position	13	\$33,660		\$26,400	\$34,039	\$40,780	
Top Business Position	7	\$49,295			\$49,063		
Top Finance Position	14	\$49,694		\$20,550	\$27,139	\$53,705	
Top Program Position	8	\$37,801			\$35,530		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	301	\$66,517	\$30,000	\$43,000	\$60,000	\$83,970	\$109,844
Top Administrative Position	21	\$33,469	\$18,850	\$24,000	\$31,500	\$37,698	\$54,935
Top Finance Position	18	\$50,005		\$27,202	\$38,012	\$68,457	
Top Operations Position	5	\$44,747			\$44,769		
Top Program Position	5	\$44,317			\$46,910		
Between \$500 thousand and \$1 million							
CEO/Executive Director	293	\$81,192	\$39,256	\$55,000	\$74,339	\$97,250	\$133,564
Top Administrative Position	12	\$50,392		\$38,737	\$41,384	\$50,325	



## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
Between \$500 thousand and \$1 million							
Top Business Position	13	\$107,164		\$103,920	\$119,675	\$125,478	
Top Finance Position	19	\$71,020		\$45,183	\$59,275	\$83,492	
Top Operations Position	10	\$69,856		\$45,024	\$75,638	\$84,757	
Between \$1 million and \$2.5 million							
CEO/Executive Director	379	\$113,134	\$56,188	\$72,438	\$98,493	\$138,241	\$187,716
Top Administrative Position	24	\$90,556	\$38,314	\$49,533	\$80,482	\$110,138	\$156,106
Top Business Position	22	\$132,169	\$85,566	\$89,377	\$132,956	\$148,899	\$189,714
Top Finance Position	53	\$88,604	\$41,031	\$57,519	\$85,422	\$114,385	\$138,975
Top Operations Position	12	\$79,818		\$66,749	\$76,139	\$93,102	
Top Program Position	5	\$126,836			\$124,791		
Between \$2.5 million and \$5 million							
CEO/Executive Director	205	\$142,622	\$78,380	\$93,856	\$120,922	\$173,203	\$218,425
Top Administrative Position	19	\$135,235		\$88,705	\$121,160	\$165,916	
Top Business Position	10	\$146,095		\$92,547	\$161,972	\$194,041	
Top Finance Position	61	\$98,618	\$43,761	\$72,827	\$95,867	\$117,830	\$143,562
Top Operations Position	26	\$112,607	\$73,417	\$84,036	\$108,846	\$122,015	\$147,917
Between \$5 million and \$10 million							
CEO/Executive Director	160	\$177,136	\$85,002	\$113,347	\$153,094	\$205,844	\$262,342
Top Administrative Position	26	\$183,257	\$101,733	\$127,888	\$178,206	\$235,161	\$277,948
Top Business Position	12	\$143,591		\$103,015	\$116,879	\$197,014	
Top Development Position	9	\$118,169			\$109,857		
Top Finance Position	81	\$108,488	\$62,717	\$82,424	\$106,449	\$130,769	\$158,127
Top Human Resources Position	6	\$125,354			\$88,861		
Top Operations Position	16	\$150,228		\$115,544	\$124,429	\$185,661	
Between \$10 million and \$25 million							
CEO/Executive Director	149	\$237,252	\$103,328	\$142,130	\$199,765	\$290,802	\$379,148

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
Between \$10 million and \$25 million							
Top Administrative Position	24	\$201,732	\$126,800	\$163,001	\$179,409	\$227,639	\$291,454
Top Business Position	7	\$146,110			\$135,368		
Top Development Position	13	\$139,943		\$124,945	\$143,740	\$158,755	
Top Finance Position	85	\$130,452	\$66,404	\$96,047	\$125,676	\$150,970	\$188,678
Top Human Resources Position	8	\$113,162			\$125,148		
Top Marketing Position	7	\$170,917			\$132,859		
Top Operations Position	37	\$143,556	\$102,627	\$115,095	\$135,537	\$154,404	\$189,698
Top Technology Position	6	\$128,577			\$124,980		
Between \$25 million and \$50 million							
CEO/Executive Director	70	\$309,097	\$155,405	\$188,391	\$287,655	\$342,163	\$463,822
Top Administrative Position	21	\$202,258	\$122,297	\$154,497	\$186,561	\$214,485	\$256,369
Top Development Position	10	\$158,256		\$133,303	\$148,898	\$181,686	
Top Finance Position	35	\$191,407	\$104,690	\$128,207	\$184,229	\$229,717	\$288,942
Top Human Resources Position	6	\$160,773			\$155,028		
Top Operations Position	18	\$244,608		\$141,951	\$179,781	\$240,988	
Top Technology Position	9	\$230,240			\$162,403		
Greater than \$50 million							
CEO/Executive Director	69	\$832,774	\$212,137	\$329,262	\$512,025	\$733,740	\$1,523,119
Top Administrative Position	13	\$356,207		\$207,760	\$279,310	\$539,095	
Top Development Position	11	\$195,717		\$137,418	\$171,643	\$237,461	
Top Education Position	6	\$179,377			\$184,747		
Top Finance Position	62	\$423,341	\$146,040	\$187,878	\$256,185	\$365,853	\$660,941
Top Human Resources Position	17	\$276,237		\$189,523	\$235,609	\$292,336	
Top Legal Position	12	\$510,147		\$251,315	\$315,965	\$457,446	
Top Marketing Position	5	\$180,413			\$146,734		
Top Operations Position	32	\$439,433	\$145,563	\$181,531	\$229,917	\$367,135	\$730,753

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
Greater than \$50 million							
Top Technology Position	16	\$292,335		\$177,936	\$216,436	\$280,485	
<b>Montana</b>							
\$250 thousand or less							
CEO/Executive Director	157	\$41,770	\$20,620	\$28,560	\$39,600	\$47,990	\$62,491
Top Finance Position	5	\$28,269			\$27,000		
Top Program Position	5	\$26,778			\$23,091		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	141	\$62,331	\$34,670	\$42,356	\$53,912	\$71,211	\$98,496
Top Administrative Position	7	\$79,715			\$64,117		
Top Finance Position	6	\$30,179			\$30,958		
Between \$500 thousand and \$1 million							
CEO/Executive Director	124	\$69,712	\$37,581	\$47,995	\$63,816	\$82,647	\$102,048
Top Business Position	5	\$127,133			\$122,275		
Top Finance Position	5	\$36,548			\$40,455		
Top Operations Position	5	\$55,898			\$54,898		
Between \$1 million and \$2.5 million							
CEO/Executive Director	117	\$92,521	\$46,613	\$63,399	\$82,770	\$104,918	\$149,047
Top Administrative Position	6	\$95,590			\$94,433		
Top Finance Position	21	\$66,368	\$32,900	\$41,682	\$69,080	\$81,172	\$105,240
Between \$2.5 million and \$5 million							
CEO/Executive Director	52	\$110,268	\$60,180	\$71,093	\$93,576	\$130,236	\$175,872
Top Administrative Position	7	\$102,373			\$98,471		
Top Finance Position	14	\$63,240		\$45,920	\$61,248	\$76,691	
Between \$5 million and \$10 million							
CEO/Executive Director	51	\$134,959	\$79,178	\$94,599	\$121,563	\$153,267	\$195,666

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Montana</b>							
Between \$5 million and \$10 million							
Top Administrative Position	7	\$157,713			\$162,828		
Top Finance Position	35	\$82,846	\$52,251	\$63,678	\$79,297	\$93,812	\$138,200
Top Operations Position	9	\$94,822			\$98,501		
Between \$10 million and \$25 million							
CEO/Executive Director	30	\$180,713	\$87,147	\$119,266	\$154,294	\$242,623	\$294,654
Top Administrative Position	8	\$222,533			\$219,105		
Top Finance Position	24	\$116,238	\$68,802	\$90,957	\$109,848	\$148,727	\$172,656
Top Operations Position	7	\$150,151			\$150,999		
Between \$25 million and \$50 million							
CEO/Executive Director	14	\$256,489		\$161,078	\$267,565	\$304,784	
Top Finance Position	15	\$195,752		\$123,248	\$150,051	\$182,583	
Top Operations Position	5	\$181,267			\$168,515		
Greater than \$50 million							
CEO/Executive Director	11	\$641,950		\$309,239	\$415,053	\$844,118	
Top Finance Position	11	\$256,472		\$124,903	\$163,644	\$366,041	
<b>Nebraska</b>							
\$250 thousand or less							
CEO/Executive Director	155	\$42,138	\$21,772	\$29,768	\$41,393	\$49,928	\$61,323
Top Finance Position	12	\$32,191		\$20,190	\$23,711	\$32,918	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	133	\$66,010	\$33,779	\$43,663	\$63,000	\$77,557	\$103,831
Top Administrative Position	6	\$52,355			\$54,992		
Top Finance Position	9	\$48,379			\$41,025		
Between \$500 thousand and \$1 million							
CEO/Executive Director	127	\$74,965	\$39,505	\$51,415	\$70,570	\$97,319	\$115,851

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nebraska</b>							
Between \$500 thousand and \$1 million							
Top Finance Position	11	\$49,973		\$29,067	\$42,195	\$61,475	
Between \$1 million and \$2.5 million							
CEO/Executive Director	124	\$108,641	\$62,131	\$73,686	\$98,285	\$124,766	\$169,568
Top Administrative Position	11	\$94,239		\$68,614	\$80,000	\$113,800	
Top Finance Position	10	\$88,698		\$56,549	\$65,870	\$108,662	
Between \$2.5 million and \$5 million							
CEO/Executive Director	72	\$125,349	\$59,677	\$87,362	\$114,985	\$137,615	\$202,717
Top Finance Position	17	\$81,615		\$66,764	\$69,610	\$100,461	
Between \$5 million and \$10 million							
CEO/Executive Director	52	\$193,639	\$94,896	\$108,528	\$140,384	\$189,434	\$311,455
Top Administrative Position	5	\$168,631			\$137,024		
Top Finance Position	30	\$134,211	\$57,531	\$71,209	\$94,430	\$134,481	\$199,809
Top Operations Position	8	\$117,748			\$114,542		
Between \$10 million and \$25 million							
CEO/Executive Director	36	\$208,580	\$124,653	\$149,596	\$183,246	\$243,247	\$332,905
Top Development Position	7	\$146,231			\$129,825		
Top Finance Position	31	\$133,515	\$97,876	\$109,495	\$121,843	\$147,431	\$183,229
Top Operations Position	8	\$192,554			\$155,427		
Between \$25 million and \$50 million							
CEO/Executive Director	18	\$272,299		\$201,853	\$249,314	\$316,454	
Top Finance Position	14	\$171,762		\$143,008	\$158,992	\$184,209	
Greater than \$50 million							
CEO/Executive Director	28	\$511,962	\$300,495	\$357,284	\$469,998	\$557,818	\$883,385
Top Finance Position	16	\$260,587		\$165,589	\$198,128	\$231,976	
Top Legal Position	5	\$228,414			\$200,483		
Top Operations Position	8	\$366,876			\$202,643		

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nevada</b>							
\$250 thousand or less							
CEO/Executive Director	94	\$46,650	\$20,191	\$31,283	\$44,537	\$57,040	\$78,142
Top Finance Position	5	\$34,963			\$21,306		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	68	\$71,827	\$31,766	\$47,555	\$66,682	\$92,040	\$110,898
Top Finance Position	7	\$85,860			\$77,338		
Between \$500 thousand and \$1 million							
CEO/Executive Director	84	\$82,743	\$40,536	\$58,255	\$76,112	\$101,041	\$121,597
Top Operations Position	5	\$67,483			\$60,000		
Between \$1 million and \$2.5 million							
CEO/Executive Director	93	\$112,151	\$65,140	\$76,764	\$100,863	\$135,746	\$161,769
Top Business Position	6	\$139,650			\$134,526		
Top Education Position	5	\$87,062			\$106,335		
Top Finance Position	25	\$82,234	\$37,251	\$46,872	\$62,740	\$94,792	\$158,744
Between \$2.5 million and \$5 million							
CEO/Executive Director	47	\$158,412	\$87,038	\$108,267	\$141,854	\$190,502	\$232,265
Top Finance Position	14	\$95,558		\$77,720	\$94,927	\$117,413	
Between \$5 million and \$10 million							
CEO/Executive Director	31	\$187,555	\$99,440	\$131,789	\$165,448	\$227,818	\$291,396
Top Finance Position	13	\$137,342		\$65,593	\$121,568	\$166,621	
Top Operations Position	8	\$154,779			\$146,921		
Between \$10 million and \$25 million							
CEO/Executive Director	18	\$227,009		\$158,128	\$203,806	\$258,131	
Top Finance Position	12	\$162,457		\$115,463	\$146,017	\$185,625	
Top Operations Position	5	\$218,346			\$216,645		

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nevada</b>							
Between \$25 million and \$50 million							
CEO/Executive Director	18	\$312,162		\$241,385	\$340,122	\$393,922	
Top Finance Position	13	\$213,082		\$157,634	\$210,735	\$229,530	
Top Operations Position	9	\$195,565			\$199,225		
<b>New Hampshire</b>							
\$250 thousand or less							
CEO/Executive Director	135	\$45,366	\$21,136	\$32,678	\$42,934	\$56,967	\$67,032
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	98	\$69,665	\$35,068	\$50,169	\$63,373	\$81,064	\$106,609
Between \$500 thousand and \$1 million							
CEO/Executive Director	106	\$81,217	\$44,762	\$58,706	\$72,678	\$93,819	\$124,924
Top Administrative Position	6	\$50,053			\$56,865		
Top Business Position	6	\$77,970			\$66,780		
Top Finance Position	6	\$61,474			\$66,004		
Between \$1 million and \$2.5 million							
CEO/Executive Director	112	\$107,461	\$59,248	\$71,242	\$97,189	\$122,730	\$169,272
Top Finance Position	12	\$68,136		\$45,967	\$57,490	\$63,273	
Between \$2.5 million and \$5 million							
CEO/Executive Director	51	\$133,737	\$89,358	\$102,923	\$122,061	\$153,953	\$183,995
Top Finance Position	16	\$108,600		\$69,320	\$93,895	\$121,732	
Between \$5 million and \$10 million							
CEO/Executive Director	38	\$202,991	\$114,560	\$135,090	\$167,925	\$206,642	\$278,861
Top Finance Position	17	\$127,647		\$86,749	\$96,294	\$124,662	
Between \$10 million and \$25 million							
CEO/Executive Director	51	\$221,505	\$115,056	\$152,229	\$179,063	\$254,414	\$400,123

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Hampshire</b>							
Between \$10 million and \$25 million							
Top Development Position	8	\$161,662			\$166,627		
Top Finance Position	36	\$152,872	\$96,104	\$117,845	\$132,276	\$170,902	\$212,699
Top Human Resources Position	6	\$128,184			\$129,950		
Top Operations Position	11	\$173,436		\$137,222	\$150,744	\$212,642	
Between \$25 million and \$50 million							
CEO/Executive Director	14	\$268,108		\$164,744	\$249,148	\$299,284	
Top Finance Position	16	\$187,037		\$141,282	\$189,819	\$225,157	
Greater than \$50 million							
CEO/Executive Director	26	\$566,203	\$225,327	\$310,738	\$448,384	\$881,813	\$990,296
Top Development Position	5	\$218,412			\$229,546		
Top Finance Position	20	\$301,657	\$164,370	\$188,974	\$275,016	\$362,944	\$538,370
Top Human Resources Position	10	\$277,123		\$190,632	\$262,952	\$321,368	
Top Legal Position	5	\$347,324			\$272,367		
Top Operations Position	10	\$345,488		\$206,532	\$288,530	\$406,069	
Top Technology Position	5	\$211,410			\$228,430		
<b>New Jersey</b>							
\$250 thousand or less							
CEO/Executive Director	294	\$43,774	\$21,441	\$26,290	\$39,040	\$55,599	\$70,229
Top Administrative Position	8	\$45,259			\$40,393		
Top Finance Position	20	\$37,188	\$16,673	\$19,506	\$30,988	\$38,267	\$58,804
Top Program Position	5	\$44,575			\$51,000		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	285	\$68,312	\$30,000	\$45,158	\$63,191	\$83,804	\$104,953
Top Administrative Position	6	\$49,715			\$38,007		
Top Finance Position	16	\$45,878		\$27,158	\$43,675	\$57,742	



## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	331	\$96,342	\$47,200	\$63,470	\$86,386	\$109,642	\$155,876
Top Administrative Position	6	\$84,193			\$82,923		
Top Business Position	5	\$115,460			\$106,092		
Top Finance Position	26	\$72,591	\$39,175	\$43,697	\$60,418	\$89,252	\$133,258
Top Operations Position	7	\$74,453			\$66,000		
Top Program Position	5	\$77,489			\$63,598		
Between \$1 million and \$2.5 million							
CEO/Executive Director	441	\$139,261	\$67,920	\$89,600	\$118,299	\$162,783	\$236,812
Top Administrative Position	19	\$117,884		\$86,451	\$114,857	\$152,710	
Top Business Position	12	\$148,280		\$122,989	\$157,162	\$182,392	
Top Development Position	7	\$115,415			\$124,683		
Top Finance Position	62	\$117,486	\$48,097	\$70,838	\$93,709	\$147,304	\$228,031
Top Operations Position	15	\$109,537		\$74,056	\$87,550	\$107,120	
Top Program Position	9	\$119,782			\$124,600		
Between \$2.5 million and \$5 million							
CEO/Executive Director	283	\$161,449	\$79,617	\$106,577	\$136,156	\$185,193	\$281,422
Top Administrative Position	22	\$139,269	\$69,036	\$77,138	\$131,789	\$178,141	\$242,554
Top Business Position	23	\$169,508	\$69,527	\$104,318	\$153,885	\$224,098	\$278,252
Top Development Position	8	\$129,890			\$130,616		
Top Education Position	6	\$169,069			\$165,296		
Top Facilities Position	5	\$137,287			\$125,921		
Top Finance Position	77	\$110,051	\$60,879	\$74,949	\$93,800	\$124,837	\$193,708
Top Marketing Position	5	\$146,162			\$152,763		
Top Operations Position	21	\$135,201	\$78,264	\$91,430	\$115,696	\$164,842	\$250,000
Top Technology Position	6	\$137,293			\$118,051		

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
Between \$5 million and \$10 million							
CEO/Executive Director	260	\$193,581	\$109,460	\$132,396	\$170,704	\$223,042	\$274,355
Top Administrative Position	53	\$191,162	\$104,003	\$139,233	\$182,010	\$237,057	\$262,577
Top Business Position	26	\$191,175	\$91,291	\$124,028	\$163,603	\$273,040	\$330,098
Top Development Position	11	\$160,775		\$123,029	\$132,121	\$153,603	
Top Education Position	6	\$159,331			\$160,787		
Top Facilities Position	24	\$175,623	\$135,685	\$156,457	\$176,151	\$192,969	\$214,292
Top Finance Position	125	\$134,217	\$86,816	\$102,000	\$120,391	\$144,003	\$175,533
Top Legal Position	5	\$178,439			\$168,998		
Top Operations Position	34	\$155,755	\$103,239	\$123,893	\$143,000	\$166,917	\$223,347
Top Program Position	7	\$140,696			\$143,458		
Top Technology Position	7	\$130,098			\$120,872		
Between \$10 million and \$25 million							
CEO/Executive Director	174	\$250,635	\$131,428	\$166,022	\$209,245	\$311,016	\$442,794
Top Administrative Position	20	\$231,872	\$126,275	\$154,351	\$180,473	\$254,064	\$405,076
Top Business Position	14	\$185,458		\$142,274	\$168,174	\$217,084	
Top Development Position	22	\$155,939	\$117,516	\$128,965	\$150,414	\$177,436	\$227,979
Top Education Position	7	\$161,137			\$131,695		
Top Facilities Position	9	\$235,305			\$266,234		
Top Finance Position	118	\$151,418	\$87,581	\$111,172	\$142,768	\$182,345	\$225,152
Top Human Resources Position	13	\$110,229		\$103,289	\$121,210	\$129,098	
Top Marketing Position	12	\$142,116		\$123,791	\$133,484	\$150,685	
Top Operations Position	44	\$153,177	\$105,146	\$121,868	\$144,502	\$182,311	\$203,901
Top PR/Communications Position	5	\$157,084			\$172,926		
Top Program Position	8	\$176,788			\$163,353		
Top Technology Position	6	\$153,901			\$143,448		

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
Between \$25 million and \$50 million							
CEO/Executive Director	55	\$392,162	\$159,993	\$206,396	\$338,022	\$475,871	\$660,419
Top Development Position	15	\$198,193		\$147,060	\$163,396	\$244,835	
Top Facilities Position	5	\$159,157			\$159,894		
Top Finance Position	40	\$185,347	\$103,261	\$127,964	\$165,192	\$219,979	\$271,513
Top Human Resources Position	10	\$166,692		\$130,735	\$147,333	\$164,738	
Top Marketing Position	5	\$131,284			\$135,637		
Top Operations Position	16	\$240,449		\$198,201	\$228,150	\$273,758	
Top Technology Position	5	\$210,409			\$228,103		
Greater than \$50 million							
CEO/Executive Director	59	\$829,013	\$259,773	\$414,733	\$738,016	\$1,013,047	\$1,607,797
Top Administrative Position	12	\$329,762		\$225,442	\$274,841	\$363,661	
Top Development Position	12	\$303,245		\$197,275	\$253,632	\$298,883	
Top Education Position	10	\$237,853		\$141,004	\$171,921	\$304,720	
Top Facilities Position	5	\$326,293			\$312,865		
Top Finance Position	51	\$479,039	\$190,376	\$242,157	\$349,005	\$629,737	\$812,117
Top Human Resources Position	33	\$355,268	\$175,851	\$254,095	\$323,795	\$438,041	\$467,708
Top Legal Position	18	\$433,021		\$331,342	\$431,146	\$575,579	
Top Operations Position	24	\$357,679	\$149,951	\$263,625	\$325,083	\$440,722	\$561,016
Top Technology Position	26	\$315,408	\$129,791	\$167,438	\$298,652	\$406,676	\$466,049
<b>New Mexico</b>							
\$250 thousand or less							
CEO/Executive Director	162	\$45,867	\$22,389	\$32,189	\$43,014	\$55,000	\$69,044
Top Administrative Position	6	\$31,925			\$28,479		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	135	\$61,670	\$27,661	\$44,496	\$57,561	\$76,750	\$94,647

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Mexico</b>							
Between \$250 thousand and \$500 thousand							
Top Administrative Position	7	\$51,004			\$35,100		
Top Finance Position	7	\$48,395			\$52,700		
Between \$500 thousand and \$1 million							
CEO/Executive Director	143	\$76,571	\$42,008	\$52,919	\$70,544	\$88,602	\$125,100
Top Administrative Position	6	\$63,580			\$55,191		
Top Finance Position	7	\$52,105			\$48,678		
Between \$1 million and \$2.5 million							
CEO/Executive Director	157	\$100,790	\$48,991	\$70,000	\$89,132	\$115,207	\$167,030
Top Administrative Position	10	\$94,166		\$41,641	\$65,936	\$94,678	
Top Business Position	8	\$87,219			\$83,296		
Top Finance Position	21	\$71,455	\$45,811	\$50,357	\$71,400	\$87,177	\$107,091
Top Operations Position	5	\$90,102			\$85,719		
Between \$2.5 million and \$5 million							
CEO/Executive Director	69	\$135,970	\$73,891	\$89,039	\$125,196	\$170,303	\$215,218
Top Finance Position	29	\$85,504	\$43,348	\$59,782	\$83,707	\$110,819	\$127,200
Top Operations Position	7	\$107,801			\$79,416		
Between \$5 million and \$10 million							
CEO/Executive Director	48	\$150,926	\$82,375	\$98,848	\$139,590	\$197,358	\$223,734
Top Administrative Position	6	\$136,948			\$133,965		
Top Finance Position	22	\$106,777	\$75,043	\$82,931	\$101,892	\$117,151	\$147,079
Top Operations Position	5	\$107,664			\$110,161		
Between \$10 million and \$25 million							
CEO/Executive Director	33	\$225,798	\$123,142	\$150,078	\$194,158	\$294,176	\$340,208
Top Administrative Position	7	\$209,527			\$194,158		
Top Finance Position	21	\$120,835	\$85,078	\$91,198	\$112,712	\$124,567	\$178,642
Top Human Resources Position	6	\$136,839			\$144,757		

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Mexico</b>							
Between \$10 million and \$25 million							
Top Operations Position	12	\$165,497		\$104,197	\$134,244	\$196,132	
Between \$25 million and \$50 million							
CEO/Executive Director	16	\$263,576		\$197,800	\$216,736	\$289,173	
Top Administrative Position	6	\$219,222			\$216,736		
Top Finance Position	9	\$159,665			\$128,103		
Top Operations Position	7	\$172,364			\$153,773		
Greater than \$50 million							
CEO/Executive Director	10	\$329,005		\$186,993	\$375,915	\$404,059	
Top Finance Position	8	\$280,959			\$232,215		
Top Operations Position	5	\$338,495			\$294,105		
<b>New York</b>							
\$250 thousand or less							
CEO/Executive Director	881	\$46,774	\$20,769	\$28,800	\$42,850	\$60,000	\$77,038
Top Administrative Position	23	\$34,020	\$18,216	\$21,667	\$32,917	\$43,368	\$52,601
Top Business Position	6	\$71,427			\$67,512		
Top Finance Position	42	\$34,813	\$15,916	\$17,625	\$26,740	\$42,758	\$56,771
Top Operations Position	11	\$37,060		\$21,466	\$27,556	\$48,825	
Top Program Position	18	\$37,239		\$26,070	\$34,832	\$41,340	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	898	\$71,101	\$31,280	\$45,821	\$63,198	\$85,567	\$115,310
Top Administrative Position	22	\$65,901	\$25,480	\$35,010	\$54,503	\$87,318	\$117,707
Top Business Position	23	\$105,969	\$40,262	\$68,310	\$106,482	\$145,281	\$173,101
Top Education Position	7	\$82,884			\$68,445		
Top Finance Position	47	\$66,190	\$23,600	\$35,000	\$47,500	\$62,437	\$133,869
Top Operations Position	12	\$84,936		\$38,596	\$76,002	\$118,987	

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
Between \$250 thousand and \$500 thousand							
Top Program Position	12	\$54,678		\$29,403	\$57,681	\$75,010	
Between \$500 thousand and \$1 million							
CEO/Executive Director	1,116	\$94,376	\$43,959	\$61,137	\$83,791	\$112,007	\$151,737
Top Administrative Position	33	\$77,235	\$25,234	\$49,440	\$72,896	\$101,498	\$123,138
Top Business Position	34	\$139,507	\$69,059	\$105,301	\$138,648	\$164,076	\$194,049
Top Development Position	6	\$91,061			\$97,271		
Top Education Position	5	\$161,283			\$154,741		
Top Finance Position	89	\$79,436	\$32,219	\$47,080	\$66,219	\$101,400	\$146,600
Top Operations Position	32	\$91,082	\$44,605	\$66,701	\$74,193	\$107,942	\$167,582
Top Program Position	15	\$100,500		\$60,614	\$95,492	\$136,681	
Between \$1 million and \$2.5 million							
CEO/Executive Director	1,439	\$127,606	\$62,093	\$81,882	\$111,384	\$154,655	\$207,813
Top Administrative Position	65	\$113,116	\$53,878	\$67,010	\$107,615	\$140,885	\$186,674
Top Business Position	55	\$171,708	\$72,556	\$121,287	\$159,286	\$198,326	\$289,170
Top Development Position	30	\$131,639	\$65,714	\$110,132	\$120,232	\$155,496	\$202,511
Top Education Position	13	\$115,712		\$93,992	\$105,660	\$125,341	
Top Finance Position	208	\$100,493	\$39,528	\$57,549	\$91,914	\$122,913	\$175,662
Top Legal Position	11	\$135,544		\$106,738	\$143,708	\$166,487	
Top Operations Position	59	\$122,675	\$69,570	\$85,000	\$110,095	\$154,899	\$182,909
Top PR/Communications Position	6	\$167,606			\$151,834		
Top Program Position	26	\$120,629	\$59,525	\$74,945	\$121,252	\$143,905	\$182,075
Between \$2.5 million and \$5 million							
CEO/Executive Director	956	\$182,385	\$87,202	\$118,196	\$157,905	\$215,666	\$301,505
Top Administrative Position	94	\$158,789	\$86,668	\$115,776	\$148,938	\$190,071	\$245,530
Top Business Position	46	\$175,849	\$81,306	\$118,676	\$149,388	\$193,237	\$319,525
Top Development Position	59	\$140,924	\$106,965	\$120,492	\$130,611	\$164,252	\$188,641

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
Between \$2.5 million and \$5 million							
Top Education Position	15	\$152,286		\$117,196	\$139,898	\$171,613	
Top Facilities Position	14	\$151,840		\$129,093	\$138,174	\$151,384	
Top Finance Position	302	\$118,478	\$55,857	\$79,667	\$109,600	\$146,976	\$182,707
Top Human Resources Position	9	\$116,091			\$136,642		
Top Legal Position	21	\$174,952	\$107,086	\$120,497	\$154,808	\$207,227	\$221,838
Top Marketing Position	11	\$146,745		\$116,787	\$129,921	\$147,846	
Top Operations Position	96	\$148,455	\$75,172	\$102,623	\$141,416	\$171,345	\$203,371
Top PR/Communications Position	16	\$135,483		\$118,908	\$133,123	\$151,978	
Top Program Position	39	\$135,285	\$105,476	\$120,372	\$138,428	\$152,311	\$167,854
Top Technology Position	13	\$125,749		\$109,675	\$131,012	\$138,071	
Between \$5 million and \$10 million							
CEO/Executive Director	838	\$220,448	\$109,467	\$140,189	\$194,651	\$264,368	\$341,966
Top Administrative Position	132	\$212,043	\$116,063	\$142,757	\$203,080	\$270,297	\$331,025
Top Business Position	32	\$182,718	\$73,862	\$106,017	\$160,292	\$269,527	\$311,653
Top Development Position	72	\$157,790	\$110,833	\$126,330	\$148,400	\$178,868	\$214,190
Top Education Position	15	\$155,963		\$130,995	\$143,891	\$179,038	
Top Facilities Position	47	\$201,868	\$128,652	\$161,536	\$190,011	\$235,254	\$276,586
Top Finance Position	394	\$136,834	\$72,519	\$97,383	\$127,437	\$161,400	\$214,344
Top Human Resources Position	15	\$128,109		\$101,101	\$121,777	\$155,721	
Top Legal Position	35	\$173,449	\$122,658	\$132,981	\$153,000	\$178,763	\$214,824
Top Marketing Position	11	\$152,040		\$124,867	\$141,269	\$156,085	
Top Operations Position	140	\$161,430	\$94,316	\$124,538	\$149,287	\$189,174	\$221,718
Top PR/Communications Position	17	\$158,832		\$133,859	\$146,850	\$158,165	
Top Program Position	44	\$145,974	\$99,464	\$117,844	\$137,193	\$163,744	\$214,454
Top Technology Position	20	\$170,996	\$129,873	\$145,700	\$165,989	\$198,290	\$216,458

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
Between \$10 million and \$25 million							
CEO/Executive Director	762	\$280,921	\$137,692	\$176,792	\$231,906	\$332,797	\$466,888
Top Administrative Position	143	\$200,793	\$118,240	\$140,899	\$175,019	\$227,404	\$346,321
Top Business Position	36	\$232,152	\$125,228	\$147,482	\$198,584	\$300,069	\$381,881
Top Development Position	123	\$176,853	\$125,511	\$140,942	\$170,343	\$209,710	\$237,777
Top Education Position	25	\$177,997	\$110,816	\$145,628	\$168,984	\$204,623	\$256,085
Top Facilities Position	27	\$205,446	\$130,195	\$135,959	\$182,187	\$236,595	\$306,465
Top Finance Position	509	\$168,914	\$95,041	\$117,237	\$155,846	\$194,349	\$257,414
Top Human Resources Position	42	\$143,911	\$117,196	\$128,035	\$143,626	\$156,080	\$175,284
Top Legal Position	49	\$220,654	\$132,325	\$165,696	\$195,558	\$261,161	\$339,461
Top Marketing Position	28	\$174,725	\$116,987	\$132,639	\$157,498	\$190,405	\$246,516
Top Operations Position	172	\$187,541	\$115,429	\$138,605	\$171,333	\$221,026	\$280,437
Top PR/Communications Position	40	\$166,177	\$122,275	\$146,062	\$153,965	\$189,790	\$223,820
Top Program Position	76	\$160,089	\$108,248	\$129,439	\$159,362	\$186,792	\$221,467
Top Technology Position	60	\$170,815	\$114,016	\$133,175	\$152,369	\$191,687	\$233,992
Between \$25 million and \$50 million							
CEO/Executive Director	300	\$381,211	\$167,104	\$216,334	\$309,851	\$459,191	\$693,141
Top Administrative Position	48	\$234,906	\$125,815	\$151,931	\$215,421	\$279,438	\$403,956
Top Business Position	11	\$178,618		\$130,546	\$188,780	\$212,619	
Top Development Position	59	\$191,315	\$125,442	\$141,565	\$186,796	\$229,696	\$273,055
Top Education Position	16	\$195,925		\$150,066	\$199,249	\$233,184	
Top Facilities Position	14	\$170,855		\$140,575	\$162,038	\$210,935	
Top Finance Position	248	\$215,698	\$112,960	\$140,419	\$195,488	\$245,340	\$334,532
Top Human Resources Position	49	\$154,060	\$116,830	\$130,191	\$145,075	\$170,433	\$206,670
Top Legal Position	19	\$257,021		\$185,575	\$245,973	\$259,601	
Top Marketing Position	21	\$198,606	\$123,765	\$140,699	\$179,830	\$211,507	\$321,199
Top Operations Position	87	\$225,796	\$139,221	\$164,485	\$196,903	\$260,063	\$350,395



## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
Between \$25 million and \$50 million							
Top PR/Communications Position	16	\$181,031		\$153,508	\$175,317	\$199,581	
Top Program Position	33	\$178,869	\$121,277	\$138,611	\$186,223	\$200,261	\$230,148
Top Technology Position	41	\$169,445	\$120,050	\$136,982	\$164,766	\$181,801	\$218,747
Greater than \$50 million							
CEO/Executive Director	364	\$787,667	\$252,301	\$353,220	\$519,191	\$837,002	\$1,475,353
Top Administrative Position	74	\$341,961	\$158,955	\$211,596	\$271,179	\$361,996	\$600,693
Top Business Position	27	\$323,147	\$185,921	\$202,215	\$313,872	\$415,460	\$493,307
Top Development Position	96	\$284,222	\$158,604	\$192,639	\$267,807	\$322,891	\$416,815
Top Education Position	31	\$243,523	\$141,538	\$162,881	\$208,158	\$271,157	\$316,780
Top Facilities Position	20	\$225,351	\$164,001	\$178,596	\$203,155	\$243,396	\$333,147
Top Finance Position	352	\$374,249	\$155,955	\$210,588	\$284,230	\$398,926	\$634,917
Top Human Resources Position	87	\$291,223	\$149,205	\$184,891	\$232,883	\$339,323	\$455,065
Top Legal Position	85	\$389,012	\$192,459	\$243,856	\$341,637	\$498,213	\$664,233
Top Marketing Position	24	\$309,676	\$181,774	\$223,862	\$260,253	\$381,962	\$447,216
Top Operations Position	157	\$449,909	\$172,219	\$223,530	\$302,280	\$447,566	\$843,149
Top PR/Communications Position	32	\$290,797	\$172,618	\$206,059	\$264,406	\$313,368	\$422,658
Top Program Position	30	\$239,651	\$159,811	\$193,058	\$226,269	\$269,088	\$305,980
Top Technology Position	84	\$288,679	\$158,331	\$185,242	\$241,252	\$304,772	\$410,391

## North Carolina

### \$250 thousand or less

CEO/Executive Director	629	\$45,872	\$21,624	\$30,000	\$42,000	\$55,500	\$74,606
Top Administrative Position	17	\$34,463		\$21,755	\$30,000	\$34,380	
Top Finance Position	17	\$42,285		\$25,790	\$34,815	\$46,279	
Top Operations Position	12	\$40,365		\$25,100	\$35,548	\$42,174	
Top Program Position	12	\$37,908		\$27,221	\$36,914	\$46,625	

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	524	\$64,605	\$32,389	\$44,068	\$56,574	\$74,537	\$105,000
Top Administrative Position	14	\$47,236		\$38,002	\$42,957	\$56,287	
Top Finance Position	20	\$36,774	\$21,720	\$28,777	\$35,192	\$46,982	\$51,687
Top Operations Position	7	\$40,506			\$42,736		
Between \$500 thousand and \$1 million							
CEO/Executive Director	516	\$78,221	\$39,580	\$53,857	\$70,342	\$89,770	\$123,520
Top Administrative Position	9	\$43,416			\$40,306		
Top Business Position	7	\$108,458			\$124,648		
Top Finance Position	27	\$61,159	\$29,538	\$36,800	\$48,662	\$71,229	\$120,611
Top Operations Position	10	\$86,361		\$47,998	\$61,386	\$88,602	
Top Program Position	6	\$51,778			\$53,339		
Between \$1 million and \$2.5 million							
CEO/Executive Director	521	\$101,333	\$53,498	\$68,869	\$89,000	\$116,466	\$165,083
Top Administrative Position	15	\$94,514		\$69,650	\$84,826	\$123,249	
Top Business Position	6	\$68,878			\$44,280		
Top Finance Position	58	\$73,013	\$46,050	\$50,536	\$69,760	\$88,544	\$112,259
Top Operations Position	16	\$99,473		\$65,871	\$83,657	\$118,535	
Between \$2.5 million and \$5 million							
CEO/Executive Director	293	\$137,671	\$66,679	\$86,571	\$114,874	\$160,417	\$243,098
Top Administrative Position	28	\$134,191	\$47,814	\$82,981	\$109,723	\$172,244	\$228,628
Top Business Position	6	\$121,134			\$128,738		
Top Facilities Position	5	\$119,483			\$118,677		
Top Finance Position	68	\$88,672	\$52,101	\$61,784	\$84,433	\$108,142	\$142,257
Top Operations Position	22	\$123,188	\$71,406	\$83,763	\$122,679	\$151,209	\$188,382
Between \$5 million and \$10 million							
CEO/Executive Director	195	\$179,919	\$88,705	\$111,916	\$147,624	\$205,047	\$294,116

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
Between \$5 million and \$10 million							
Top Administrative Position	24	\$166,006	\$110,034	\$125,370	\$160,068	\$191,064	\$233,832
Top Business Position	6	\$110,813			\$103,097		
Top Development Position	9	\$117,232			\$135,390		
Top Finance Position	79	\$106,724	\$64,315	\$77,557	\$97,971	\$126,182	\$165,147
Top Operations Position	24	\$213,456	\$101,275	\$114,887	\$142,447	\$251,993	\$360,493
Between \$10 million and \$25 million							
CEO/Executive Director	152	\$234,277	\$122,885	\$150,151	\$203,896	\$260,731	\$406,222
Top Administrative Position	15	\$224,712		\$141,664	\$157,109	\$302,087	
Top Development Position	13	\$135,486		\$116,471	\$133,257	\$165,607	
Top Facilities Position	7	\$177,117			\$160,871		
Top Finance Position	95	\$132,574	\$88,053	\$105,881	\$127,065	\$158,341	\$177,951
Top Marketing Position	8	\$142,716			\$150,034		
Top Operations Position	27	\$145,856	\$106,056	\$127,136	\$135,024	\$163,357	\$190,541
Top Technology Position	10	\$135,120		\$117,928	\$128,430	\$155,870	
Between \$25 million and \$50 million							
CEO/Executive Director	71	\$294,161	\$129,578	\$207,977	\$260,364	\$369,296	\$463,014
Top Administrative Position	6	\$113,271			\$107,920		
Top Business Position	5	\$204,125			\$165,319		
Top Development Position	11	\$150,692		\$109,010	\$144,286	\$185,669	
Top Finance Position	53	\$165,426	\$103,822	\$129,636	\$156,174	\$190,535	\$238,257
Top Human Resources Position	8	\$162,606			\$183,849		
Top Marketing Position	10	\$137,319		\$127,368	\$135,967	\$147,482	
Top Operations Position	17	\$178,029		\$117,790	\$168,269	\$217,254	
Greater than \$50 million							
CEO/Executive Director	83	\$638,209	\$216,032	\$311,672	\$414,308	\$677,685	\$1,130,013
Top Administrative Position	10	\$459,904		\$246,558	\$293,420	\$386,731	

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
Greater than \$50 million							
Top Development Position	13	\$209,470		\$132,132	\$180,903	\$221,550	
Top Facilities Position	6	\$272,162			\$254,309		
Top Finance Position	55	\$346,950	\$132,753	\$179,093	\$230,014	\$422,239	\$655,576
Top Human Resources Position	14	\$394,048		\$220,229	\$354,148	\$493,731	
Top Marketing Position	5	\$198,005			\$151,230		
Top Operations Position	33	\$367,386	\$143,971	\$182,993	\$257,979	\$474,718	\$628,176
Top Technology Position	13	\$405,927		\$281,503	\$343,817	\$513,743	
<b>North Dakota</b>							
\$250 thousand or less							
CEO/Executive Director	76	\$48,126	\$21,231	\$31,350	\$42,286	\$57,830	\$76,965
Top Finance Position	5	\$36,121			\$33,280		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	65	\$64,112	\$24,883	\$43,889	\$61,340	\$79,226	\$95,649
Top Administrative Position	6	\$52,564			\$54,663		
Top Finance Position	5	\$62,385			\$67,200		
Between \$500 thousand and \$1 million							
CEO/Executive Director	70	\$88,124	\$47,652	\$57,648	\$77,521	\$113,964	\$144,413
Top Administrative Position	6	\$75,628			\$60,559		
Top Finance Position	5	\$82,720			\$84,626		
Between \$1 million and \$2.5 million							
CEO/Executive Director	77	\$109,884	\$61,848	\$76,000	\$95,898	\$128,777	\$166,816
Top Business Position	5	\$121,160			\$107,209		
Top Finance Position	14	\$72,711		\$56,720	\$66,438	\$80,590	
Between \$2.5 million and \$5 million							
CEO/Executive Director	41	\$142,949	\$83,371	\$100,883	\$124,616	\$163,568	\$212,999

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Dakota</b>							
Between \$2.5 million and \$5 million							
Top Administrative Position	10	\$101,539		\$92,824	\$101,237	\$112,030	
Top Business Position	5	\$71,935			\$63,254		
Top Finance Position	15	\$94,422		\$73,189	\$83,901	\$106,181	
Between \$5 million and \$10 million							
CEO/Executive Director	19	\$190,225		\$118,097	\$157,031	\$185,222	
Top Administrative Position	9	\$117,325			\$113,243		
Top Finance Position	16	\$115,880		\$76,961	\$94,485	\$120,902	
Between \$10 million and \$25 million							
CEO/Executive Director	34	\$207,345	\$118,536	\$145,171	\$180,114	\$233,945	\$307,774
Top Administrative Position	10	\$164,520		\$129,058	\$144,027	\$193,082	
Top Finance Position	28	\$115,541	\$79,162	\$85,814	\$105,729	\$129,196	\$161,928
Top Operations Position	8	\$146,672			\$145,590		
Between \$25 million and \$50 million							
CEO/Executive Director	11	\$218,461		\$179,409	\$236,046	\$271,558	
Top Finance Position	9	\$128,674			\$124,627		
Top Operations Position	8	\$152,647			\$149,660		
Greater than \$50 million							
CEO/Executive Director	10	\$462,392		\$274,738	\$365,351	\$630,001	
Top Finance Position	8	\$397,200			\$321,343		
Top Operations Position	9	\$403,734			\$190,556		

## Ohio

\$250 thousand or less							
CEO/Executive Director	717	\$45,422	\$20,212	\$29,167	\$41,300	\$56,557	\$74,589
Top Administrative Position	24	\$30,589	\$17,158	\$19,725	\$30,750	\$36,208	\$43,245
Top Business Position	9	\$52,444			\$40,863		

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
\$250 thousand or less							
Top Finance Position	27	\$37,942	\$17,732	\$19,912	\$26,000	\$51,377	\$65,662
Top Operations Position	5	\$37,590			\$40,000		
Top Program Position	17	\$31,074		\$19,975	\$27,575	\$40,373	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	581	\$62,315	\$31,503	\$43,330	\$56,903	\$76,038	\$97,166
Top Administrative Position	32	\$44,580	\$19,400	\$31,440	\$37,724	\$52,211	\$70,024
Top Business Position	16	\$90,110		\$60,240	\$87,177	\$106,967	
Top Finance Position	31	\$49,520	\$19,401	\$27,195	\$49,134	\$66,295	\$81,599
Top Operations Position	7	\$60,727			\$50,633		
Top Program Position	8	\$40,489			\$40,975		
Between \$500 thousand and \$1 million							
CEO/Executive Director	565	\$84,058	\$43,057	\$56,395	\$76,437	\$101,455	\$137,773
Top Administrative Position	37	\$56,883	\$25,724	\$31,616	\$43,245	\$66,835	\$92,287
Top Business Position	23	\$102,670	\$66,406	\$91,953	\$103,868	\$117,639	\$140,139
Top Education Position	5	\$80,212			\$67,850		
Top Finance Position	70	\$61,865	\$23,922	\$38,416	\$59,140	\$80,169	\$103,088
Top Operations Position	12	\$84,945		\$43,077	\$63,142	\$104,943	
Top Program Position	7	\$61,332			\$56,129		
Between \$1 million and \$2.5 million							
CEO/Executive Director	695	\$110,102	\$54,711	\$70,743	\$94,030	\$128,780	\$185,732
Top Administrative Position	38	\$83,823	\$45,419	\$59,037	\$74,125	\$113,984	\$139,526
Top Business Position	32	\$105,479	\$52,859	\$76,466	\$97,271	\$131,285	\$160,236
Top Finance Position	125	\$77,548	\$34,842	\$46,882	\$70,645	\$99,841	\$130,925
Top Operations Position	25	\$92,152	\$40,826	\$60,181	\$76,334	\$114,775	\$160,681
Top Program Position	5	\$83,106			\$84,199		

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
Between \$2.5 million and \$5 million							
CEO/Executive Director	394	\$145,025	\$73,463	\$92,963	\$122,906	\$164,397	\$228,069
Top Administrative Position	41	\$127,578	\$60,399	\$81,380	\$124,095	\$154,276	\$205,042
Top Business Position	20	\$153,757	\$87,556	\$123,055	\$154,485	\$186,527	\$225,872
Top Development Position	10	\$119,808		\$109,527	\$122,475	\$139,812	
Top Facilities Position	11	\$131,708		\$115,524	\$129,749	\$140,241	
Top Finance Position	156	\$102,787	\$53,759	\$68,559	\$84,924	\$117,590	\$170,100
Top Legal Position	7	\$160,191			\$190,708		
Top Operations Position	38	\$98,444	\$44,840	\$61,097	\$91,051	\$117,157	\$167,938
Top Program Position	5	\$99,615			\$96,977		
Between \$5 million and \$10 million							
CEO/Executive Director	295	\$169,215	\$81,145	\$108,675	\$144,778	\$202,749	\$273,869
Top Administrative Position	31	\$123,778	\$56,000	\$83,936	\$118,473	\$153,694	\$216,458
Top Business Position	11	\$161,153		\$108,398	\$159,324	\$172,304	
Top Development Position	15	\$120,929		\$118,519	\$125,868	\$133,439	
Top Facilities Position	8	\$158,366			\$148,781		
Top Finance Position	154	\$102,048	\$56,504	\$75,924	\$95,425	\$123,213	\$153,312
Top Legal Position	7	\$165,875			\$150,168		
Top Marketing Position	5	\$153,491			\$163,290		
Top Operations Position	49	\$123,418	\$71,759	\$85,361	\$116,760	\$141,970	\$202,258
Top PR/Communications Position	9	\$148,036			\$144,008		
Between \$10 million and \$25 million							
CEO/Executive Director	249	\$232,588	\$114,753	\$144,756	\$192,112	\$282,736	\$377,339
Top Administrative Position	26	\$163,613	\$98,031	\$122,252	\$144,849	\$171,744	\$224,143
Top Business Position	7	\$166,234			\$167,677		
Top Development Position	23	\$142,307	\$112,615	\$118,446	\$139,063	\$153,602	\$191,285
Top Finance Position	163	\$142,359	\$84,877	\$103,429	\$125,686	\$159,151	\$209,273

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
Between \$10 million and \$25 million							
Top Human Resources Position	17	\$118,725		\$105,041	\$118,643	\$141,948	
Top Legal Position	10	\$219,405		\$153,038	\$209,800	\$259,588	
Top Marketing Position	12	\$143,872		\$115,548	\$132,059	\$154,976	
Top Operations Position	65	\$140,348	\$89,745	\$97,062	\$136,127	\$161,100	\$198,401
Top PR/Communications Position	7	\$156,542			\$140,231		
Top Program Position	10	\$132,746		\$127,752	\$128,998	\$140,092	
Top Technology Position	15	\$172,749		\$137,581	\$150,094	\$185,035	
Between \$25 million and \$50 million							
CEO/Executive Director	109	\$317,850	\$154,342	\$200,730	\$275,721	\$378,014	\$562,282
Top Administrative Position	16	\$177,895		\$130,809	\$157,035	\$209,449	
Top Business Position	7	\$175,765			\$166,328		
Top Development Position	20	\$170,605	\$125,417	\$129,546	\$136,666	\$172,468	\$253,098
Top Education Position	7	\$128,621			\$132,797		
Top Facilities Position	8	\$134,914			\$135,161		
Top Finance Position	82	\$173,008	\$107,749	\$126,604	\$162,445	\$202,576	\$264,426
Top Human Resources Position	14	\$176,032		\$156,905	\$168,613	\$191,325	
Top Legal Position	5	\$134,688			\$139,244		
Top Marketing Position	9	\$170,992			\$173,471		
Top Operations Position	38	\$193,302	\$123,244	\$138,124	\$165,266	\$224,540	\$281,241
Top Technology Position	14	\$153,564		\$130,786	\$139,160	\$170,876	
Greater than \$50 million							
CEO/Executive Director	106	\$739,441	\$234,916	\$327,040	\$469,341	\$747,042	\$1,305,842
Top Administrative Position	25	\$239,784	\$122,189	\$156,245	\$192,775	\$269,478	\$335,461
Top Business Position	9	\$316,245			\$230,546		
Top Development Position	28	\$239,988	\$129,839	\$139,425	\$209,104	\$267,469	\$335,442
Top Education Position	11	\$264,602		\$152,297	\$183,853	\$350,859	



## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
Greater than \$50 million							
Top Facilities Position	6	\$174,313			\$176,676		
Top Finance Position	87	\$302,016	\$141,587	\$174,523	\$219,999	\$317,121	\$501,390
Top Human Resources Position	26	\$291,176	\$127,913	\$148,620	\$221,713	\$314,998	\$521,098
Top Legal Position	20	\$454,108	\$162,627	\$229,664	\$321,022	\$615,255	\$844,455
Top Marketing Position	9	\$189,277			\$196,469		
Top Operations Position	35	\$460,800	\$157,494	\$218,436	\$318,057	\$464,472	\$755,420
Top Program Position	5	\$191,050			\$205,301		
Top Technology Position	26	\$289,017	\$140,841	\$167,111	\$223,716	\$279,282	\$646,704
<b>Oklahoma</b>							
\$250 thousand or less							
CEO/Executive Director	284	\$45,552	\$19,032	\$27,842	\$41,066	\$56,388	\$76,000
Top Administrative Position	8	\$25,033			\$23,347		
Top Finance Position	10	\$34,171		\$27,185	\$34,614	\$39,825	
Top Program Position	6	\$44,322			\$36,280		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	184	\$66,732	\$30,270	\$44,226	\$58,878	\$79,425	\$106,885
Top Administrative Position	11	\$46,731		\$23,513	\$43,226	\$50,575	
Top Finance Position	5	\$41,492			\$46,566		
Top Operations Position	6	\$38,580			\$39,422		
Between \$500 thousand and \$1 million							
CEO/Executive Director	191	\$75,228	\$39,250	\$50,000	\$68,688	\$90,888	\$121,900
Top Administrative Position	11	\$45,671		\$35,697	\$47,005	\$55,925	
Top Business Position	5	\$86,312			\$87,892		
Top Finance Position	11	\$63,074		\$40,625	\$50,653	\$88,742	
Top Operations Position	6	\$69,641			\$58,211		

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oklahoma</b>							
Between \$500 thousand and \$1 million							
Top Program Position	6	\$44,693			\$41,690		
Between \$1 million and \$2.5 million							
CEO/Executive Director	184	\$100,459	\$48,916	\$68,701	\$90,650	\$119,433	\$160,838
Top Administrative Position	8	\$70,859			\$63,483		
Top Finance Position	18	\$84,516		\$51,264	\$68,173	\$107,072	
Top Operations Position	8	\$95,251			\$75,517		
Between \$2.5 million and \$5 million							
CEO/Executive Director	102	\$125,815	\$63,074	\$84,067	\$108,150	\$136,780	\$190,755
Top Administrative Position	9	\$115,606			\$106,210		
Top Finance Position	18	\$91,639		\$68,120	\$89,414	\$108,990	
Top Operations Position	11	\$126,169		\$80,439	\$106,304	\$155,617	
Between \$5 million and \$10 million							
CEO/Executive Director	68	\$201,637	\$84,283	\$111,190	\$148,176	\$214,973	\$321,057
Top Administrative Position	10	\$138,452		\$90,861	\$117,635	\$158,105	
Top Finance Position	20	\$93,016	\$44,728	\$66,868	\$96,598	\$114,405	\$140,384
Top Operations Position	5	\$300,671			\$113,936		
Between \$10 million and \$25 million							
CEO/Executive Director	62	\$234,858	\$117,670	\$137,417	\$214,898	\$283,238	\$355,706
Top Administrative Position	7	\$232,415			\$152,924		
Top Finance Position	38	\$126,510	\$69,817	\$94,000	\$119,910	\$147,669	\$187,923
Top Marketing Position	5	\$128,170			\$129,165		
Top Operations Position	14	\$180,624		\$129,237	\$156,160	\$227,947	
Between \$25 million and \$50 million							
CEO/Executive Director	30	\$295,580	\$146,541	\$203,456	\$281,903	\$365,927	\$456,885
Top Administrative Position	7	\$333,978			\$287,424		
Top Finance Position	25	\$166,390	\$111,390	\$122,176	\$149,777	\$198,242	\$239,783

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oklahoma</b>							
Between \$25 million and \$50 million							
Top Operations Position	15	\$187,001		\$145,999	\$178,035	\$226,193	
Greater than \$50 million							
CEO/Executive Director	27	\$506,962	\$273,549	\$332,357	\$391,111	\$512,607	\$911,066
Top Administrative Position	9	\$363,047			\$334,357		
Top Development Position	6	\$183,595			\$175,444		
Top Finance Position	24	\$228,339	\$137,804	\$169,021	\$199,921	\$251,575	\$270,782
Top Human Resources Position	7	\$199,541			\$170,033		
Top Legal Position	5	\$197,031			\$152,742		
Top Operations Position	19	\$290,723		\$174,817	\$290,715	\$336,692	
Top Technology Position	8	\$184,347			\$165,800		
<b>Oregon</b>							
\$250 thousand or less							
CEO/Executive Director	383	\$45,029	\$21,705	\$30,200	\$41,040	\$55,959	\$72,272
Top Administrative Position	15	\$36,287		\$28,508	\$31,083	\$43,019	
Top Finance Position	8	\$25,224			\$25,737		
Top Program Position	10	\$29,903		\$25,736	\$28,071	\$32,724	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	320	\$62,253	\$29,971	\$44,481	\$57,858	\$74,886	\$95,505
Top Administrative Position	11	\$46,135		\$36,640	\$51,310	\$55,930	
Top Business Position	5	\$78,997			\$75,936		
Top Finance Position	10	\$51,407		\$26,303	\$39,793	\$69,164	
Between \$500 thousand and \$1 million							
CEO/Executive Director	341	\$78,545	\$39,810	\$53,849	\$70,889	\$93,271	\$125,744
Top Administrative Position	13	\$66,821		\$44,617	\$56,093	\$72,941	
Top Finance Position	12	\$60,735		\$38,826	\$53,166	\$73,018	

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>							
Between \$1 million and \$2.5 million							
CEO/Executive Director	341	\$107,635	\$58,941	\$73,833	\$92,501	\$120,684	\$178,592
Top Administrative Position	22	\$99,320	\$45,161	\$65,894	\$90,595	\$120,052	\$149,711
Top Business Position	10	\$103,638		\$68,166	\$97,241	\$138,422	
Top Finance Position	45	\$91,750	\$32,374	\$49,700	\$77,147	\$113,642	\$147,345
Top Operations Position	14	\$92,831		\$66,676	\$92,865	\$113,407	
Top Program Position	7	\$89,347			\$89,477		
Top Technology Position	5	\$155,710			\$142,041		
Between \$2.5 million and \$5 million							
CEO/Executive Director	216	\$137,017	\$73,050	\$93,597	\$119,502	\$149,117	\$200,368
Top Administrative Position	14	\$130,414		\$90,910	\$119,441	\$173,437	
Top Business Position	8	\$141,469			\$149,676		
Top Finance Position	58	\$83,555	\$44,307	\$59,582	\$80,539	\$96,742	\$125,484
Top Operations Position	14	\$103,358		\$65,067	\$102,977	\$129,550	
Between \$5 million and \$10 million							
CEO/Executive Director	121	\$150,558	\$92,194	\$103,430	\$128,590	\$179,859	\$237,235
Top Administrative Position	9	\$131,282			\$118,500		
Top Business Position	5	\$112,096			\$93,649		
Top Development Position	5	\$110,557			\$121,030		
Top Finance Position	58	\$103,075	\$70,005	\$79,767	\$100,674	\$118,501	\$143,429
Top Operations Position	19	\$122,617		\$78,888	\$102,688	\$137,349	
Between \$10 million and \$25 million							
CEO/Executive Director	104	\$197,744	\$113,061	\$143,112	\$187,676	\$243,157	\$287,413
Top Administrative Position	11	\$184,293		\$137,095	\$170,657	\$236,141	
Top Development Position	12	\$126,408		\$109,214	\$122,074	\$146,282	
Top Finance Position	67	\$123,428	\$66,500	\$91,462	\$112,288	\$149,764	\$177,077
Top Human Resources Position	5	\$143,847			\$149,911		

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>							
Between \$10 million and \$25 million							
Top Marketing Position	7	\$158,726			\$161,892		
Top Operations Position	25	\$145,199	\$71,843	\$115,952	\$136,663	\$169,395	\$215,813
Top Technology Position	6	\$123,030			\$124,026		
Between \$25 million and \$50 million							
CEO/Executive Director	34	\$354,032	\$139,944	\$163,120	\$262,926	\$415,115	\$550,813
Top Administrative Position	12	\$244,032		\$170,061	\$188,890	\$274,274	
Top Finance Position	22	\$183,150	\$91,061	\$121,472	\$180,519	\$236,332	\$263,630
Top Human Resources Position	7	\$151,265			\$124,360		
Top Operations Position	9	\$192,105			\$140,957		
Top Technology Position	9	\$144,790			\$139,923		
Greater than \$50 million							
CEO/Executive Director	39	\$786,924	\$238,864	\$411,171	\$547,939	\$758,282	\$1,214,282
Top Administrative Position	5	\$305,031			\$214,020		
Top Development Position	9	\$219,608			\$224,971		
Top Finance Position	31	\$317,575	\$98,394	\$154,333	\$256,977	\$322,133	\$639,397
Top Operations Position	11	\$255,453		\$181,423	\$196,667	\$362,557	
Top Technology Position	8	\$207,965			\$222,554		
<b>Pennsylvania</b>							
\$250 thousand or less							
CEO/Executive Director	751	\$43,830	\$20,769	\$28,000	\$39,874	\$54,904	\$71,807
Top Administrative Position	25	\$35,949	\$21,626	\$27,000	\$33,700	\$42,336	\$51,619
Top Business Position	8	\$66,375			\$60,572		
Top Finance Position	39	\$33,051	\$16,693	\$20,400	\$24,576	\$43,140	\$55,975
Top Operations Position	6	\$23,640			\$21,750		
Top Program Position	10	\$46,285		\$31,647	\$54,800	\$56,555	

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	641	\$64,060	\$30,000	\$42,024	\$58,929	\$76,412	\$104,446
Top Administrative Position	25	\$45,681	\$25,320	\$29,424	\$43,725	\$53,486	\$61,988
Top Business Position	14	\$95,373		\$57,998	\$96,757	\$123,798	
Top Education Position	11	\$68,126		\$26,414	\$60,646	\$94,012	
Top Finance Position	32	\$48,959	\$18,252	\$26,466	\$37,289	\$60,333	\$96,263
Top Operations Position	8	\$41,439			\$41,203		
Top Program Position	6	\$49,913			\$47,352		
Between \$500 thousand and \$1 million							
CEO/Executive Director	766	\$87,252	\$44,046	\$59,708	\$78,994	\$102,832	\$145,462
Top Administrative Position	31	\$67,858	\$23,640	\$35,857	\$55,703	\$77,593	\$131,868
Top Business Position	24	\$127,459	\$71,656	\$91,166	\$123,150	\$154,569	\$179,027
Top Finance Position	62	\$66,276	\$19,035	\$36,558	\$59,631	\$84,494	\$128,010
Top Operations Position	20	\$50,876	\$33,457	\$38,547	\$52,519	\$60,924	\$70,193
Top Program Position	6	\$49,925			\$43,280		
Between \$1 million and \$2.5 million							
CEO/Executive Director	856	\$109,271	\$56,069	\$72,656	\$95,557	\$130,000	\$176,470
Top Administrative Position	39	\$98,397	\$41,323	\$57,058	\$71,874	\$113,559	\$181,983
Top Business Position	42	\$144,519	\$47,944	\$96,367	\$144,715	\$197,272	\$231,644
Top Development Position	5	\$138,371			\$137,711		
Top Education Position	7	\$97,620			\$97,533		
Top Finance Position	107	\$94,876	\$43,358	\$58,285	\$78,836	\$122,082	\$167,056
Top Legal Position	5	\$136,352			\$142,324		
Top Operations Position	29	\$86,151	\$36,861	\$57,488	\$87,528	\$107,788	\$133,472
Between \$2.5 million and \$5 million							
CEO/Executive Director	524	\$143,580	\$74,990	\$97,814	\$124,953	\$169,418	\$224,793
Top Administrative Position	47	\$129,750	\$86,245	\$106,059	\$119,424	\$141,001	\$166,752

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
Between \$2.5 million and \$5 million							
Top Business Position	24	\$168,370	\$58,911	\$95,019	\$171,280	\$217,534	\$278,733
Top Development Position	11	\$108,280		\$71,828	\$123,527	\$127,438	
Top Education Position	7	\$161,815			\$132,560		
Top Facilities Position	13	\$153,610		\$115,952	\$129,661	\$165,422	
Top Finance Position	155	\$108,547	\$53,669	\$76,505	\$95,347	\$126,603	\$171,377
Top Human Resources Position	5	\$123,385			\$134,858		
Top Legal Position	8	\$187,291			\$184,776		
Top Marketing Position	5	\$142,138			\$129,189		
Top Operations Position	49	\$127,599	\$75,498	\$84,217	\$117,724	\$150,000	\$181,104
Top PR/Communications Position	5	\$140,799			\$128,743		
Top Program Position	6	\$106,700			\$98,289		
Top Technology Position	6	\$164,483			\$144,757		
Between \$5 million and \$10 million							
CEO/Executive Director	390	\$174,685	\$87,214	\$117,421	\$156,225	\$204,100	\$279,237
Top Administrative Position	37	\$175,572	\$73,301	\$106,065	\$159,747	\$230,208	\$268,099
Top Business Position	20	\$154,265	\$77,077	\$106,513	\$138,930	\$196,520	\$237,830
Top Development Position	9	\$118,550			\$128,818		
Top Facilities Position	11	\$185,450		\$155,907	\$184,569	\$208,083	
Top Finance Position	178	\$116,350	\$63,537	\$86,851	\$107,417	\$137,516	\$173,843
Top Human Resources Position	5	\$95,578			\$106,489		
Top Marketing Position	7	\$170,388			\$157,027		
Top Operations Position	53	\$149,819	\$81,797	\$107,729	\$140,775	\$170,082	\$212,570
Top PR/Communications Position	9	\$165,907			\$139,230		
Top Program Position	10	\$112,398		\$88,363	\$117,443	\$130,717	
Top Technology Position	8	\$165,800			\$159,232		

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
Between \$10 million and \$25 million							
CEO/Executive Director	417	\$226,077	\$111,681	\$143,813	\$186,627	\$262,257	\$382,677
Top Administrative Position	52	\$175,657	\$100,546	\$113,532	\$150,799	\$205,889	\$268,538
Top Business Position	16	\$195,857		\$137,312	\$176,795	\$216,089	
Top Development Position	42	\$154,981	\$110,886	\$123,091	\$148,067	\$185,145	\$216,979
Top Education Position	6	\$124,243			\$120,573		
Top Facilities Position	10	\$153,911		\$113,188	\$126,425	\$148,076	
Top Finance Position	239	\$136,212	\$83,862	\$100,266	\$125,956	\$163,750	\$207,129
Top Human Resources Position	23	\$142,007	\$104,088	\$113,803	\$136,100	\$152,492	\$189,673
Top Legal Position	7	\$217,318			\$201,897		
Top Marketing Position	14	\$146,895		\$108,390	\$131,805	\$181,886	
Top Operations Position	84	\$159,249	\$99,375	\$116,413	\$139,445	\$171,796	\$235,575
Top PR/Communications Position	11	\$163,153		\$123,925	\$142,927	\$191,132	
Top Program Position	18	\$143,945		\$114,601	\$132,377	\$165,822	
Top Technology Position	26	\$138,652	\$99,337	\$118,570	\$141,518	\$163,476	\$173,223
Between \$25 million and \$50 million							
CEO/Executive Director	155	\$338,388	\$153,677	\$197,573	\$277,889	\$390,690	\$598,387
Top Administrative Position	27	\$196,845	\$123,224	\$131,084	\$162,784	\$215,996	\$263,326
Top Business Position	9	\$158,977			\$165,884		
Top Development Position	35	\$159,717	\$102,170	\$132,660	\$156,737	\$200,366	\$214,722
Top Education Position	6	\$171,723			\$150,587		
Top Facilities Position	7	\$161,161			\$152,582		
Top Finance Position	131	\$186,958	\$113,308	\$139,401	\$167,655	\$224,786	\$282,854
Top Human Resources Position	26	\$157,552	\$122,364	\$127,689	\$141,525	\$170,346	\$223,045
Top Legal Position	8	\$245,924			\$194,156		
Top Marketing Position	14	\$169,710		\$132,159	\$140,842	\$174,089	
Top Operations Position	41	\$227,991	\$127,447	\$149,875	\$184,563	\$270,232	\$453,615



## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
Between \$25 million and \$50 million							
Top Program Position	5	\$165,833			\$164,869		
Top Technology Position	14	\$184,139		\$140,195	\$163,363	\$224,048	
Greater than \$50 million							
CEO/Executive Director	187	\$674,418	\$213,037	\$305,081	\$481,569	\$781,282	\$1,142,981
Top Administrative Position	41	\$254,997	\$126,943	\$167,540	\$222,645	\$335,041	\$401,795
Top Business Position	19	\$299,666		\$187,790	\$285,587	\$382,183	
Top Development Position	42	\$235,480	\$139,491	\$168,366	\$211,543	\$260,859	\$353,575
Top Education Position	13	\$208,435		\$143,779	\$173,645	\$212,332	
Top Facilities Position	6	\$255,204			\$231,158		
Top Finance Position	157	\$369,203	\$136,820	\$176,647	\$248,593	\$383,025	\$718,695
Top Human Resources Position	47	\$292,878	\$126,502	\$184,982	\$251,071	\$319,992	\$546,508
Top Legal Position	32	\$389,483	\$176,508	\$227,483	\$310,314	\$405,616	\$628,654
Top Marketing Position	9	\$206,897			\$195,936		
Top Operations Position	77	\$381,728	\$156,724	\$213,508	\$298,671	\$442,061	\$634,878
Top PR/Communications Position	11	\$245,229		\$172,749	\$195,727	\$295,013	
Top Program Position	6	\$195,299			\$204,421		
Top Technology Position	53	\$270,742	\$133,113	\$156,861	\$208,624	\$317,336	\$465,680
<b>Puerto Rico</b>							
\$250 thousand or less							
CEO/Executive Director	12	\$28,983		\$17,875	\$25,222	\$38,195	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	21	\$44,581	\$26,700	\$29,450	\$36,494	\$60,000	\$69,600
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$55,933	\$31,885	\$39,625	\$45,825	\$73,115	\$88,882

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Puerto Rico</b>							
Between \$1 million and \$2.5 million							
CEO/Executive Director	29	\$73,868	\$54,989	\$59,835	\$76,550	\$80,818	\$100,800
Top Administrative Position	5	\$59,609			\$54,597		
Between \$2.5 million and \$5 million							
CEO/Executive Director	18	\$87,865		\$61,250	\$78,485	\$92,202	
Top Finance Position	5	\$59,423			\$52,220		
Between \$5 million and \$10 million							
CEO/Executive Director	19	\$136,303		\$100,134	\$145,285	\$154,778	
Top Finance Position	12	\$61,351		\$46,542	\$57,879	\$69,285	
Top Operations Position	5	\$52,221			\$47,159		
Between \$10 million and \$25 million							
CEO/Executive Director	26	\$109,192	\$64,847	\$80,840	\$100,703	\$129,868	\$151,325
Top Finance Position	13	\$65,048		\$51,458	\$60,660	\$69,390	
Top Human Resources Position	12	\$50,538		\$44,479	\$50,712	\$56,256	
Between \$25 million and \$50 million							
CEO/Executive Director	7	\$167,364			\$162,870		
Top Finance Position	6	\$86,503			\$93,041		
Top Human Resources Position	5	\$74,039			\$65,507		
<b>Rhode Island</b>							
\$250 thousand or less							
CEO/Executive Director	72	\$48,578	\$23,265	\$32,963	\$43,826	\$58,724	\$80,599
Top Finance Position	8	\$48,024			\$53,300		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	67	\$70,898	\$37,833	\$52,464	\$64,636	\$80,996	\$107,855

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Rhode Island</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	80	\$97,285	\$47,986	\$57,237	\$85,712	\$125,056	\$176,338
Top Administrative Position	8	\$79,538			\$59,501		
Top Finance Position	6	\$76,663			\$63,808		
Between \$1 million and \$2.5 million							
CEO/Executive Director	95	\$120,185	\$66,067	\$80,084	\$102,037	\$135,169	\$180,890
Top Administrative Position	6	\$108,504			\$111,961		
Top Business Position	6	\$136,267			\$106,677		
Top Finance Position	8	\$107,033			\$102,518		
Between \$2.5 million and \$5 million							
CEO/Executive Director	61	\$145,243	\$96,480	\$106,744	\$126,075	\$172,713	\$205,448
Top Administrative Position	10	\$166,467		\$133,467	\$167,331	\$200,290	
Top Finance Position	14	\$109,505		\$80,915	\$102,256	\$130,557	
Top Operations Position	5	\$116,849			\$121,825		
Between \$5 million and \$10 million							
CEO/Executive Director	40	\$206,126	\$98,071	\$123,612	\$154,507	\$216,661	\$247,515
Top Administrative Position	11	\$145,691		\$114,459	\$133,179	\$157,242	
Top Finance Position	18	\$144,795		\$95,322	\$104,151	\$144,967	
Between \$10 million and \$25 million							
CEO/Executive Director	38	\$257,984	\$131,135	\$160,490	\$202,689	\$291,615	\$396,184
Top Finance Position	25	\$143,322	\$93,133	\$106,490	\$139,120	\$167,378	\$189,307
Top Operations Position	14	\$178,040		\$147,878	\$170,328	\$190,789	
Between \$25 million and \$50 million							
CEO/Executive Director	15	\$385,754		\$224,662	\$303,366	\$520,135	
Top Finance Position	14	\$193,041		\$135,687	\$181,854	\$211,540	
Top Technology Position	5	\$171,656			\$168,578		

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Rhode Island</b>							
Greater than \$50 million							
CEO/Executive Director	20	\$566,570	\$89,048	\$292,469	\$523,774	\$777,203	\$930,274
Top Finance Position	19	\$300,631		\$216,705	\$288,657	\$404,807	
Top Legal Position	5	\$338,369			\$305,015		
Top Operations Position	11	\$466,760		\$271,779	\$427,003	\$602,558	
Top Technology Position	5	\$260,955			\$209,897		
<b>South Carolina</b>							
\$250 thousand or less							
CEO/Executive Director	273	\$44,296	\$20,050	\$27,850	\$39,472	\$54,558	\$73,229
Top Administrative Position	5	\$30,224			\$33,592		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	203	\$64,306	\$32,259	\$43,757	\$57,887	\$75,680	\$102,070
Top Finance Position	10	\$43,982		\$22,090	\$47,996	\$60,293	
Between \$500 thousand and \$1 million							
CEO/Executive Director	187	\$75,155	\$37,706	\$52,821	\$69,301	\$92,433	\$115,575
Top Finance Position	9	\$62,602			\$64,573		
Top Operations Position	6	\$69,207			\$62,099		
Between \$1 million and \$2.5 million							
CEO/Executive Director	244	\$112,783	\$54,390	\$73,632	\$94,729	\$125,425	\$178,525
Top Administrative Position	10	\$79,042		\$60,875	\$69,875	\$104,542	
Top Business Position	6	\$98,297			\$96,300		
Top Finance Position	18	\$83,588		\$61,099	\$76,503	\$92,443	
Top Operations Position	7	\$109,663			\$84,810		
Between \$2.5 million and \$5 million							
CEO/Executive Director	107	\$129,869	\$76,860	\$95,006	\$118,733	\$143,410	\$203,204
Top Administrative Position	7	\$134,361			\$123,031		

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Carolina</b>							
Between \$2.5 million and \$5 million							
Top Finance Position	19	\$84,674		\$60,502	\$83,237	\$96,730	
Top Operations Position	8	\$129,529			\$107,337		
Between \$5 million and \$10 million							
CEO/Executive Director	87	\$168,075	\$90,919	\$121,272	\$166,839	\$201,769	\$237,072
Top Administrative Position	9	\$164,189			\$171,979		
Top Finance Position	30	\$103,027	\$76,496	\$84,786	\$93,635	\$112,874	\$148,724
Top Operations Position	7	\$121,457			\$103,792		
Between \$10 million and \$25 million							
CEO/Executive Director	63	\$232,116	\$113,436	\$147,316	\$211,586	\$336,117	\$370,313
Top Administrative Position	7	\$135,427			\$128,894		
Top Development Position	5	\$123,741			\$106,422		
Top Education Position	5	\$136,944			\$115,100		
Top Finance Position	42	\$138,203	\$71,244	\$95,976	\$129,574	\$176,461	\$201,717
Top Operations Position	23	\$133,857	\$81,549	\$97,344	\$117,568	\$154,423	\$222,349
Between \$25 million and \$50 million							
CEO/Executive Director	28	\$265,756	\$152,860	\$188,023	\$269,837	\$323,830	\$376,752
Top Finance Position	20	\$151,675	\$85,221	\$109,353	\$155,445	\$180,250	\$226,996
Top Operations Position	6	\$170,086			\$190,082		
Greater than \$50 million							
CEO/Executive Director	38	\$456,446	\$161,078	\$263,623	\$396,168	\$551,083	\$785,414
Top Business Position	5	\$188,829			\$139,827		
Top Development Position	5	\$198,065			\$193,209		
Top Finance Position	23	\$326,729	\$120,025	\$181,694	\$250,714	\$466,393	\$663,577
Top Human Resources Position	8	\$244,054			\$226,980		
Top Operations Position	11	\$263,133		\$196,960	\$201,409	\$254,467	
Top Technology Position	7	\$238,526			\$185,817		

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Dakota</b>							
\$250 thousand or less							
CEO/Executive Director	97	\$47,062	\$23,096	\$32,583	\$41,750	\$57,217	\$75,006
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	63	\$66,232	\$37,802	\$47,983	\$58,340	\$84,297	\$105,251
Top Finance Position	7	\$43,409			\$37,101		
Between \$500 thousand and \$1 million							
CEO/Executive Director	58	\$81,869	\$42,922	\$53,943	\$66,824	\$94,679	\$119,586
Top Finance Position	8	\$48,534			\$49,168		
Between \$1 million and \$2.5 million							
CEO/Executive Director	74	\$101,613	\$62,502	\$75,224	\$87,640	\$124,027	\$151,760
Top Administrative Position	11	\$83,311		\$55,940	\$65,931	\$107,196	
Top Finance Position	13	\$63,047		\$43,552	\$45,000	\$91,793	
Between \$2.5 million and \$5 million							
CEO/Executive Director	52	\$114,616	\$73,410	\$80,791	\$99,168	\$129,599	\$158,004
Top Administrative Position	11	\$109,554		\$66,257	\$103,721	\$132,563	
Top Business Position	7	\$65,567			\$65,025		
Top Finance Position	15	\$66,601		\$51,868	\$61,009	\$82,208	
Between \$5 million and \$10 million							
CEO/Executive Director	36	\$130,838	\$70,760	\$100,047	\$133,759	\$165,371	\$183,040
Top Administrative Position	13	\$141,467		\$120,502	\$137,653	\$174,418	
Top Business Position	6	\$72,694			\$70,418		
Top Finance Position	12	\$77,735		\$60,788	\$83,355	\$89,414	
Between \$10 million and \$25 million							
CEO/Executive Director	35	\$182,629	\$121,632	\$137,228	\$181,166	\$221,916	\$259,249
Top Administrative Position	12	\$175,206		\$128,564	\$185,465	\$200,175	
Top Finance Position	23	\$116,936	\$92,074	\$101,128	\$114,382	\$126,650	\$146,469

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Dakota</b>							
Between \$25 million and \$50 million							
CEO/Executive Director	8	\$219,922			\$211,075		
Top Finance Position	6	\$144,738			\$139,150		
Greater than \$50 million							
CEO/Executive Director	11	\$600,314		\$244,463	\$487,723	\$790,499	
Top Finance Position	9	\$253,584			\$217,880		
<b>Tennessee</b>							
\$250 thousand or less							
CEO/Executive Director	477	\$44,929	\$20,011	\$29,500	\$41,015	\$56,350	\$72,061
Top Administrative Position	23	\$38,082	\$18,560	\$23,614	\$32,887	\$41,724	\$66,560
Top Finance Position	18	\$34,520		\$21,285	\$31,432	\$39,854	
Top Program Position	8	\$31,949			\$34,431		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	347	\$69,675	\$33,077	\$45,823	\$62,125	\$82,823	\$120,264
Top Administrative Position	11	\$52,287		\$36,531	\$53,500	\$62,349	
Top Business Position	5	\$49,206			\$55,411		
Top Finance Position	24	\$46,776	\$20,707	\$25,295	\$45,264	\$65,193	\$84,691
Between \$500 thousand and \$1 million							
CEO/Executive Director	313	\$83,664	\$43,283	\$55,118	\$72,945	\$99,577	\$131,228
Top Administrative Position	10	\$56,420		\$33,475	\$47,552	\$76,195	
Top Business Position	5	\$68,689			\$82,083		
Top Finance Position	16	\$57,715		\$45,214	\$55,927	\$62,999	
Top Operations Position	12	\$78,970		\$54,688	\$63,289	\$96,326	
Between \$1 million and \$2.5 million							
CEO/Executive Director	362	\$109,899	\$56,003	\$75,054	\$97,840	\$133,332	\$174,349
Top Administrative Position	17	\$96,382		\$56,462	\$81,956	\$125,500	

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
Between \$1 million and \$2.5 million							
Top Business Position	11	\$109,859		\$83,016	\$104,876	\$141,620	
Top Development Position	5	\$85,696			\$85,199		
Top Finance Position	59	\$69,416	\$31,516	\$43,966	\$62,886	\$87,253	\$121,943
Top Operations Position	24	\$79,211	\$47,250	\$60,240	\$73,303	\$95,817	\$118,760
Between \$2.5 million and \$5 million							
CEO/Executive Director	209	\$135,225	\$57,860	\$94,415	\$122,520	\$176,938	\$220,908
Top Administrative Position	21	\$116,896	\$57,937	\$92,275	\$107,603	\$136,893	\$189,472
Top Development Position	6	\$85,661			\$86,687		
Top Finance Position	60	\$89,487	\$48,867	\$65,164	\$84,283	\$106,912	\$144,754
Top Operations Position	18	\$100,889		\$75,901	\$96,996	\$110,606	
Between \$5 million and \$10 million							
CEO/Executive Director	145	\$176,525	\$82,526	\$107,682	\$136,149	\$205,850	\$304,660
Top Administrative Position	9	\$162,833			\$163,259		
Top Development Position	9	\$108,049			\$113,512		
Top Finance Position	70	\$101,331	\$56,530	\$67,492	\$95,484	\$117,759	\$155,376
Top Operations Position	20	\$117,775	\$67,130	\$79,605	\$118,002	\$152,222	\$181,961
Top Technology Position	6	\$131,780			\$149,843		
Between \$10 million and \$25 million							
CEO/Executive Director	129	\$256,869	\$94,239	\$144,372	\$198,298	\$318,409	\$403,952
Top Administrative Position	18	\$183,512		\$137,651	\$191,462	\$205,897	
Top Development Position	17	\$147,142		\$125,225	\$133,450	\$153,614	
Top Education Position	5	\$130,873			\$117,405		
Top Finance Position	67	\$135,126	\$76,653	\$101,703	\$127,657	\$147,497	\$215,034
Top Marketing Position	5	\$130,285			\$120,686		
Top Operations Position	29	\$143,269	\$97,074	\$120,075	\$142,990	\$156,503	\$202,726
Top Technology Position	10	\$133,524		\$115,916	\$125,347	\$153,189	



## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
Between \$25 million and \$50 million							
CEO/Executive Director	53	\$293,983	\$126,341	\$165,481	\$239,654	\$353,036	\$552,230
Top Administrative Position	16	\$153,105		\$118,202	\$149,033	\$170,532	
Top Development Position	15	\$131,192		\$106,700	\$121,305	\$138,518	
Top Finance Position	38	\$140,221	\$78,760	\$103,458	\$127,202	\$171,190	\$225,559
Top Operations Position	9	\$184,237			\$147,764		
Greater than \$50 million							
CEO/Executive Director	66	\$576,195	\$180,503	\$257,907	\$361,020	\$656,719	\$1,308,984
Top Administrative Position	11	\$243,742		\$151,834	\$176,301	\$213,087	
Top Development Position	12	\$239,138		\$177,689	\$236,053	\$305,703	
Top Finance Position	59	\$276,690	\$130,560	\$146,824	\$188,481	\$281,755	\$508,482
Top Human Resources Position	7	\$348,245			\$288,784		
Top Legal Position	6	\$312,498			\$308,129		
Top Marketing Position	6	\$268,185			\$197,091		
Top Operations Position	30	\$329,302	\$139,503	\$152,838	\$248,688	\$382,114	\$639,766
Top Technology Position	11	\$274,214		\$202,430	\$252,898	\$359,479	
<b>Texas</b>							
\$250 thousand or less							
CEO/Executive Director	1,270	\$44,972	\$20,248	\$28,497	\$40,250	\$54,999	\$74,182
Top Administrative Position	46	\$31,448	\$17,900	\$21,764	\$26,822	\$37,207	\$49,305
Top Business Position	8	\$52,790			\$55,424		
Top Finance Position	58	\$30,793	\$17,956	\$20,404	\$26,000	\$38,019	\$48,027
Top Operations Position	12	\$41,480		\$29,901	\$38,682	\$52,012	
Top Program Position	24	\$34,432	\$17,200	\$20,923	\$32,238	\$42,205	\$48,057
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	973	\$66,434	\$30,266	\$44,000	\$60,500	\$80,175	\$105,887

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
Between \$250 thousand and \$500 thousand							
Top Administrative Position	27	\$52,438	\$29,286	\$37,826	\$48,600	\$66,163	\$77,426
Top Business Position	16	\$72,583		\$54,434	\$71,484	\$100,062	
Top Development Position	6	\$55,756			\$55,857		
Top Education Position	5	\$75,628			\$81,251		
Top Finance Position	40	\$40,631	\$18,512	\$24,658	\$35,235	\$51,462	\$65,695
Top Operations Position	17	\$53,730		\$25,923	\$52,077	\$75,000	
Top Program Position	12	\$51,494		\$41,710	\$48,935	\$60,130	
Between \$500 thousand and \$1 million							
CEO/Executive Director	936	\$82,799	\$40,980	\$55,147	\$73,448	\$100,000	\$135,433
Top Administrative Position	36	\$58,547	\$33,520	\$40,889	\$49,470	\$68,328	\$98,402
Top Business Position	17	\$66,820		\$47,174	\$66,291	\$82,885	
Top Development Position	6	\$69,136			\$64,780		
Top Finance Position	64	\$60,537	\$29,879	\$34,656	\$52,531	\$78,933	\$104,140
Top Operations Position	29	\$57,979	\$28,385	\$32,350	\$52,200	\$71,916	\$97,170
Top Program Position	9	\$60,208			\$42,000		
Between \$1 million and \$2.5 million							
CEO/Executive Director	1,050	\$115,156	\$53,987	\$74,166	\$99,033	\$138,585	\$197,037
Top Administrative Position	65	\$88,088	\$47,219	\$58,700	\$83,300	\$108,886	\$144,224
Top Business Position	29	\$93,326	\$46,845	\$55,730	\$88,933	\$129,442	\$150,303
Top Development Position	19	\$78,892		\$56,277	\$77,361	\$96,980	
Top Education Position	7	\$75,698			\$80,000		
Top Finance Position	144	\$73,702	\$40,223	\$49,878	\$65,932	\$89,983	\$117,128
Top Legal Position	5	\$128,013			\$129,064		
Top Operations Position	56	\$89,609	\$34,794	\$55,935	\$76,239	\$123,019	\$155,940
Top Program Position	7	\$75,888			\$70,447		

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
Between \$2.5 million and \$5 million							
CEO/Executive Director	583	\$158,211	\$77,055	\$100,521	\$131,950	\$185,354	\$271,646
Top Administrative Position	60	\$127,121	\$65,978	\$90,000	\$111,118	\$146,062	\$235,117
Top Business Position	25	\$108,594	\$53,836	\$70,683	\$81,517	\$146,313	\$168,334
Top Development Position	12	\$138,359		\$125,526	\$137,106	\$144,311	
Top Finance Position	158	\$108,655	\$52,981	\$68,230	\$91,978	\$131,887	\$177,016
Top Legal Position	5	\$201,411			\$220,690		
Top Marketing Position	9	\$142,084			\$154,568		
Top Operations Position	53	\$119,173	\$61,635	\$74,778	\$113,725	\$139,436	\$187,995
Top PR/Communications Position	6	\$105,030			\$108,483		
Top Program Position	7	\$128,359			\$125,775		
Top Technology Position	13	\$129,222		\$100,873	\$140,692	\$156,737	
Between \$5 million and \$10 million							
CEO/Executive Director	419	\$187,901	\$89,095	\$116,556	\$157,644	\$223,487	\$329,522
Top Administrative Position	62	\$163,003	\$98,359	\$114,916	\$144,873	\$185,444	\$255,428
Top Business Position	15	\$106,484		\$68,673	\$113,500	\$140,834	
Top Development Position	17	\$117,555		\$109,623	\$121,711	\$127,372	
Top Education Position	8	\$146,454			\$137,219		
Top Finance Position	168	\$114,049	\$59,382	\$77,290	\$104,657	\$133,437	\$168,366
Top Human Resources Position	5	\$103,374			\$85,725		
Top Legal Position	12	\$173,043		\$127,305	\$163,034	\$209,323	
Top Marketing Position	9	\$136,973			\$127,305		
Top Operations Position	68	\$138,439	\$75,722	\$97,121	\$125,882	\$153,555	\$213,108
Top PR/Communications Position	10	\$137,379		\$123,471	\$139,328	\$154,827	
Top Program Position	15	\$124,784		\$105,050	\$123,201	\$137,358	
Top Technology Position	7	\$135,880			\$131,571		

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
Between \$10 million and \$25 million							
CEO/Executive Director	346	\$251,216	\$111,761	\$153,358	\$211,084	\$320,191	\$433,987
Top Administrative Position	68	\$187,712	\$99,280	\$117,291	\$165,552	\$228,025	\$323,981
Top Business Position	14	\$151,088		\$110,076	\$132,333	\$189,365	
Top Development Position	53	\$137,533	\$89,537	\$118,174	\$136,478	\$157,303	\$182,370
Top Education Position	16	\$126,845		\$107,837	\$129,160	\$152,967	
Top Facilities Position	12	\$166,262		\$116,217	\$170,697	\$215,314	
Top Finance Position	222	\$135,659	\$72,985	\$97,471	\$122,849	\$162,785	\$208,257
Top Human Resources Position	20	\$137,855	\$89,448	\$104,610	\$132,727	\$172,214	\$185,526
Top Legal Position	17	\$208,178		\$141,939	\$217,192	\$255,592	
Top Marketing Position	20	\$154,313	\$118,162	\$125,129	\$148,390	\$175,379	\$211,051
Top Operations Position	87	\$159,722	\$82,877	\$100,573	\$140,665	\$180,935	\$248,928
Top PR/Communications Position	16	\$158,089		\$122,559	\$148,520	\$185,650	
Top Program Position	12	\$128,785		\$112,799	\$126,390	\$133,361	
Top Technology Position	20	\$173,708	\$122,098	\$136,130	\$155,562	\$192,009	\$241,674
Between \$25 million and \$50 million							
CEO/Executive Director	159	\$366,046	\$146,151	\$210,143	\$290,156	\$431,985	\$585,366
Top Administrative Position	31	\$266,542	\$107,598	\$140,540	\$200,743	\$276,517	\$403,572
Top Business Position	15	\$170,339		\$143,580	\$166,762	\$186,951	
Top Development Position	29	\$169,563	\$116,556	\$135,680	\$163,888	\$203,913	\$227,391
Top Education Position	5	\$149,199			\$146,963		
Top Facilities Position	7	\$176,573			\$152,565		
Top Finance Position	107	\$193,892	\$97,308	\$131,140	\$167,091	\$242,841	\$300,040
Top Human Resources Position	18	\$165,876		\$130,055	\$164,464	\$207,835	
Top Legal Position	7	\$220,236			\$199,690		
Top Marketing Position	16	\$169,036		\$141,884	\$164,187	\$180,561	
Top Operations Position	43	\$223,890	\$129,428	\$161,984	\$212,553	\$265,234	\$326,055

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
Between \$25 million and \$50 million							
Top PR/Communications Position	7	\$184,566			\$173,918		
Top Program Position	5	\$165,112			\$162,343		
Top Technology Position	21	\$180,586	\$126,804	\$142,173	\$158,877	\$175,637	\$201,525
Greater than \$50 million							
CEO/Executive Director	188	\$688,898	\$231,651	\$309,657	\$469,900	\$783,113	\$1,191,359
Top Administrative Position	55	\$318,881	\$146,566	\$203,983	\$259,338	\$407,275	\$589,224
Top Business Position	12	\$250,515		\$140,343	\$193,582	\$278,356	
Top Development Position	29	\$236,534	\$128,785	\$168,329	\$209,549	\$286,586	\$375,531
Top Education Position	11	\$183,090		\$146,224	\$189,999	\$215,063	
Top Facilities Position	7	\$228,209			\$230,740		
Top Finance Position	161	\$297,365	\$138,710	\$180,916	\$243,575	\$366,717	\$443,662
Top Human Resources Position	36	\$271,765	\$127,942	\$167,535	\$211,829	\$295,163	\$461,416
Top Legal Position	29	\$312,519	\$173,260	\$207,304	\$273,590	\$362,809	\$503,433
Top Marketing Position	21	\$226,647	\$122,883	\$154,900	\$194,534	\$277,217	\$392,233
Top Operations Position	86	\$335,619	\$147,193	\$180,119	\$245,413	\$365,748	\$527,064
Top PR/Communications Position	13	\$214,074		\$133,769	\$168,863	\$250,726	
Top Technology Position	37	\$283,966	\$139,466	\$182,629	\$228,439	\$314,144	\$462,038
<b>Utah</b>							
\$250 thousand or less							
CEO/Executive Director	110	\$44,566	\$19,726	\$27,585	\$43,004	\$55,669	\$73,157
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	101	\$67,523	\$34,000	\$48,500	\$64,500	\$83,000	\$101,638
Top Finance Position	5	\$44,202			\$42,938		
Between \$500 thousand and \$1 million							
CEO/Executive Director	90	\$94,478	\$49,124	\$63,825	\$79,032	\$104,273	\$143,164

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Utah</b>							
Between \$500 thousand and \$1 million							
Top Finance Position	6	\$76,693			\$56,133		
Between \$1 million and \$2.5 million							
CEO/Executive Director	137	\$115,391	\$55,211	\$73,772	\$91,974	\$135,490	\$198,001
Top Administrative Position	5	\$93,389			\$80,004		
Top Business Position	5	\$116,794			\$85,367		
Top Finance Position	16	\$80,836		\$52,196	\$75,387	\$109,906	
Between \$2.5 million and \$5 million							
CEO/Executive Director	80	\$126,291	\$67,750	\$85,759	\$112,122	\$149,225	\$180,197
Top Administrative Position	7	\$112,154			\$106,415		
Top Finance Position	14	\$96,502		\$66,233	\$85,021	\$102,803	
Top Operations Position	7	\$119,794			\$96,900		
Between \$5 million and \$10 million							
CEO/Executive Director	54	\$150,685	\$92,226	\$104,903	\$130,480	\$191,639	\$241,272
Top Administrative Position	5	\$132,945			\$161,972		
Top Finance Position	17	\$108,113		\$81,599	\$108,943	\$139,963	
Top Operations Position	5	\$106,065			\$113,782		
Between \$10 million and \$25 million							
CEO/Executive Director	33	\$231,377	\$111,860	\$151,979	\$197,518	\$312,920	\$375,284
Top Administrative Position	5	\$170,629			\$122,588		
Top Finance Position	19	\$140,804		\$108,818	\$118,965	\$147,301	
Top Operations Position	7	\$177,676			\$154,692		
Between \$25 million and \$50 million							
CEO/Executive Director	6	\$364,614			\$246,677		
Top Finance Position	5	\$153,298			\$158,097		
Greater than \$50 million							
CEO/Executive Director	8	\$635,383			\$341,981		

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Utah</b>							
Greater than \$50 million							
Top Finance Position	7	\$227,461			\$235,332		
Top Operations Position	5	\$268,396			\$208,872		
<b>Vermont</b>							
\$250 thousand or less							
CEO/Executive Director	132	\$44,710	\$21,768	\$30,867	\$42,365	\$55,088	\$69,791
Top Administrative Position	5	\$35,465			\$32,381		
Top Finance Position	7	\$30,562			\$27,605		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	127	\$66,738	\$39,808	\$49,746	\$57,604	\$79,240	\$105,442
Top Administrative Position	5	\$44,669			\$37,500		
Top Operations Position	5	\$45,143			\$46,398		
Between \$500 thousand and \$1 million							
CEO/Executive Director	106	\$76,854	\$47,861	\$58,745	\$68,935	\$85,914	\$110,871
Between \$1 million and \$2.5 million							
CEO/Executive Director	106	\$96,259	\$56,143	\$73,762	\$90,399	\$107,712	\$146,407
Top Finance Position	11	\$112,014		\$64,781	\$102,700	\$127,949	
Between \$2.5 million and \$5 million							
CEO/Executive Director	54	\$127,959	\$79,274	\$97,909	\$123,981	\$147,586	\$166,332
Top Finance Position	9	\$84,183			\$84,213		
Between \$5 million and \$10 million							
CEO/Executive Director	44	\$147,292	\$89,139	\$108,127	\$132,814	\$197,957	\$223,929
Top Finance Position	18	\$103,365		\$84,834	\$100,018	\$123,816	
Between \$10 million and \$25 million							
CEO/Executive Director	31	\$189,421	\$97,611	\$149,844	\$185,552	\$224,809	\$248,253

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Vermont</b>							
Between \$10 million and \$25 million							
Top Finance Position	21	\$128,938	\$90,425	\$106,502	\$124,714	\$152,366	\$166,175
Top Human Resources Position	5	\$120,730			\$119,812		
Between \$25 million and \$50 million							
CEO/Executive Director	9	\$229,549			\$206,042		
Top Finance Position	10	\$152,801		\$124,412	\$154,986	\$171,707	
Greater than \$50 million							
CEO/Executive Director	17	\$405,059		\$323,201	\$378,272	\$506,207	
Top Finance Position	14	\$245,212		\$179,290	\$223,046	\$247,227	
Top Operations Position	6	\$337,078			\$230,369		
<b>VI</b>							
\$250 thousand or less							
CEO/Executive Director	8	\$42,339			\$36,230		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$97,411			\$70,966		
<b>Virginia</b>							
\$250 thousand or less							
CEO/Executive Director	468	\$46,115	\$20,000	\$28,998	\$40,000	\$56,787	\$80,409
Top Administrative Position	12	\$31,055		\$23,237	\$28,633	\$34,791	
Top Finance Position	19	\$33,959		\$21,197	\$25,482	\$47,066	
Top Program Position	14	\$38,939		\$30,562	\$36,924	\$45,865	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	403	\$74,720	\$34,983	\$48,056	\$63,763	\$87,765	\$131,315
Top Administrative Position	15	\$36,420		\$23,348	\$27,768	\$47,996	
Top Finance Position	19	\$48,089		\$22,868	\$37,363	\$54,415	



## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
Between \$250 thousand and \$500 thousand							
Top Operations Position	5	\$41,663			\$36,667		
Top Program Position	5	\$36,102			\$32,349		
Between \$500 thousand and \$1 million							
CEO/Executive Director	446	\$96,454	\$43,281	\$61,000	\$82,976	\$118,393	\$169,761
Top Administrative Position	18	\$55,847		\$38,591	\$55,944	\$70,496	
Top Business Position	7	\$94,116			\$84,505		
Top Finance Position	37	\$73,426	\$29,754	\$41,818	\$61,158	\$93,343	\$135,838
Top Operations Position	13	\$83,874		\$66,883	\$77,855	\$94,575	
Between \$1 million and \$2.5 million							
CEO/Executive Director	549	\$140,738	\$57,022	\$81,935	\$117,148	\$178,321	\$244,542
Top Administrative Position	25	\$82,101	\$37,063	\$50,200	\$76,471	\$104,265	\$136,821
Top Business Position	7	\$85,057			\$76,817		
Top Development Position	8	\$124,331			\$125,770		
Top Finance Position	51	\$95,390	\$35,092	\$54,967	\$78,458	\$129,067	\$160,000
Top Operations Position	17	\$131,851		\$66,950	\$114,641	\$173,531	
Between \$2.5 million and \$5 million							
CEO/Executive Director	411	\$203,078	\$82,424	\$108,014	\$173,787	\$268,439	\$378,366
Top Administrative Position	29	\$133,823	\$73,798	\$90,439	\$123,160	\$165,295	\$198,994
Top Business Position	9	\$134,654			\$136,397		
Top Development Position	13	\$127,094		\$115,360	\$133,721	\$152,400	
Top Education Position	7	\$156,201			\$134,710		
Top Finance Position	90	\$109,957	\$36,760	\$68,363	\$104,997	\$140,169	\$169,720
Top Marketing Position	10	\$143,838		\$115,985	\$132,695	\$149,453	
Top Operations Position	44	\$144,893	\$75,607	\$98,052	\$148,339	\$176,376	\$221,500
Top PR/Communications Position	18	\$132,816		\$114,594	\$129,386	\$153,598	
Top Program Position	15	\$129,807		\$99,547	\$131,184	\$153,779	

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
Between \$2.5 million and \$5 million							
Top Technology Position	18	\$150,338		\$125,773	\$136,351	\$146,996	
Between \$5 million and \$10 million							
CEO/Executive Director	252	\$250,879	\$102,948	\$142,999	\$204,159	\$300,689	\$460,270
Top Administrative Position	34	\$181,527	\$107,116	\$135,387	\$190,987	\$206,729	\$272,269
Top Business Position	14	\$145,158		\$122,522	\$142,664	\$168,616	
Top Development Position	12	\$140,627		\$119,405	\$137,966	\$152,545	
Top Education Position	8	\$144,270			\$137,968		
Top Facilities Position	6	\$187,748			\$176,735		
Top Finance Position	105	\$142,590	\$83,608	\$108,827	\$134,004	\$171,643	\$210,198
Top Human Resources Position	6	\$143,992			\$129,381		
Top Legal Position	16	\$245,669		\$149,685	\$214,819	\$233,690	
Top Marketing Position	13	\$145,223		\$129,375	\$147,664	\$150,146	
Top Operations Position	53	\$177,581	\$85,932	\$117,577	\$177,336	\$214,861	\$265,456
Top PR/Communications Position	18	\$154,056		\$129,081	\$136,164	\$172,241	
Top Program Position	6	\$175,968			\$162,174		
Top Technology Position	14	\$151,559		\$133,373	\$151,939	\$174,625	
Between \$10 million and \$25 million							
CEO/Executive Director	231	\$400,305	\$139,227	\$189,761	\$269,999	\$420,021	\$774,470
Top Administrative Position	33	\$176,476	\$91,610	\$129,602	\$170,507	\$221,003	\$289,028
Top Business Position	9	\$155,565			\$134,099		
Top Development Position	36	\$168,319	\$104,769	\$117,891	\$154,124	\$201,190	\$242,247
Top Education Position	11	\$142,218		\$127,187	\$151,865	\$171,754	
Top Facilities Position	8	\$164,206			\$149,479		
Top Finance Position	143	\$177,756	\$91,945	\$123,913	\$163,678	\$223,490	\$281,742
Top Human Resources Position	17	\$145,490		\$112,346	\$140,940	\$158,549	
Top Legal Position	23	\$285,398	\$171,385	\$220,827	\$267,968	\$360,109	\$421,719

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
Between \$10 million and \$25 million							
Top Marketing Position	14	\$196,230		\$143,467	\$189,688	\$227,133	
Top Operations Position	75	\$237,836	\$101,059	\$132,413	\$199,674	\$304,474	\$397,558
Top PR/Communications Position	29	\$180,988	\$128,322	\$137,533	\$170,325	\$203,533	\$292,702
Top Program Position	20	\$164,612	\$111,762	\$127,062	\$161,219	\$187,889	\$208,801
Top Technology Position	26	\$194,297	\$111,005	\$139,199	\$169,364	\$208,119	\$316,208
Between \$25 million and \$50 million							
CEO/Executive Director	88	\$505,250	\$164,490	\$287,656	\$381,223	\$482,060	\$742,410
Top Administrative Position	9	\$292,063			\$277,220		
Top Business Position	5	\$186,071			\$198,552		
Top Development Position	14	\$183,589		\$150,136	\$167,126	\$218,305	
Top Education Position	7	\$209,293			\$178,149		
Top Finance Position	69	\$204,325	\$100,427	\$147,436	\$197,543	\$274,537	\$302,781
Top Human Resources Position	17	\$160,593		\$123,669	\$145,026	\$194,706	
Top Legal Position	9	\$302,798			\$220,778		
Top Marketing Position	10	\$174,769		\$141,649	\$183,181	\$202,582	
Top Operations Position	32	\$254,698	\$161,290	\$182,501	\$219,143	\$294,213	\$384,048
Top PR/Communications Position	9	\$228,893			\$194,129		
Top Technology Position	14	\$206,655		\$172,865	\$202,242	\$241,522	
Greater than \$50 million							
CEO/Executive Director	110	\$685,973	\$214,144	\$352,940	\$520,613	\$811,238	\$1,257,133
Top Administrative Position	11	\$245,343		\$175,875	\$203,050	\$328,247	
Top Business Position	14	\$223,953		\$158,558	\$180,035	\$228,687	
Top Development Position	18	\$259,790		\$185,588	\$220,772	\$293,202	
Top Education Position	6	\$206,633			\$162,713		
Top Finance Position	80	\$328,186	\$158,437	\$187,431	\$259,714	\$377,784	\$551,833
Top Human Resources Position	30	\$259,370	\$135,732	\$181,543	\$260,664	\$317,368	\$368,282

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
Greater than \$50 million							
Top Legal Position	32	\$356,495	\$193,271	\$277,942	\$333,012	\$444,475	\$545,039
Top Marketing Position	15	\$265,601		\$189,390	\$275,635	\$288,509	
Top Operations Position	40	\$362,689	\$172,213	\$217,344	\$310,352	\$403,419	\$544,962
Top PR/Communications Position	12	\$275,132		\$182,805	\$238,591	\$308,906	
Top Program Position	9	\$219,295			\$202,533		
Top Technology Position	30	\$252,935	\$135,682	\$179,972	\$233,397	\$313,787	\$373,018
<b>Washington</b>							
\$250 thousand or less							
CEO/Executive Director	473	\$50,084	\$22,500	\$30,000	\$45,000	\$63,000	\$82,080
Top Administrative Position	12	\$38,217		\$18,773	\$30,000	\$52,518	
Top Finance Position	21	\$43,947	\$20,000	\$23,592	\$37,497	\$55,997	\$73,500
Top Operations Position	8	\$37,389			\$37,118		
Top Program Position	12	\$42,001		\$30,710	\$42,544	\$51,266	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	445	\$68,197	\$32,155	\$46,800	\$61,500	\$81,748	\$111,232
Top Administrative Position	18	\$62,252		\$38,331	\$52,926	\$69,435	
Top Finance Position	16	\$52,283		\$34,683	\$41,788	\$73,698	
Top Operations Position	9	\$60,235			\$44,929		
Top Program Position	6	\$36,425			\$37,442		
Between \$500 thousand and \$1 million							
CEO/Executive Director	438	\$86,875	\$47,140	\$60,682	\$77,675	\$100,507	\$140,688
Top Administrative Position	10	\$55,165		\$40,500	\$57,389	\$64,871	
Top Business Position	6	\$83,991			\$89,817		
Top Finance Position	34	\$60,075	\$34,891	\$41,121	\$48,681	\$70,512	\$100,698
Top Operations Position	9	\$53,486			\$45,750		

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
Between \$500 thousand and \$1 million							
Top Program Position	6	\$54,338			\$56,397		
Between \$1 million and \$2.5 million							
CEO/Executive Director	554	\$108,660	\$58,524	\$77,992	\$98,109	\$127,084	\$173,544
Top Administrative Position	28	\$86,107	\$62,056	\$70,081	\$81,498	\$98,361	\$123,674
Top Business Position	14	\$127,882		\$113,620	\$127,921	\$162,074	
Top Finance Position	78	\$77,524	\$33,891	\$46,600	\$66,535	\$111,142	\$134,067
Top Operations Position	23	\$83,189	\$45,041	\$62,591	\$79,268	\$112,152	\$127,735
Top Program Position	8	\$122,015			\$88,134		
Between \$2.5 million and \$5 million							
CEO/Executive Director	281	\$132,474	\$71,347	\$95,028	\$119,963	\$155,104	\$201,241
Top Administrative Position	19	\$121,916		\$93,414	\$122,744	\$137,266	
Top Business Position	10	\$140,022		\$101,854	\$139,116	\$168,766	
Top Finance Position	90	\$92,068	\$55,810	\$68,966	\$86,380	\$110,893	\$132,015
Top Operations Position	16	\$91,200		\$75,955	\$93,771	\$102,513	
Between \$5 million and \$10 million							
CEO/Executive Director	156	\$180,383	\$92,228	\$118,551	\$156,320	\$213,999	\$315,860
Top Administrative Position	20	\$180,331	\$81,665	\$125,897	\$163,445	\$184,741	\$212,293
Top Business Position	11	\$173,666		\$145,571	\$177,455	\$204,853	
Top Development Position	12	\$137,285		\$117,945	\$130,361	\$170,286	
Top Finance Position	89	\$118,518	\$73,235	\$85,673	\$116,884	\$137,969	\$180,671
Top Operations Position	19	\$140,902		\$122,262	\$134,995	\$153,270	
Top Technology Position	5	\$132,996			\$125,055		
Between \$10 million and \$25 million							
CEO/Executive Director	147	\$224,835	\$112,678	\$147,355	\$202,145	\$263,284	\$363,703
Top Administrative Position	15	\$172,250		\$122,988	\$152,882	\$193,328	
Top Business Position	6	\$166,089			\$170,046		

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
Between \$10 million and \$25 million							
Top Development Position	20	\$141,146	\$110,290	\$121,731	\$139,648	\$157,525	\$183,188
Top Education Position	7	\$168,206			\$161,758		
Top Finance Position	105	\$133,965	\$82,222	\$103,939	\$127,347	\$148,886	\$191,994
Top Human Resources Position	11	\$129,303		\$117,722	\$132,689	\$137,083	
Top Legal Position	8	\$166,877			\$170,128		
Top Marketing Position	10	\$146,297		\$119,072	\$150,597	\$171,658	
Top Operations Position	37	\$155,217	\$103,401	\$123,918	\$140,771	\$195,182	\$205,105
Top PR/Communications Position	5	\$134,803			\$130,979		
Top Technology Position	14	\$142,329		\$123,842	\$127,675	\$159,588	
Between \$25 million and \$50 million							
CEO/Executive Director	69	\$381,230	\$143,644	\$232,723	\$291,148	\$485,589	\$659,606
Top Administrative Position	9	\$219,002			\$183,399		
Top Business Position	5	\$253,343			\$193,677		
Top Development Position	15	\$189,821		\$138,348	\$168,679	\$202,086	
Top Education Position	5	\$153,072			\$138,817		
Top Finance Position	58	\$193,198	\$119,179	\$142,464	\$183,859	\$247,157	\$279,555
Top Human Resources Position	17	\$152,980		\$135,529	\$144,287	\$168,342	
Top Marketing Position	10	\$182,966		\$139,943	\$174,242	\$215,935	
Top Operations Position	34	\$231,035	\$128,182	\$151,008	\$222,605	\$264,652	\$325,058
Top Program Position	6	\$197,302			\$134,717		
Top Technology Position	23	\$188,484	\$117,104	\$143,924	\$191,841	\$219,865	\$246,538
Greater than \$50 million							
CEO/Executive Director	69	\$775,196	\$191,375	\$253,758	\$432,297	\$788,461	\$1,258,179
Top Administrative Position	12	\$344,040		\$226,265	\$327,419	\$464,069	
Top Business Position	5	\$287,518			\$271,462		
Top Development Position	11	\$211,444		\$172,672	\$214,843	\$232,772	

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
Greater than \$50 million							
Top Finance Position	56	\$354,267	\$136,936	\$197,486	\$276,912	\$435,013	\$522,486
Top Human Resources Position	15	\$270,940		\$179,347	\$212,512	\$328,580	
Top Legal Position	10	\$366,201		\$215,265	\$276,976	\$423,460	
Top Marketing Position	9	\$192,533			\$183,516		
Top Operations Position	34	\$320,592	\$133,988	\$200,841	\$262,181	\$347,462	\$480,083
Top PR/Communications Position	5	\$217,332			\$189,589		
Top Technology Position	15	\$242,577		\$163,686	\$229,233	\$264,489	
<b>West Virginia</b>							
\$250 thousand or less							
CEO/Executive Director	99	\$44,788	\$19,923	\$28,182	\$40,525	\$52,913	\$74,524
Top Finance Position	6	\$35,730			\$20,535		
Top Program Position	5	\$32,595			\$37,074		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	98	\$62,433	\$31,489	\$42,710	\$54,991	\$76,617	\$100,628
Between \$500 thousand and \$1 million							
CEO/Executive Director	110	\$75,218	\$38,458	\$49,177	\$63,339	\$84,482	\$126,783
Top Business Position	10	\$102,811		\$85,460	\$96,273	\$121,355	
Top Finance Position	8	\$67,962			\$61,386		
Between \$1 million and \$2.5 million							
CEO/Executive Director	115	\$88,924	\$43,304	\$54,250	\$81,800	\$111,573	\$146,025
Top Administrative Position	6	\$67,728			\$65,486		
Top Business Position	5	\$152,229			\$148,209		
Top Finance Position	20	\$72,260	\$38,416	\$50,230	\$54,909	\$84,798	\$121,079
Between \$2.5 million and \$5 million							
CEO/Executive Director	60	\$115,126	\$61,458	\$70,531	\$85,506	\$111,122	\$163,185

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>West Virginia</b>							
Between \$2.5 million and \$5 million							
Top Finance Position	19	\$72,057		\$54,831	\$74,869	\$80,504	
Between \$5 million and \$10 million							
CEO/Executive Director	35	\$142,942	\$73,160	\$89,087	\$114,393	\$165,834	\$224,155
Top Finance Position	15	\$79,135		\$62,254	\$77,136	\$99,547	
Top Operations Position	5	\$129,174			\$118,809		
Between \$10 million and \$25 million							
CEO/Executive Director	45	\$160,208	\$105,151	\$112,327	\$136,969	\$182,500	\$267,268
Top Administrative Position	9	\$161,030			\$129,514		
Top Finance Position	28	\$104,525	\$73,730	\$81,824	\$93,848	\$113,981	\$140,456
Top Operations Position	5	\$100,437			\$103,351		
Between \$25 million and \$50 million							
CEO/Executive Director	16	\$260,349		\$167,708	\$196,233	\$338,004	
Top Finance Position	15	\$179,162		\$134,586	\$145,970	\$221,502	
Top Operations Position	5	\$208,654			\$222,634		
Greater than \$50 million							
CEO/Executive Director	12	\$561,646		\$292,446	\$384,467	\$660,514	
Top Finance Position	10	\$363,261		\$227,915	\$317,052	\$472,251	
Top Operations Position	6	\$351,155			\$290,979		
<b>Wisconsin</b>							
\$250 thousand or less							
CEO/Executive Director	418	\$44,851	\$21,237	\$29,752	\$42,609	\$56,458	\$69,119
Top Administrative Position	14	\$33,217		\$25,426	\$33,203	\$38,194	
Top Finance Position	11	\$39,490		\$25,709	\$31,244	\$46,239	
Top Operations Position	5	\$32,119			\$34,632		
Top Program Position	8	\$28,357			\$25,918		



## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	382	\$65,772	\$35,413	\$49,061	\$60,404	\$77,997	\$99,587
Top Administrative Position	17	\$46,732		\$35,385	\$41,600	\$57,774	
Top Business Position	7	\$115,878			\$100,680		
Top Finance Position	19	\$42,486		\$25,761	\$37,447	\$53,112	
Top Operations Position	6	\$54,865			\$54,765		
Between \$500 thousand and \$1 million							
CEO/Executive Director	360	\$82,852	\$43,948	\$58,215	\$73,425	\$97,386	\$138,040
Top Administrative Position	19	\$59,962		\$42,546	\$56,499	\$72,101	
Top Business Position	8	\$86,521			\$99,883		
Top Finance Position	19	\$72,040		\$36,002	\$56,432	\$72,738	
Top Operations Position	12	\$51,748		\$46,648	\$51,245	\$59,019	
Between \$1 million and \$2.5 million							
CEO/Executive Director	430	\$112,791	\$55,877	\$76,260	\$101,346	\$128,239	\$182,613
Top Administrative Position	20	\$90,090	\$46,950	\$56,193	\$90,133	\$117,282	\$136,202
Top Business Position	18	\$128,517		\$103,292	\$136,546	\$157,237	
Top Finance Position	56	\$86,704	\$39,921	\$54,470	\$70,527	\$102,958	\$152,208
Top Operations Position	12	\$78,002		\$52,442	\$64,825	\$96,286	
Between \$2.5 million and \$5 million							
CEO/Executive Director	236	\$140,402	\$75,418	\$97,160	\$122,677	\$163,010	\$213,990
Top Administrative Position	21	\$115,437	\$68,046	\$84,000	\$103,016	\$149,497	\$181,350
Top Business Position	15	\$150,378		\$103,548	\$165,930	\$195,795	
Top Facilities Position	6	\$134,771			\$130,983		
Top Finance Position	73	\$98,707	\$51,939	\$66,157	\$86,852	\$128,737	\$156,719
Top Operations Position	13	\$113,547		\$73,809	\$88,805	\$121,235	
Between \$5 million and \$10 million							
CEO/Executive Director	159	\$187,901	\$97,261	\$118,944	\$152,145	\$212,773	\$306,610

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
Between \$5 million and \$10 million							
Top Administrative Position	19	\$150,741		\$113,326	\$125,934	\$160,790	
Top Business Position	5	\$109,794			\$87,403		
Top Development Position	5	\$156,042			\$119,834		
Top Finance Position	82	\$114,207	\$66,435	\$84,442	\$106,673	\$126,028	\$167,286
Top Operations Position	29	\$144,784	\$107,848	\$121,953	\$140,389	\$165,355	\$185,901
Top Technology Position	5	\$152,648			\$155,922		
Between \$10 million and \$25 million							
CEO/Executive Director	121	\$236,140	\$130,223	\$173,068	\$220,132	\$278,801	\$371,730
Top Administrative Position	16	\$189,865		\$149,051	\$169,879	\$236,327	
Top Business Position	7	\$124,528			\$110,012		
Top Development Position	9	\$158,994			\$146,338		
Top Finance Position	82	\$143,911	\$88,229	\$112,450	\$138,298	\$167,026	\$203,020
Top Marketing Position	5	\$136,858			\$124,234		
Top Operations Position	32	\$159,331	\$100,447	\$118,770	\$155,856	\$181,358	\$225,811
Top Technology Position	6	\$149,023			\$152,111		
Between \$25 million and \$50 million							
CEO/Executive Director	55	\$319,483	\$192,238	\$241,401	\$287,554	\$343,422	\$500,468
Top Administrative Position	8	\$193,897			\$195,138		
Top Development Position	8	\$153,748			\$134,984		
Top Finance Position	42	\$166,086	\$111,799	\$126,214	\$161,035	\$186,950	\$233,900
Top Human Resources Position	9	\$158,236			\$168,272		
Top Marketing Position	7	\$177,324			\$181,243		
Top Operations Position	17	\$185,361		\$157,400	\$167,327	\$199,416	
Top Technology Position	8	\$172,940			\$187,290		
Greater than \$50 million							
CEO/Executive Director	67	\$731,542	\$204,660	\$333,871	\$438,944	\$683,819	\$936,474

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
Greater than \$50 million							
Top Administrative Position	7	\$489,089			\$395,833		
Top Business Position	7	\$303,444			\$207,310		
Top Development Position	9	\$260,364			\$175,403		
Top Finance Position	57	\$334,144	\$131,912	\$186,019	\$282,011	\$397,243	\$552,067
Top Human Resources Position	15	\$313,856		\$208,004	\$252,553	\$374,993	
Top Legal Position	6	\$520,620			\$486,289		
Top Marketing Position	8	\$265,299			\$223,877		
Top Operations Position	26	\$338,729	\$156,242	\$210,331	\$264,725	\$330,187	\$423,231
Top Technology Position	20	\$294,871	\$147,646	\$202,672	\$246,345	\$291,361	\$401,239
<b>Wyoming</b>							
\$250 thousand or less							
CEO/Executive Director	89	\$46,801	\$20,357	\$34,083	\$44,662	\$55,090	\$76,496
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	69	\$61,495	\$29,843	\$45,544	\$61,500	\$73,301	\$90,587
Between \$500 thousand and \$1 million							
CEO/Executive Director	47	\$90,296	\$42,460	\$60,421	\$78,027	\$103,133	\$153,256
Between \$1 million and \$2.5 million							
CEO/Executive Director	62	\$91,138	\$47,092	\$66,273	\$83,426	\$109,274	\$133,991
Top Finance Position	5	\$74,344			\$74,867		
Top Operations Position	5	\$44,557			\$50,875		
Between \$2.5 million and \$5 million							
CEO/Executive Director	25	\$111,302	\$44,138	\$73,843	\$114,603	\$145,005	\$176,190
Top Finance Position	6	\$78,535			\$92,528		
Between \$5 million and \$10 million							
CEO/Executive Director	17	\$129,904		\$104,237	\$119,833	\$156,445	

## All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wyoming</b>							
Between \$10 million and \$25 million							
CEO/Executive Director	14	\$178,267		\$166,683	\$178,297	\$203,379	
Top Administrative Position	5	\$179,528			\$177,901		
Top Finance Position	7	\$137,479			\$114,617		
Top Operations Position	5	\$142,264			\$147,416		
Greater than \$50 million							
CEO/Executive Director	5	\$685,548			\$555,320		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	248	\$48,606	\$24,000	\$32,123	\$43,119	\$57,874	\$79,615
	M	211	\$59,698	\$24,681	\$35,932	\$52,249	\$70,459	\$105,602
	U	33	\$51,506	\$28,429	\$35,280	\$48,542	\$65,069	\$73,370
Top Administrative Position								
	M	5	\$40,712			\$29,000		
Top Finance Position								
	F	9	\$36,006			\$31,333		
	M	11	\$53,153		\$22,800	\$41,800	\$75,144	
Top Program Position								
	F	8	\$28,460			\$28,530		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	81	\$76,842	\$36,684	\$59,340	\$69,492	\$96,531	\$110,988
	M	81	\$95,325	\$43,603	\$60,000	\$92,215	\$114,026	\$153,887
	U	13	\$76,907		\$54,590	\$70,000	\$105,219	
Top Business Position								
	M	7	\$124,639			\$130,882		
Top Finance Position								
	F	8	\$42,462			\$41,635		
	M	5	\$88,284			\$81,970		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	108	\$95,840	\$49,076	\$67,742	\$87,630	\$116,282	\$138,982
	M	162	\$131,425	\$52,114	\$82,326	\$110,669	\$161,821	\$226,478
	U	17	\$123,050		\$91,343	\$117,457	\$158,808	

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>								
Between \$1 million and \$5 million								
Top Administrative Position								
	F	7	\$89,633			\$84,237		
	M	14	\$74,042		\$49,229	\$71,204	\$88,384	
Top Business Position								
	M	5	\$118,031			\$118,160		
Top Finance Position								
	F	20	\$65,280	\$37,598	\$41,732	\$62,576	\$77,657	\$100,054
	M	21	\$99,363	\$49,963	\$63,870	\$91,086	\$127,257	\$165,437
Top Operations Position								
	F	7	\$66,403			\$60,745		
	M	7	\$64,574			\$59,601		
Greater than \$5 million								
CEO/Executive Director								
	F	35	\$163,503	\$81,043	\$105,626	\$147,896	\$174,847	\$317,988
	M	140	\$286,909	\$117,346	\$151,038	\$219,852	\$334,261	\$490,210
	U	21	\$183,550	\$85,352	\$102,313	\$169,254	\$226,142	\$282,347
Top Administrative Position								
	F	9	\$134,193			\$135,568		
	M	19	\$217,575		\$155,236	\$208,030	\$269,639	
Top Business Position								
	M	5	\$149,484			\$100,045		
Top Development Position								
	F	5	\$148,596			\$125,154		
	M	7	\$125,297			\$122,500		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>								
Greater than \$5 million								
Top Finance Position								
	F	41	\$146,103	\$60,690	\$83,852	\$109,073	\$152,629	\$205,297
	M	42	\$204,017	\$97,480	\$130,758	\$174,537	\$212,702	\$333,540
	U	9	\$151,840			\$140,000		
Top Human Resources Position								
	F	5	\$208,081			\$140,494		
Top Marketing Position								
	M	5	\$133,681			\$143,985		
Top Operations Position								
	F	19	\$145,583		\$97,406	\$135,334	\$192,323	
	M	31	\$267,220	\$102,058	\$129,245	\$193,469	\$259,856	\$717,412
Top Technology Position								
	M	10	\$174,536		\$146,108	\$158,907	\$178,322	
<b>Alaska</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	92	\$51,348	\$20,813	\$34,420	\$48,813	\$62,670	\$86,078
	M	51	\$63,348	\$35,000	\$45,136	\$61,800	\$76,132	\$91,803
	U	14	\$68,260		\$42,884	\$53,326	\$73,402	
Top Administrative Position								
	M	9	\$61,553			\$60,030		

## All Organizations Compensation State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alaska</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	53	\$77,200	\$50,642	\$60,300	\$70,207	\$86,734	\$105,540
M	31	\$109,736	\$63,175	\$76,365	\$95,971	\$137,056	\$167,515
U	7	\$81,723			\$78,596		
Top Administrative Position							
M	5	\$65,500			\$72,022		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	87	\$107,759	\$64,300	\$74,442	\$98,005	\$125,614	\$166,317
M	82	\$125,110	\$78,025	\$90,671	\$118,424	\$152,415	\$175,455
U	10	\$132,604		\$96,073	\$129,959	\$144,642	
Top Administrative Position							
F	8	\$117,278			\$108,864		
M	7	\$136,938			\$128,717		
Top Finance Position							
F	27	\$88,431	\$55,488	\$64,963	\$78,738	\$101,638	\$128,685
M	9	\$124,846			\$133,783		
Top Operations Position							
F	6	\$114,153			\$115,804		
Greater than \$5 million							
CEO/Executive Director							
F	42	\$181,616	\$93,631	\$124,515	\$163,736	\$217,094	\$266,234
M	51	\$249,748	\$122,922	\$158,300	\$197,798	\$297,011	\$455,167
U	6	\$452,740			\$414,578		
Top Administrative Position							
M	11	\$182,876		\$127,275	\$165,720	\$234,948	



## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alaska</b>								
Greater than \$5 million								
Top Development Position								
	F	5	\$119,791			\$125,317		
Top Finance Position								
	F	28	\$142,249	\$67,482	\$92,040	\$130,998	\$177,041	\$210,979
	M	34	\$164,373	\$91,592	\$105,553	\$131,356	\$192,648	\$275,768
	U	8	\$244,540			\$243,974		
Top Human Resources Position								
	F	5	\$132,304			\$127,766		
Top Operations Position								
	F	6	\$133,163			\$128,071		
	M	13	\$212,588		\$116,230	\$180,105	\$318,294	
Top Technology Position								
	M	5	\$166,417			\$143,815		
<b>Arizona</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	275	\$54,817	\$24,611	\$35,018	\$51,542	\$69,273	\$89,804
	M	194	\$56,370	\$25,110	\$35,575	\$48,573	\$68,100	\$94,430
	U	46	\$55,709	\$23,386	\$32,700	\$50,352	\$66,750	\$102,556
Top Administrative Position								
	F	5	\$44,859			\$45,000		
Top Finance Position								
	F	18	\$33,689		\$23,633	\$35,033	\$42,302	
	M	10	\$44,549		\$25,216	\$30,553	\$61,637	

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arizona</b>								
\$500 thousand or less								
Top Operations Position								
	F	9	\$36,586			\$30,760		
Top Program Position								
	F	6	\$32,722			\$32,807		
	M	5	\$41,464			\$34,905		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	129	\$84,801	\$40,000	\$55,000	\$77,402	\$105,075	\$146,471
	M	126	\$91,256	\$43,481	\$60,725	\$76,030	\$106,408	\$153,354
	U	12	\$83,094		\$51,317	\$70,572	\$87,947	
Top Administrative Position								
	M	5	\$44,800			\$45,150		
Top Business Position								
	M	5	\$93,864			\$91,145		
Top Finance Position								
	F	14	\$56,862		\$32,955	\$60,000	\$76,939	
	M	15	\$51,230		\$31,155	\$49,718	\$63,653	
Top Operations Position								
	F	7	\$66,587			\$67,813		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	222	\$105,316	\$54,117	\$74,022	\$95,009	\$127,509	\$168,074
	M	218	\$136,638	\$54,871	\$80,531	\$119,367	\$168,387	\$239,152
	U	29	\$108,378	\$40,789	\$55,699	\$72,666	\$108,000	\$134,692

## All Organizations Compensation State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arizona</b>							
Between \$1 million and \$5 million							
Top Administrative Position							
F	13	\$74,086		\$69,106	\$79,510	\$81,614	
M	11	\$120,795		\$81,585	\$117,285	\$157,596	
Top Business Position							
F	7	\$74,154			\$62,854		
M	8	\$166,867			\$170,850		
Top Finance Position							
F	38	\$85,494	\$51,471	\$61,634	\$77,826	\$96,307	\$144,052
M	36	\$105,163	\$34,549	\$60,002	\$96,792	\$132,016	\$181,960
U	5	\$84,585			\$83,369		
Top Operations Position							
F	21	\$114,090	\$47,698	\$63,846	\$91,214	\$167,000	\$194,050
M	14	\$142,598		\$74,647	\$134,514	\$186,358	
Greater than \$5 million							
CEO/Executive Director							
F	92	\$218,505	\$91,904	\$123,133	\$172,853	\$235,606	\$392,874
M	200	\$326,119	\$98,259	\$131,616	\$224,742	\$326,093	\$496,520
U	22	\$272,791	\$109,192	\$149,252	\$240,152	\$329,565	\$465,515
Top Administrative Position							
F	13	\$114,495		\$86,575	\$113,697	\$128,893	
M	27	\$194,136	\$93,049	\$107,698	\$142,302	\$186,536	\$387,504
Top Business Position							
F	6	\$136,386			\$145,973		
M	10	\$176,499		\$122,675	\$148,741	\$205,728	

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arizona</b>								
Greater than \$5 million								
Top Development Position								
	F	10	\$125,624		\$114,506	\$142,806	\$159,028	
	M	15	\$192,761		\$146,147	\$154,423	\$238,150	
	U	5	\$151,223			\$161,317		
Top Finance Position								
	F	90	\$132,841	\$70,787	\$86,057	\$113,790	\$149,230	\$192,732
	M	103	\$189,578	\$82,018	\$111,385	\$148,544	\$220,640	\$295,360
	U	16	\$125,303		\$92,151	\$111,976	\$144,399	
Top Human Resources Position								
	F	19	\$176,858		\$113,600	\$134,190	\$200,094	
	M	5	\$282,086			\$348,578		
Top Legal Position								
	M	9	\$498,210			\$248,543		
Top Marketing Position								
	F	7	\$164,567			\$170,058		
	M	8	\$148,100			\$142,273		
Top Operations Position								
	F	41	\$186,477	\$81,455	\$103,511	\$133,270	\$194,014	\$353,824
	M	42	\$225,718	\$100,589	\$122,676	\$171,006	\$243,687	\$359,906
	U	5	\$138,905			\$117,537		
Top PR/Communications Position								
	F	5	\$146,083			\$122,170		
Top Program Position								
	F	6	\$104,023			\$103,937		
Top Technology Position								
	M	23	\$211,344	\$105,209	\$121,596	\$151,640	\$226,092	\$260,662

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arkansas</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	111	\$50,508	\$24,050	\$34,515	\$47,033	\$63,449	\$79,886
	M	124	\$55,882	\$20,432	\$31,829	\$50,686	\$70,207	\$101,461
	U	30	\$57,375	\$30,620	\$40,057	\$50,909	\$66,879	\$99,478
Top Administrative Position								
	F	12	\$33,024		\$25,694	\$30,907	\$39,434	
Top Finance Position								
	F	5	\$34,942			\$22,295		
Top Program Position								
	F	8	\$39,732			\$36,450		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	42	\$60,603	\$37,443	\$45,069	\$55,290	\$72,061	\$94,882
	M	42	\$97,497	\$49,705	\$65,400	\$90,078	\$114,209	\$162,979
Top Finance Position								
	F	5	\$49,257			\$39,675		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	64	\$102,783	\$39,982	\$61,603	\$84,884	\$129,387	\$183,114
	M	90	\$128,872	\$54,538	\$76,191	\$105,591	\$161,911	\$230,406
	U	8	\$128,253			\$110,689		
Top Administrative Position								
	F	7	\$90,018			\$82,053		
	M	9	\$114,302			\$106,392		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arkansas</b>								
Between \$1 million and \$5 million								
Top Finance Position								
	F	25	\$85,759	\$30,051	\$40,000	\$75,495	\$122,020	\$152,198
	M	14	\$104,080		\$78,919	\$94,225	\$136,775	
Top Operations Position								
	M	12	\$129,408		\$86,845	\$111,266	\$165,754	
Greater than \$5 million								
CEO/Executive Director								
	F	48	\$166,757	\$70,441	\$102,593	\$137,732	\$198,023	\$246,619
	M	106	\$266,551	\$94,832	\$139,428	\$197,322	\$330,040	\$507,292
	U	6	\$155,200			\$154,786		
Top Administrative Position								
	F	6	\$148,509			\$134,034		
	M	15	\$241,446		\$145,909	\$214,869	\$273,857	
Top Facilities Position								
	M	5	\$160,781			\$138,200		
Top Finance Position								
	F	36	\$143,621	\$76,466	\$86,923	\$121,294	\$147,491	\$207,719
	M	51	\$169,602	\$65,809	\$83,186	\$131,372	\$185,329	\$300,972
Top Human Resources Position								
	F	5	\$193,244			\$182,264		
Top Legal Position								
	M	6	\$298,140			\$293,371		
Top Operations Position								
	F	9	\$168,455			\$161,584		
	M	23	\$244,305	\$97,519	\$144,775	\$187,251	\$258,018	\$373,980

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arkansas</b>								
Greater than \$5 million								
Top Technology Position								
	M	8	\$216,904			\$164,070		
<b>California</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	1,612	\$57,545	\$24,000	\$35,478	\$52,542	\$73,094	\$95,204
	M	1,341	\$61,391	\$24,000	\$34,828	\$52,800	\$77,520	\$107,740
	U	359	\$54,673	\$21,920	\$30,425	\$49,695	\$68,206	\$97,343
Top Administrative Position								
	F	48	\$41,325	\$20,229	\$26,635	\$39,440	\$53,433	\$65,121
	M	29	\$57,102	\$25,480	\$37,713	\$52,809	\$65,725	\$80,457
	U	12	\$38,474		\$23,918	\$35,864	\$51,924	
Top Business Position								
	F	6	\$36,267			\$37,925		
	M	10	\$94,627		\$56,832	\$96,148	\$126,967	
Top Finance Position								
	F	99	\$40,861	\$16,740	\$21,352	\$34,974	\$55,092	\$67,260
	M	93	\$53,012	\$18,519	\$23,656	\$44,100	\$65,000	\$100,248
	U	25	\$50,980	\$18,637	\$24,320	\$38,500	\$56,600	\$98,399
Top Operations Position								
	F	27	\$47,410	\$24,955	\$30,000	\$45,930	\$61,396	\$74,523
	M	11	\$42,919		\$32,493	\$36,679	\$54,000	
	U	6	\$49,880			\$46,984		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>								
\$500 thousand or less								
Top Program Position								
	F	30	\$49,842	\$30,341	\$36,796	\$41,512	\$63,500	\$77,188
	M	14	\$39,925		\$33,191	\$39,500	\$46,555	
	U	8	\$52,713			\$44,088		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	888	\$86,256	\$42,990	\$61,534	\$82,454	\$103,555	\$130,266
	M	707	\$99,180	\$45,043	\$62,799	\$88,088	\$119,948	\$162,988
	U	191	\$85,209	\$36,000	\$52,567	\$76,302	\$104,445	\$127,965
Top Administrative Position								
	F	20	\$61,488	\$32,354	\$43,858	\$56,271	\$79,931	\$96,982
	M	14	\$99,352		\$62,943	\$107,106	\$124,712	
	U	7	\$69,256			\$64,387		
Top Business Position								
	M	17	\$114,882		\$81,000	\$102,197	\$150,134	
Top Development Position								
	F	5	\$76,488			\$72,585		
Top Education Position								
	M	5	\$126,167			\$109,960		
Top Finance Position								
	F	76	\$57,632	\$24,870	\$35,926	\$52,165	\$74,819	\$94,917
	M	58	\$79,943	\$31,261	\$48,116	\$67,176	\$89,546	\$134,178
	U	17	\$55,865		\$26,553	\$52,000	\$70,752	
Top Legal Position								
	M	5	\$154,384			\$153,539		



## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>								
Between \$500 thousand and \$1 million								
Top Operations Position								
	F	20	\$84,416	\$51,890	\$58,185	\$69,845	\$88,764	\$137,468
	M	19	\$87,616		\$47,048	\$72,083	\$86,929	
	U	5	\$55,313			\$49,002		
Top Program Position								
	F	12	\$59,769		\$40,566	\$55,440	\$69,078	
	M	6	\$93,150			\$78,095		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	1,654	\$127,258	\$65,119	\$87,411	\$115,431	\$150,425	\$192,006
	M	1,600	\$146,545	\$70,974	\$93,072	\$129,622	\$180,003	\$241,890
	U	335	\$139,730	\$65,820	\$90,000	\$120,437	\$162,956	\$230,373
Top Administrative Position								
	F	86	\$109,590	\$55,157	\$77,123	\$110,732	\$135,293	\$166,991
	M	98	\$130,967	\$67,058	\$97,277	\$122,838	\$158,292	\$199,832
	U	14	\$96,472		\$68,108	\$99,043	\$125,613	
Top Business Position								
	F	34	\$96,531	\$50,555	\$56,901	\$86,310	\$132,483	\$150,767
	M	86	\$163,671	\$95,501	\$117,986	\$159,783	\$193,573	\$242,705
	U	12	\$122,687		\$102,274	\$119,042	\$138,564	
Top Development Position								
	F	44	\$116,789	\$68,008	\$99,511	\$118,395	\$137,071	\$161,885
	M	15	\$127,439		\$106,223	\$118,499	\$148,160	

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>								
Between \$1 million and \$5 million								
Top Education Position								
	F	14	\$132,578		\$120,495	\$139,098	\$156,601	
	M	22	\$157,784	\$103,696	\$116,067	\$157,455	\$196,754	\$205,411
	U	6	\$133,081			\$139,653		
Top Finance Position								
	F	297	\$92,172	\$46,841	\$64,500	\$86,664	\$113,080	\$141,821
	M	277	\$108,223	\$52,298	\$76,475	\$103,649	\$131,819	\$166,795
	U	69	\$95,527	\$44,645	\$68,379	\$92,378	\$120,952	\$145,487
Top Human Resources Position								
	F	6	\$80,870			\$78,346		
Top Legal Position								
	F	17	\$161,392		\$130,993	\$148,012	\$185,206	
	M	26	\$163,248	\$107,593	\$114,560	\$147,677	\$186,852	\$252,279
Top Marketing Position								
	F	8	\$136,881			\$117,622		
Top Operations Position								
	F	134	\$109,775	\$59,193	\$74,589	\$108,178	\$133,013	\$157,186
	M	88	\$122,609	\$60,564	\$87,354	\$115,000	\$142,717	\$186,011
	U	21	\$112,985	\$49,622	\$83,160	\$90,559	\$147,152	\$188,770
Top PR/Communications Position								
	F	8	\$139,567			\$131,267		
	M	7	\$138,692			\$126,093		
Top Program Position								
	F	53	\$106,604	\$50,055	\$78,370	\$108,079	\$125,000	\$152,489
	M	33	\$108,359	\$48,432	\$90,803	\$111,588	\$129,094	\$142,548

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>								
Between \$1 million and \$5 million								
Top Technology Position								
Greater than \$5 million	M	16	\$141,341		\$115,219	\$130,934	\$149,021	
CEO/Executive Director								
	F	803	\$231,279	\$108,039	\$138,884	\$192,308	\$264,837	\$393,567
	M	1,373	\$357,223	\$124,496	\$164,873	\$231,590	\$348,638	\$577,819
	U	230	\$383,890	\$108,697	\$145,559	\$223,096	\$375,779	\$667,156
Top Administrative Position								
	F	109	\$170,596	\$104,213	\$119,600	\$150,095	\$193,355	\$252,470
	M	162	\$232,957	\$123,732	\$150,552	\$210,569	\$272,600	\$346,500
	U	32	\$231,330	\$106,574	\$128,687	\$180,508	\$209,695	\$367,859
Top Business Position								
	F	55	\$194,431	\$117,392	\$130,839	\$159,843	\$196,771	\$260,144
	M	100	\$222,163	\$104,255	\$136,224	\$173,859	\$278,922	\$380,001
	U	17	\$212,856		\$164,895	\$177,104	\$263,939	
Top Development Position								
	F	190	\$163,491	\$112,097	\$126,620	\$150,262	\$183,152	\$245,358
	M	108	\$212,279	\$125,498	\$147,141	\$172,454	\$240,637	\$318,579
	U	35	\$178,005	\$115,139	\$135,046	\$161,693	\$203,583	\$267,086
Top Education Position								
	F	33	\$175,498	\$116,352	\$125,898	\$156,926	\$193,951	\$286,321
	M	35	\$178,972	\$111,666	\$130,764	\$160,992	\$225,367	\$254,091
	U	11	\$349,695		\$134,038	\$159,840	\$218,560	
Top Facilities Position								
	F	6	\$148,036			\$157,593		
	M	60	\$193,800	\$120,065	\$136,276	\$158,852	\$218,892	\$286,259

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>								
Greater than \$5 million								
Top Finance Position								
	F	571	\$171,416	\$83,259	\$110,855	\$145,309	\$195,522	\$273,062
	M	726	\$205,279	\$93,733	\$125,809	\$170,169	\$242,621	\$325,845
	U	169	\$198,051	\$97,262	\$120,430	\$158,208	\$210,192	\$324,776
Top Human Resources Position								
	F	178	\$190,844	\$102,032	\$123,904	\$153,220	\$231,050	\$332,888
	M	49	\$260,507	\$118,125	\$136,781	\$171,111	\$225,536	\$474,985
	U	30	\$222,318	\$116,324	\$137,082	\$175,384	\$243,957	\$305,642
Top Legal Position								
	F	53	\$306,338	\$129,644	\$173,101	\$208,486	\$314,210	\$611,500
	M	55	\$305,157	\$151,730	\$172,998	\$219,079	\$288,886	\$512,398
	U	10	\$199,431		\$151,838	\$195,510	\$214,376	
Top Marketing Position								
	F	80	\$196,727	\$114,040	\$130,253	\$167,408	\$237,940	\$333,441
	M	46	\$219,971	\$125,007	\$143,771	\$183,142	\$275,810	\$377,502
	U	12	\$189,807		\$129,592	\$155,934	\$199,040	
Top Operations Position								
	F	270	\$195,713	\$101,522	\$128,960	\$161,322	\$209,464	\$301,934
	M	300	\$249,152	\$107,569	\$137,568	\$197,034	\$284,135	\$436,705
	U	70	\$237,291	\$118,032	\$146,070	\$196,794	\$285,131	\$409,834
Top PR/Communications Position								
	F	49	\$173,010	\$118,995	\$127,909	\$151,310	\$201,193	\$242,652
	M	21	\$206,912	\$121,272	\$138,044	\$195,303	\$243,630	\$303,634
	U	8	\$154,408			\$163,640		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>								
Greater than \$5 million								
Top Program Position								
	F	90	\$143,111	\$100,805	\$116,938	\$132,889	\$162,124	\$191,656
	M	81	\$174,942	\$107,788	\$123,313	\$154,503	\$194,730	\$246,187
	U	15	\$152,320		\$115,988	\$138,799	\$169,679	
Top Technology Position								
	F	43	\$200,502	\$121,253	\$137,015	\$175,022	\$240,349	\$307,869
	M	165	\$209,434	\$115,927	\$136,361	\$173,690	\$238,042	\$328,008
	U	33	\$248,740	\$125,559	\$153,085	\$200,957	\$258,641	\$322,505
<b>Colorado</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	551	\$55,621	\$25,440	\$38,249	\$52,275	\$69,185	\$85,476
	M	433	\$58,877	\$24,218	\$36,092	\$51,500	\$73,750	\$99,882
	U	59	\$52,985	\$27,089	\$32,267	\$47,388	\$64,039	\$90,400
Top Administrative Position								
	F	9	\$40,990			\$40,525		
	M	11	\$50,499		\$28,510	\$50,928	\$67,360	
Top Business Position								
	M	6	\$108,533			\$114,762		
Top Finance Position								
	F	16	\$43,104		\$25,500	\$32,625	\$64,395	
	M	16	\$48,821		\$24,900	\$41,562	\$49,092	
Top Operations Position								
	M	7	\$60,952			\$61,564		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>								
\$500 thousand or less								
Top Program Position								
	F	9	\$35,514			\$33,000		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	247	\$81,143	\$42,404	\$56,723	\$74,791	\$99,235	\$130,625
	M	191	\$93,384	\$38,463	\$61,414	\$82,450	\$112,830	\$162,000
	U	23	\$82,151	\$47,946	\$60,472	\$85,000	\$96,900	\$111,220
Top Administrative Position								
	F	7	\$37,901			\$40,231		
Top Business Position								
	M	5	\$122,114			\$121,546		
Top Finance Position								
	F	5	\$50,754			\$36,645		
	M	13	\$59,226		\$45,710	\$61,740	\$76,286	
Top Operations Position								
	F	6	\$77,299			\$74,240		
	M	6	\$88,972			\$90,875		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	317	\$112,600	\$60,000	\$78,000	\$101,253	\$130,000	\$175,256
	M	382	\$132,829	\$63,033	\$83,848	\$117,708	\$161,838	\$223,190
	U	47	\$121,887	\$70,079	\$87,483	\$105,536	\$134,061	\$213,475
Top Administrative Position								
	F	7	\$107,198			\$103,379		
	M	18	\$94,870		\$56,500	\$71,599	\$126,169	

## All Organizations Compensation State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
Between \$1 million and \$5 million							
Top Business Position							
F	5	\$66,649			\$52,147		
M	18	\$121,179		\$92,209	\$119,739	\$166,734	
Top Development Position							
F	5	\$79,780			\$88,393		
Top Finance Position							
F	47	\$86,791	\$45,381	\$60,666	\$87,811	\$110,921	\$134,277
M	53	\$93,633	\$33,058	\$74,095	\$87,651	\$114,108	\$162,016
Top Operations Position							
F	33	\$93,422	\$54,325	\$78,231	\$88,032	\$107,175	\$120,545
M	18	\$124,537		\$81,661	\$97,271	\$165,691	
Top Program Position							
F	5	\$107,830			\$80,292		
Top Technology Position							
M	7	\$139,067			\$119,080		
Greater than \$5 million							
CEO/Executive Director							
F	121	\$245,619	\$104,775	\$138,058	\$180,101	\$269,458	\$395,761
M	266	\$327,522	\$118,641	\$159,530	\$226,834	\$337,661	\$509,152
U	23	\$263,568	\$110,324	\$142,211	\$288,243	\$330,377	\$395,765
Top Administrative Position							
F	13	\$209,022		\$122,626	\$209,767	\$259,684	
M	32	\$211,602	\$117,440	\$161,708	\$200,484	\$255,425	\$329,829
Top Business Position							
F	13	\$108,744		\$70,728	\$103,514	\$128,177	
M	15	\$177,300		\$146,173	\$160,447	\$189,561	

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>								
Greater than \$5 million								
Top Development Position								
	F	26	\$154,802	\$94,577	\$122,468	\$146,107	\$166,593	\$220,699
	M	18	\$213,695		\$143,370	\$175,801	\$209,204	
Top Education Position								
	F	8	\$171,881			\$154,722		
	M	5	\$123,345			\$128,400		
Top Facilities Position								
	M	5	\$170,465			\$163,641		
Top Finance Position								
	F	112	\$171,055	\$77,841	\$107,403	\$141,947	\$189,479	\$291,151
	M	135	\$189,600	\$95,747	\$114,921	\$152,695	\$221,948	\$321,817
	U	9	\$143,479			\$141,818		
Top Human Resources Position								
	F	22	\$166,746	\$118,850	\$123,913	\$136,245	\$189,364	\$281,704
	M	10	\$140,966		\$111,340	\$123,311	\$152,972	
Top Legal Position								
	F	9	\$266,278			\$226,041		
	M	6	\$282,058			\$238,031		
Top Marketing Position								
	F	18	\$179,258		\$122,218	\$157,816	\$191,643	
	M	10	\$167,920		\$145,807	\$158,486	\$200,335	
Top Operations Position								
	F	51	\$180,873	\$95,916	\$119,111	\$151,671	\$204,304	\$307,144
	M	69	\$226,464	\$101,960	\$140,510	\$173,342	\$230,793	\$312,327
Top PR/Communications Position								
	M	7	\$208,610			\$162,705		



## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>								
Greater than \$5 million								
Top Program Position								
	F	9	\$154,187			\$147,709		
	M	9	\$153,027			\$142,350		
Top Technology Position								
	F	6	\$332,093			\$200,023		
	M	33	\$241,997	\$121,236	\$137,222	\$182,092	\$225,004	\$389,865
<b>Connecticut</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	203	\$61,090	\$29,511	\$41,270	\$60,335	\$75,314	\$94,435
	M	147	\$64,864	\$18,605	\$39,855	\$61,000	\$80,839	\$103,614
	U	27	\$57,212	\$24,808	\$37,602	\$51,454	\$69,745	\$103,072
Top Business Position								
	M	5	\$44,107			\$36,073		
Top Finance Position								
	F	8	\$42,223			\$37,521		
	M	7	\$44,047			\$31,200		
Top Program Position								
	F	5	\$45,289			\$36,942		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	137	\$91,058	\$53,957	\$67,316	\$83,260	\$104,837	\$131,984
	M	82	\$110,877	\$58,227	\$75,644	\$98,376	\$125,911	\$182,469
	U	15	\$102,670		\$68,951	\$104,443	\$130,153	

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Connecticut</b>								
Between \$500 thousand and \$1 million								
Top Administrative Position								
	F	6	\$126,633			\$60,782		
Top Business Position								
	M	5	\$164,403			\$173,360		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	203	\$131,713	\$69,683	\$92,875	\$124,949	\$154,277	\$218,930
	M	235	\$143,136	\$71,960	\$101,343	\$133,757	\$173,315	\$211,705
	U	29	\$123,090	\$72,630	\$84,648	\$118,500	\$148,750	\$193,972
Top Administrative Position								
	F	5	\$97,341			\$88,098		
	M	21	\$132,739	\$78,622	\$106,265	\$119,220	\$165,901	\$185,954
Top Business Position								
	F	6	\$96,705			\$91,125		
	M	19	\$171,851		\$154,141	\$180,762	\$197,444	
Top Development Position								
	F	9	\$155,459			\$131,467		
Top Facilities Position								
	M	8	\$158,318			\$147,066		
Top Finance Position								
	F	35	\$92,001	\$58,686	\$72,348	\$88,098	\$107,580	\$134,237
	M	36	\$111,769	\$69,766	\$85,775	\$97,878	\$124,396	\$176,992
	U	5	\$86,785			\$90,981		
Top Legal Position								
	M	6	\$171,314			\$156,536		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Connecticut</b>								
Between \$1 million and \$5 million								
Top Operations Position								
	F	14	\$117,731		\$94,842	\$118,076	\$136,865	
	M	10	\$124,092		\$109,049	\$124,711	\$141,266	
Greater than \$5 million								
CEO/Executive Director								
	F	150	\$244,843	\$109,171	\$149,867	\$189,508	\$264,579	\$437,004
	M	251	\$367,983	\$137,703	\$173,088	\$255,542	\$383,013	\$677,201
	U	23	\$245,340	\$117,508	\$159,208	\$204,747	\$266,667	\$399,774
Top Administrative Position								
	F	27	\$175,957	\$110,828	\$129,263	\$159,415	\$194,976	\$278,594
	M	36	\$251,373	\$127,758	\$155,452	\$276,294	\$323,228	\$354,749
Top Business Position								
	F	10	\$205,563		\$142,022	\$174,043	\$208,904	
	M	16	\$194,829		\$124,546	\$154,586	\$239,593	
Top Development Position								
	F	31	\$168,289	\$112,794	\$125,438	\$154,838	\$188,915	\$285,890
	M	27	\$232,551	\$117,280	\$146,734	\$209,040	\$286,818	\$416,844
	U	8	\$190,269			\$200,243		
Top Education Position								
	F	10	\$162,170		\$129,038	\$149,040	\$163,376	
	M	6	\$164,552			\$162,545		
Top Facilities Position								
	M	26	\$194,172	\$131,097	\$138,452	\$169,251	\$236,429	\$273,256

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Connecticut</b>								
Greater than \$5 million								
Top Finance Position								
	F	125	\$152,700	\$77,251	\$98,983	\$130,517	\$166,485	\$268,310
	M	140	\$190,276	\$111,387	\$134,364	\$166,259	\$208,751	\$315,804
	U	15	\$180,460		\$120,120	\$151,110	\$195,037	
Top Human Resources Position								
	F	22	\$175,476	\$120,389	\$125,409	\$140,350	\$175,176	\$247,972
	M	8	\$243,074			\$219,916		
Top Legal Position								
	F	5	\$245,710			\$214,328		
	M	9	\$309,333			\$282,751		
Top Marketing Position								
	F	11	\$159,897		\$115,497	\$136,089	\$168,587	
Top Operations Position								
	F	35	\$169,570	\$105,178	\$118,105	\$137,857	\$202,442	\$246,682
	M	46	\$268,778	\$109,663	\$147,459	\$194,183	\$262,146	\$389,254
	U	8	\$282,723			\$170,380		
Top PR/Communications Position								
	F	8	\$209,380			\$210,256		
Top Program Position								
	F	8	\$170,200			\$155,203		
	M	8	\$160,597			\$136,206		
Top Technology Position								
	M	22	\$169,945	\$121,282	\$131,571	\$146,891	\$191,993	\$243,503

## All Organizations Compensation State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Delaware</b>							
\$500 thousand or less							
CEO/Executive Director							
F	54	\$56,707	\$27,054	\$44,475	\$59,067	\$67,306	\$78,143
M	34	\$50,647	\$22,166	\$26,850	\$40,206	\$63,389	\$77,537
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	29	\$87,424	\$53,030	\$64,392	\$77,359	\$106,000	\$129,746
M	37	\$94,064	\$49,006	\$68,538	\$88,350	\$124,527	\$151,824
Between \$1 million and \$5 million							
CEO/Executive Director							
F	44	\$107,130	\$63,234	\$78,908	\$97,726	\$122,929	\$165,450
M	59	\$123,348	\$69,325	\$92,156	\$110,417	\$142,708	\$170,735
U	6	\$91,237			\$86,851		
Top Finance Position							
F	7	\$64,526			\$65,349		
M	5	\$90,158			\$66,632		
Greater than \$5 million							
CEO/Executive Director							
F	26	\$250,303	\$129,592	\$166,964	\$192,426	\$254,212	\$297,984
M	37	\$311,935	\$117,777	\$151,096	\$203,834	\$452,863	\$595,186
Top Finance Position							
F	10	\$152,738		\$98,839	\$130,559	\$219,746	
M	14	\$280,962		\$135,600	\$149,311	\$366,282	
Top Human Resources Position							
F	7	\$248,125			\$228,051		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Delaware</b>								
Greater than \$5 million								
Top Operations Position								
	M	10	\$229,777		\$132,751	\$177,334	\$312,063	
<b>District of Columbia</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	164	\$84,505	\$30,803	\$55,233	\$75,000	\$103,796	\$139,665
	M	143	\$87,329	\$28,013	\$44,075	\$74,160	\$114,893	\$164,842
	U	52	\$66,365	\$18,225	\$32,993	\$53,230	\$79,024	\$136,296
Top Finance Position								
	M	5	\$70,933			\$87,271		
Top Operations Position								
	F	5	\$54,294			\$46,577		
	M	6	\$67,812			\$68,702		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	151	\$127,417	\$64,682	\$79,363	\$116,167	\$157,082	\$221,812
	M	141	\$152,783	\$76,298	\$102,083	\$139,050	\$192,814	\$242,528
	U	45	\$136,698	\$67,000	\$84,544	\$120,000	\$161,818	\$241,006
Top Finance Position								
	F	5	\$121,739			\$92,440		
	M	6	\$120,699			\$117,971		
Top Operations Position								
	M	5	\$96,692			\$93,271		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	371	\$193,735	\$89,555	\$115,693	\$166,496	\$232,656	\$340,896
	M	484	\$232,744	\$97,325	\$133,529	\$199,617	\$288,242	\$402,113
	U	85	\$186,687	\$77,824	\$119,622	\$166,378	\$242,531	\$297,532
Top Administrative Position								
	F	30	\$138,923	\$95,341	\$111,152	\$132,222	\$163,645	\$188,699
	M	18	\$134,097		\$78,981	\$121,466	\$165,865	
	U	5	\$99,699			\$108,518		
Top Business Position								
	M	6	\$140,215			\$123,530		
Top Development Position								
	F	22	\$133,593	\$111,870	\$121,169	\$127,191	\$153,071	\$165,061
	M	7	\$135,468			\$134,050		
Top Finance Position								
	F	68	\$131,364	\$73,210	\$100,398	\$129,112	\$159,922	\$191,108
	M	61	\$129,206	\$60,000	\$93,384	\$128,750	\$158,275	\$207,558
	U	17	\$110,472		\$102,941	\$113,018	\$122,391	
Top Legal Position								
	F	7	\$187,035			\$156,297		
	M	27	\$187,833	\$117,047	\$135,200	\$157,825	\$209,718	\$297,652
Top Marketing Position								
	F	13	\$132,614		\$117,197	\$137,019	\$142,416	
Top Operations Position								
	F	63	\$148,040	\$92,054	\$114,570	\$137,602	\$186,152	\$204,028
	M	53	\$158,882	\$103,414	\$126,205	\$151,950	\$192,295	\$241,231
	U	7	\$145,354			\$147,959		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>								
Between \$1 million and \$5 million								
Top PR/Communications Position								
	F	20	\$139,692	\$110,071	\$114,996	\$129,692	\$153,864	\$184,853
	M	15	\$146,464		\$120,449	\$131,880	\$160,065	
Top Program Position								
	F	28	\$137,521	\$106,225	\$117,821	\$141,836	\$156,585	\$171,619
	M	24	\$140,902	\$101,302	\$111,130	\$131,492	\$166,884	\$182,764
Top Technology Position								
	M	8	\$166,836			\$164,519		
Greater than \$5 million								
CEO/Executive Director								
	F	235	\$399,930	\$146,423	\$193,904	\$285,618	\$415,380	\$647,017
	M	465	\$635,650	\$177,395	\$250,958	\$385,318	\$666,869	\$1,268,635
	U	52	\$457,489	\$135,765	\$202,072	\$348,038	\$455,345	\$988,429
Top Administrative Position								
	F	38	\$218,126	\$144,897	\$159,397	\$189,836	\$228,712	\$280,881
	M	49	\$298,775	\$137,279	\$157,600	\$239,481	\$343,808	\$609,859
	U	13	\$199,783		\$143,602	\$183,952	\$208,146	
Top Business Position								
	F	12	\$178,247		\$138,972	\$187,503	\$191,814	
	M	12	\$205,856		\$168,158	\$195,169	\$228,364	
Top Development Position								
	F	62	\$182,330	\$114,332	\$133,388	\$167,003	\$209,257	\$264,993
	M	46	\$222,322	\$130,799	\$169,039	\$201,567	\$253,987	\$327,339
	U	5	\$198,827			\$158,484		



## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>								
Greater than \$5 million								
Top Education Position								
	F	12	\$186,829		\$158,282	\$188,873	\$216,030	
	M	10	\$234,197		\$167,286	\$185,036	\$234,687	
Top Finance Position								
	F	156	\$211,042	\$124,504	\$150,253	\$187,151	\$246,306	\$304,605
	M	210	\$263,231	\$136,027	\$157,760	\$217,897	\$301,838	\$443,882
	U	61	\$189,616	\$117,674	\$124,505	\$178,576	\$220,696	\$307,074
Top Human Resources Position								
	F	35	\$205,426	\$114,029	\$143,896	\$181,427	\$260,533	\$317,204
	M	14	\$172,968		\$130,590	\$160,947	\$204,041	
	U	7	\$241,658			\$257,817		
Top Legal Position								
	F	52	\$377,255	\$162,212	\$215,083	\$344,591	\$493,695	\$583,277
	M	80	\$368,117	\$189,633	\$240,604	\$321,183	\$459,882	\$679,341
	U	16	\$299,701		\$185,135	\$252,802	\$400,356	
Top Marketing Position								
	F	30	\$203,537	\$138,962	\$165,257	\$187,105	\$220,128	\$285,112
	M	17	\$237,310		\$183,530	\$212,663	\$248,573	
Top Operations Position								
	F	106	\$255,320	\$105,661	\$145,502	\$195,174	\$268,019	\$452,331
	M	110	\$307,865	\$129,594	\$160,329	\$254,284	\$357,859	\$530,298
	U	13	\$238,159		\$139,143	\$190,521	\$242,353	
Top PR/Communications Position								
	F	71	\$226,391	\$126,096	\$154,743	\$184,013	\$218,663	\$402,299
	M	55	\$192,319	\$126,581	\$153,883	\$177,238	\$216,830	\$249,607

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>								
Greater than \$5 million								
Top Program Position								
	F	43	\$177,940	\$116,731	\$131,715	\$173,022	\$197,832	\$221,166
	M	33	\$215,293	\$127,897	\$153,274	\$170,117	\$236,853	\$338,531
	U	10	\$171,377		\$140,984	\$152,699	\$182,214	
Top Technology Position								
	F	8	\$238,729			\$231,906		
	M	64	\$221,724	\$132,549	\$157,272	\$178,444	\$252,168	\$374,229
	U	11	\$226,012		\$169,243	\$195,300	\$229,877	
<b>Florida</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	735	\$53,419	\$24,000	\$32,848	\$49,574	\$67,806	\$88,929
	M	628	\$55,835	\$22,677	\$31,583	\$50,000	\$70,054	\$100,000
	U	120	\$50,452	\$19,859	\$26,254	\$42,999	\$62,131	\$90,955
Top Administrative Position								
	F	23	\$34,502	\$23,408	\$26,491	\$32,243	\$42,594	\$51,731
	M	18	\$29,756		\$21,251	\$28,488	\$33,004	
	U	5	\$34,139			\$38,240		
Top Business Position								
	M	11	\$60,439		\$37,138	\$61,124	\$76,868	
Top Finance Position								
	F	37	\$35,011	\$16,319	\$20,040	\$29,111	\$47,014	\$59,345
	M	27	\$63,444	\$19,849	\$25,150	\$45,346	\$92,513	\$134,142
	U	7	\$50,093			\$36,500		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>								
\$500 thousand or less								
Top Operations Position								
	F	11	\$33,552		\$30,057	\$33,600	\$39,014	
	M	7	\$52,057			\$49,000		
Top Program Position								
	F	9	\$33,865			\$23,000		
	M	7	\$41,770			\$44,888		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	348	\$83,078	\$42,745	\$59,824	\$76,423	\$102,717	\$132,498
	M	266	\$95,716	\$38,333	\$58,781	\$84,875	\$121,602	\$170,003
	U	61	\$76,368	\$40,000	\$49,458	\$71,539	\$102,120	\$122,307
Top Administrative Position								
	F	13	\$56,676		\$42,195	\$50,168	\$71,429	
	M	17	\$44,780		\$26,560	\$38,480	\$52,000	
Top Business Position								
	M	12	\$97,274		\$84,087	\$90,088	\$115,593	
Top Finance Position								
	F	20	\$60,357	\$26,569	\$37,368	\$57,925	\$76,452	\$96,697
	M	19	\$59,943		\$33,453	\$57,566	\$84,392	
	U	10	\$53,769		\$32,786	\$45,771	\$64,888	
Top Operations Position								
	F	12	\$57,943		\$36,385	\$50,419	\$76,123	
	M	6	\$108,394			\$103,303		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	567	\$113,173	\$60,000	\$76,142	\$102,401	\$134,359	\$177,270
	M	626	\$140,854	\$60,514	\$84,770	\$117,958	\$169,750	\$234,115
	U	82	\$120,060	\$62,629	\$79,698	\$109,292	\$144,764	\$191,120
Top Administrative Position								
	F	27	\$82,694	\$42,831	\$56,729	\$64,866	\$117,566	\$146,757
	M	52	\$133,936	\$71,630	\$100,019	\$131,959	\$170,240	\$192,810
Top Business Position								
	M	27	\$122,768	\$62,167	\$92,674	\$105,840	\$154,815	\$179,055
Top Development Position								
	F	10	\$113,902		\$91,532	\$115,644	\$131,517	
	M	7	\$166,443			\$135,262		
	U	5	\$85,369			\$85,000		
Top Education Position								
	F	5	\$76,571			\$55,289		
Top Facilities Position								
	M	5	\$148,176			\$140,072		
Top Finance Position								
	F	133	\$82,257	\$37,600	\$55,501	\$76,291	\$103,017	\$134,184
	M	86	\$100,115	\$48,517	\$60,008	\$79,552	\$114,415	\$160,835
	U	19	\$73,940		\$46,792	\$68,513	\$87,348	
Top Legal Position								
	F	5	\$149,555			\$144,695		
	M	5	\$153,303			\$154,330		
Top Marketing Position								
	M	6	\$114,191			\$118,971		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>								
Between \$1 million and \$5 million								
Top Operations Position								
	F	46	\$109,450	\$61,003	\$75,548	\$102,963	\$127,265	\$166,187
	M	44	\$118,179	\$56,610	\$73,020	\$100,339	\$132,274	\$228,838
	U	5	\$147,287			\$128,461		
Top Program Position								
	F	10	\$97,491		\$55,895	\$89,722	\$124,079	
Top Technology Position								
	M	5	\$144,616			\$134,516		
Greater than \$5 million								
CEO/Executive Director								
	F	301	\$223,249	\$100,293	\$129,313	\$178,425	\$242,371	\$366,364
	M	603	\$356,270	\$124,064	\$163,327	\$236,687	\$374,778	\$672,263
	U	54	\$236,075	\$94,180	\$132,245	\$189,812	\$280,709	\$427,604
Top Administrative Position								
	F	40	\$167,338	\$93,694	\$114,072	\$149,340	\$206,068	\$231,531
	M	120	\$262,960	\$114,934	\$154,347	\$221,042	\$318,110	\$422,354
	U	16	\$204,294		\$139,971	\$161,879	\$262,964	
Top Business Position								
	F	17	\$199,497		\$131,139	\$161,108	\$231,916	
	M	19	\$196,097		\$133,926	\$150,653	\$202,804	
Top Development Position								
	F	44	\$157,395	\$112,502	\$118,582	\$143,107	\$172,339	\$199,904
	M	26	\$178,203	\$112,945	\$119,141	\$145,178	\$203,262	\$271,640
Top Education Position								
	F	8	\$176,821			\$141,987		
	M	8	\$177,595			\$158,474		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>								
Greater than \$5 million								
Top Facilities Position								
	M	48	\$181,282	\$125,366	\$146,504	\$173,712	\$202,325	\$243,603
Top Finance Position								
	F	258	\$148,100	\$74,282	\$93,818	\$120,055	\$168,684	\$235,520
	M	310	\$188,991	\$76,119	\$105,176	\$146,595	\$207,387	\$322,580
	U	48	\$168,239	\$86,865	\$101,815	\$141,323	\$204,279	\$250,178
Top Human Resources Position								
	F	50	\$219,288	\$82,899	\$129,809	\$159,980	\$262,936	\$468,361
	M	15	\$197,634		\$110,473	\$128,526	\$285,046	
	U	7	\$159,883			\$150,646		
Top Legal Position								
	F	11	\$268,167		\$163,034	\$248,812	\$371,252	
	M	26	\$315,498	\$140,599	\$181,490	\$243,237	\$294,296	\$678,377
Top Marketing Position								
	F	33	\$154,439	\$105,673	\$115,571	\$141,272	\$179,389	\$216,657
	M	20	\$283,728	\$116,325	\$146,910	\$170,047	\$254,642	\$436,125
	U	5	\$136,965			\$129,148		
Top Operations Position								
	F	123	\$173,964	\$89,010	\$105,998	\$144,358	\$194,220	\$260,007
	M	131	\$264,702	\$106,511	\$131,817	\$175,472	\$287,219	\$493,122
	U	22	\$190,723	\$107,420	\$133,625	\$163,132	\$208,930	\$260,309
Top PR/Communications Position								
	F	7	\$130,212			\$117,524		
Top Program Position								
	F	15	\$145,610		\$117,398	\$127,584	\$177,689	
	M	6	\$161,893			\$164,837		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>								
Greater than \$5 million								
Top Technology Position								
	F	11	\$255,773		\$168,210	\$220,906	\$341,209	
	M	61	\$216,581	\$110,661	\$124,047	\$158,453	\$238,544	\$437,032
<b>Georgia</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	510	\$50,883	\$21,975	\$33,993	\$46,375	\$63,094	\$82,491
	M	382	\$58,441	\$24,000	\$34,714	\$51,734	\$72,223	\$97,704
	U	102	\$48,450	\$21,638	\$30,282	\$41,662	\$55,702	\$79,968
Top Administrative Position								
	F	19	\$37,587		\$23,200	\$31,421	\$42,962	
	M	8	\$46,243			\$41,750		
Top Finance Position								
	F	25	\$36,945	\$22,144	\$25,300	\$36,000	\$44,239	\$54,940
	M	21	\$49,931	\$26,824	\$28,400	\$42,000	\$69,706	\$79,172
	U	6	\$34,688			\$29,333		
Top Operations Position								
	F	9	\$50,187			\$47,143		
	M	6	\$43,373			\$40,575		
Top Program Position								
	F	8	\$25,801			\$25,575		
	M	6	\$36,237			\$28,930		

## All Organizations Compensation State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	215	\$76,439	\$40,068	\$54,971	\$73,250	\$93,255	\$119,409
M	185	\$99,433	\$37,000	\$60,000	\$84,808	\$129,535	\$176,130
U	26	\$86,933	\$41,427	\$57,848	\$84,236	\$109,108	\$125,637
Top Administrative Position							
F	8	\$59,844			\$60,399		
Top Business Position							
M	7	\$95,545			\$90,918		
Top Finance Position							
F	11	\$78,429		\$48,930	\$56,308	\$92,832	
M	10	\$57,990		\$42,202	\$59,127	\$75,696	
Top Operations Position							
F	5	\$47,882			\$43,161		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	269	\$112,231	\$59,766	\$74,131	\$98,920	\$139,241	\$181,452
M	321	\$143,575	\$64,536	\$85,004	\$118,388	\$166,809	\$233,387
U	54	\$119,669	\$64,226	\$76,066	\$100,500	\$129,621	\$205,171
Top Administrative Position							
F	16	\$85,982		\$61,247	\$76,423	\$99,583	
M	17	\$110,114		\$84,493	\$108,364	\$125,000	
Top Business Position							
M	7	\$96,486			\$79,710		
Top Development Position							
F	7	\$97,367			\$114,231		



## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>								
Between \$1 million and \$5 million								
Top Finance Position								
	F	59	\$86,170	\$36,326	\$50,453	\$71,680	\$93,701	\$118,310
	M	51	\$90,873	\$44,170	\$64,052	\$88,030	\$104,351	\$139,688
	U	9	\$74,687			\$65,658		
Top Operations Position								
	F	10	\$99,967		\$48,819	\$108,777	\$132,253	
	M	20	\$111,156	\$72,906	\$85,379	\$100,631	\$129,794	\$176,678
	U	7	\$96,494			\$89,437		
Top Program Position								
	U	7	\$94,598			\$100,996		
Greater than \$5 million								
CEO/Executive Director								
	F	118	\$261,464	\$97,556	\$131,170	\$176,936	\$271,149	\$506,710
	M	312	\$382,276	\$125,160	\$170,029	\$263,726	\$414,190	\$744,860
	U	33	\$338,095	\$107,417	\$153,557	\$217,115	\$291,079	\$407,234
Top Administrative Position								
	F	20	\$171,324	\$83,155	\$104,813	\$142,822	\$181,936	\$241,854
	M	42	\$227,240	\$112,734	\$139,194	\$201,784	\$267,629	\$368,425
Top Business Position								
	F	11	\$168,805		\$117,381	\$143,960	\$202,349	
	M	19	\$164,560		\$120,566	\$148,139	\$189,260	
Top Development Position								
	F	34	\$161,189	\$112,476	\$118,442	\$135,671	\$159,647	\$247,412
	M	21	\$173,989	\$121,025	\$139,657	\$171,842	\$187,366	\$229,110
	U	6	\$129,742			\$136,076		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>								
Greater than \$5 million								
Top Education Position								
	F	9	\$169,656			\$154,082		
	M	5	\$144,578			\$157,526		
Top Facilities Position								
	M	12	\$155,751		\$143,722	\$172,493	\$179,202	
Top Finance Position								
	F	101	\$179,457	\$85,322	\$101,845	\$143,960	\$205,410	\$266,556
	M	156	\$206,219	\$90,027	\$117,897	\$161,459	\$255,290	\$399,361
	U	11	\$193,673		\$96,406	\$126,614	\$173,408	
Top Human Resources Position								
	F	21	\$222,385	\$128,038	\$137,994	\$179,945	\$222,325	\$373,139
	M	11	\$242,803		\$141,404	\$193,634	\$270,916	
Top Legal Position								
	F	7	\$269,179			\$202,822		
	M	18	\$387,756		\$215,047	\$320,674	\$499,097	
Top Marketing Position								
	F	9	\$185,337			\$141,105		
	M	11	\$275,243		\$201,267	\$210,450	\$330,899	
Top Operations Position								
	F	32	\$235,436	\$121,769	\$141,071	\$189,060	\$266,541	\$390,536
	M	82	\$309,842	\$116,814	\$151,442	\$224,312	\$364,445	\$585,960
	U	5	\$101,735			\$120,174		
Top PR/Communications Position								
	M	5	\$198,600			\$151,322		
Top Program Position								
	M	10	\$160,615		\$116,112	\$139,115	\$211,252	

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>								
Greater than \$5 million								
Top Technology Position								
	F	5	\$166,372			\$185,837		
	M	28	\$199,783	\$131,243	\$142,482	\$167,563	\$228,431	\$345,102
<b>Hawaii</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	93	\$59,677	\$30,294	\$40,748	\$60,000	\$70,579	\$86,220
	M	67	\$67,390	\$24,720	\$44,516	\$70,174	\$83,344	\$115,950
	U	31	\$48,769	\$24,000	\$32,550	\$45,252	\$65,084	\$72,475
Top Program Position								
	F	5	\$26,603			\$26,732		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	38	\$81,443	\$46,732	\$59,716	\$77,918	\$92,691	\$109,226
	M	32	\$90,395	\$56,887	\$64,575	\$86,104	\$104,315	\$150,691
	U	16	\$71,733		\$51,815	\$68,425	\$81,807	
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	71	\$100,544	\$62,384	\$76,431	\$98,571	\$119,145	\$141,371
	M	84	\$126,881	\$62,802	\$84,521	\$108,131	\$150,005	\$183,084
	U	28	\$106,716	\$73,940	\$81,138	\$89,877	\$112,044	\$165,657
Top Finance Position								
	F	19	\$85,232		\$57,762	\$79,368	\$113,253	
	M	13	\$122,615		\$72,059	\$80,087	\$120,813	
	U	8	\$106,451			\$86,405		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Hawaii</b>								
Between \$1 million and \$5 million								
Top Operations Position								
	F	9	\$94,245			\$99,967		
	M	5	\$85,167			\$92,500		
Greater than \$5 million								
CEO/Executive Director								
	F	19	\$161,601		\$100,846	\$134,591	\$202,529	
	M	67	\$287,382	\$123,037	\$157,890	\$212,598	\$275,042	\$554,921
	U	10	\$176,631		\$92,270	\$115,641	\$227,285	
Top Administrative Position								
	M	8	\$226,037			\$229,372		
Top Finance Position								
	F	32	\$142,839	\$82,590	\$105,598	\$126,220	\$149,343	\$220,869
	M	30	\$206,377	\$85,176	\$101,281	\$139,164	\$230,195	\$313,325
	U	12	\$106,884		\$86,679	\$103,450	\$120,076	
Top Human Resources Position								
	F	6	\$147,146			\$142,645		
Top Operations Position								
	F	14	\$159,207		\$121,203	\$145,374	\$153,394	
	M	7	\$236,350			\$236,446		

## Idaho

\$500 thousand or less

CEO/Executive Director

F	107	\$45,395	\$23,474	\$29,978	\$41,157	\$53,000	\$70,400
M	69	\$57,410	\$24,501	\$38,750	\$52,000	\$73,750	\$91,266
U	15	\$51,502		\$39,610	\$47,250	\$62,633	

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Idaho</b>								
\$500 thousand or less								
Top Administrative Position								
	F	6	\$40,178			\$42,360		
Top Finance Position								
	F	5	\$64,206			\$50,324		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	43	\$72,744	\$39,293	\$53,225	\$69,143	\$83,401	\$113,645
	M	44	\$87,690	\$49,440	\$64,971	\$81,766	\$111,054	\$141,709
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	46	\$96,811	\$55,368	\$65,093	\$94,731	\$122,234	\$143,694
	M	65	\$116,324	\$63,963	\$78,539	\$109,565	\$129,252	\$173,737
Top Administrative Position								
	F	8	\$84,145			\$86,304		
	M	10	\$101,340		\$78,917	\$89,510	\$118,534	
Top Finance Position								
	F	6	\$86,481			\$78,372		
	M	6	\$64,222			\$69,630		
Greater than \$5 million								
CEO/Executive Director								
	F	18	\$217,503		\$123,070	\$141,020	\$227,895	
	M	36	\$272,150	\$109,757	\$147,490	\$196,787	\$294,427	\$417,495
Top Administrative Position								
	M	10	\$210,449		\$159,155	\$210,437	\$235,252	

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Idaho</b>								
Greater than \$5 million								
Top Finance Position								
	F	9	\$91,038			\$82,367		
	M	23	\$210,297	\$92,040	\$107,223	\$142,821	\$201,434	\$310,365
Top Operations Position								
	M	11	\$196,162		\$132,812	\$196,768	\$229,017	
<b>Illinois</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	650	\$53,388	\$24,000	\$35,385	\$50,000	\$66,492	\$88,092
	M	431	\$61,462	\$23,200	\$35,000	\$55,481	\$75,594	\$108,997
	U	113	\$51,136	\$22,348	\$32,000	\$50,000	\$63,304	\$79,551
Top Administrative Position								
	F	23	\$37,599	\$18,148	\$22,826	\$30,825	\$40,374	\$74,747
	M	16	\$44,459		\$28,516	\$37,825	\$52,240	
Top Business Position								
	M	13	\$94,027		\$53,040	\$99,580	\$127,183	
Top Education Position								
	M	6	\$133,134			\$124,355		
Top Finance Position								
	F	26	\$40,819	\$16,305	\$21,483	\$31,540	\$56,964	\$67,109
	M	33	\$47,341	\$17,055	\$20,904	\$41,767	\$60,000	\$87,905
Top Operations Position								
	F	15	\$42,035		\$19,957	\$35,500	\$57,303	
Top Program Position								
	F	11	\$40,675		\$27,602	\$39,500	\$53,050	

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	312	\$81,676	\$47,212	\$57,067	\$75,050	\$97,767	\$125,094
	M	272	\$103,540	\$47,212	\$64,973	\$86,078	\$130,890	\$179,184
	U	40	\$84,213	\$41,696	\$61,342	\$84,246	\$105,058	\$120,361
Top Administrative Position								
	F	9	\$49,564			\$48,993		
	M	8	\$80,958			\$80,283		
Top Business Position								
	M	25	\$160,950	\$103,954	\$140,822	\$157,501	\$191,208	\$219,740
Top Education Position								
	M	6	\$152,117			\$140,786		
Top Finance Position								
	F	17	\$56,594		\$31,500	\$46,523	\$66,988	
	M	31	\$80,074	\$23,978	\$42,306	\$64,816	\$114,436	\$132,107
Top Operations Position								
	F	6	\$69,686			\$65,252		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	552	\$121,731	\$61,020	\$77,378	\$105,164	\$144,400	\$208,440
	M	631	\$149,006	\$71,788	\$91,310	\$125,094	\$179,822	\$263,859
	U	91	\$139,657	\$65,121	\$97,636	\$118,697	\$165,345	\$243,932
Top Administrative Position								
	F	26	\$107,392	\$68,783	\$74,400	\$104,960	\$121,332	\$161,653
	M	42	\$136,383	\$70,643	\$96,264	\$120,922	\$182,107	\$230,705

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>								
Between \$1 million and \$5 million								
Top Business Position								
	F	5	\$79,165			\$69,111		
	M	64	\$189,230	\$121,641	\$153,294	\$183,175	\$226,596	\$253,326
Top Development Position								
	F	14	\$112,235		\$105,287	\$115,082	\$132,868	
	M	11	\$95,916		\$57,203	\$107,870	\$119,108	
Top Education Position								
	F	7	\$121,535			\$131,072		
	M	15	\$133,104		\$91,662	\$140,546	\$179,318	
Top Facilities Position								
	M	10	\$134,998		\$85,238	\$127,531	\$153,811	
Top Finance Position								
	F	94	\$83,782	\$39,609	\$54,624	\$81,639	\$106,436	\$134,384
	M	114	\$145,765	\$56,444	\$93,937	\$135,187	\$186,773	\$257,173
	U	9	\$96,200			\$87,215		
Top Legal Position								
	M	7	\$190,682			\$153,659		
Top Operations Position								
	F	34	\$115,677	\$70,681	\$90,001	\$106,658	\$145,073	\$165,887
	M	28	\$127,301	\$43,880	\$89,195	\$119,620	\$168,458	\$204,190
Top Program Position								
	F	18	\$105,848		\$68,928	\$115,413	\$129,265	
Top Technology Position								
	M	8	\$158,156			\$144,259		



## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>								
Greater than \$5 million								
CEO/Executive Director								
	F	300	\$269,610	\$100,942	\$134,919	\$186,753	\$291,930	\$451,752
	M	589	\$413,336	\$129,884	\$178,075	\$268,917	\$444,481	\$709,765
	U	60	\$308,340	\$112,072	\$170,133	\$218,330	\$453,034	\$572,842
Top Administrative Position								
	F	48	\$162,117	\$90,315	\$113,916	\$135,680	\$183,278	\$271,337
	M	80	\$241,284	\$122,762	\$154,918	\$216,038	\$303,180	\$364,539
	U	8	\$129,799			\$120,472		
Top Business Position								
	F	18	\$139,981		\$112,849	\$130,495	\$162,572	
	M	51	\$241,588	\$116,831	\$159,194	\$202,088	\$282,403	\$406,375
Top Development Position								
	F	45	\$167,341	\$89,318	\$124,632	\$147,734	\$199,304	\$262,375
	M	44	\$204,568	\$120,118	\$147,581	\$182,882	\$217,105	\$261,500
	U	9	\$190,236			\$191,399		
Top Education Position								
	F	26	\$187,666	\$103,933	\$121,140	\$149,629	\$182,092	\$231,019
	M	23	\$196,323	\$105,853	\$135,773	\$161,528	\$216,811	\$299,533
Top Facilities Position								
	M	37	\$209,624	\$115,677	\$161,063	\$205,759	\$255,362	\$271,741
Top Finance Position								
	F	222	\$162,448	\$75,244	\$101,891	\$137,257	\$182,544	\$270,124
	M	323	\$241,317	\$98,434	\$125,689	\$170,700	\$260,060	\$458,345
	U	28	\$189,335	\$111,295	\$135,520	\$169,130	\$205,448	\$323,080

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>								
Greater than \$5 million								
Top Human Resources Position								
	F	49	\$225,078	\$117,931	\$139,427	\$183,034	\$280,538	\$407,991
	M	28	\$302,432	\$138,515	\$194,439	\$244,581	\$365,064	\$580,274
Top Legal Position								
	F	35	\$343,885	\$167,883	\$196,755	\$241,772	\$401,792	\$583,808
	M	45	\$341,472	\$129,378	\$170,717	\$282,685	\$366,483	\$655,129
Top Marketing Position								
	F	42	\$233,590	\$126,220	\$145,981	\$176,625	\$244,877	\$443,882
	M	32	\$208,967	\$129,636	\$151,701	\$214,791	\$230,832	\$299,317
	U	6	\$151,538			\$160,231		
Top Operations Position								
	F	95	\$215,066	\$100,178	\$123,250	\$160,803	\$263,092	\$376,330
	M	127	\$274,934	\$107,478	\$138,604	\$197,752	\$305,793	\$578,727
	U	16	\$225,090		\$145,992	\$173,966	\$291,281	
Top PR/Communications Position								
	F	25	\$276,249	\$140,269	\$166,187	\$215,638	\$365,044	\$459,855
	M	23	\$197,116	\$119,369	\$142,972	\$189,708	\$230,339	\$283,627
Top Program Position								
	F	35	\$143,188	\$99,960	\$110,981	\$125,030	\$159,193	\$209,099
	M	13	\$170,712		\$105,664	\$159,563	\$212,964	
	U	6	\$211,497			\$213,446		
Top Technology Position								
	F	18	\$191,282		\$126,667	\$171,001	\$225,073	
	M	97	\$226,044	\$118,298	\$138,536	\$172,318	\$242,961	\$400,429
	U	13	\$219,297		\$124,054	\$235,886	\$247,487	

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	417	\$47,581	\$24,567	\$32,200	\$43,680	\$57,701	\$76,312
	M	373	\$58,272	\$24,913	\$36,159	\$51,824	\$72,566	\$99,974
	U	53	\$52,227	\$21,105	\$34,300	\$47,738	\$67,000	\$84,319
Top Administrative Position								
	F	13	\$32,283		\$27,056	\$33,542	\$37,240	
	M	17	\$37,601		\$24,050	\$31,200	\$53,590	
Top Business Position								
	M	7	\$108,773			\$95,303		
Top Finance Position								
	F	22	\$42,546	\$20,915	\$28,938	\$39,878	\$49,385	\$65,745
	M	13	\$40,230		\$20,800	\$25,200	\$38,550	
Top Operations Position								
	F	7	\$36,372			\$30,000		
	M	7	\$38,784			\$40,951		
Top Program Position								
	M	9	\$32,464			\$30,000		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	195	\$70,933	\$36,502	\$51,349	\$66,340	\$86,123	\$111,737
	M	175	\$85,072	\$41,634	\$59,660	\$76,500	\$102,714	\$136,144
	U	20	\$76,009	\$43,682	\$48,662	\$65,719	\$88,671	\$111,836
Top Administrative Position								
	F	9	\$52,682			\$55,358		
	M	5	\$67,426			\$64,240		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>								
Between \$500 thousand and \$1 million								
Top Business Position								
	M	10	\$112,978		\$77,469	\$113,299	\$135,880	
Top Finance Position								
	F	11	\$53,807		\$26,146	\$51,999	\$65,232	
	M	9	\$82,862			\$57,870		
Top Operations Position								
	F	6	\$73,801			\$57,163		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	262	\$102,355	\$59,770	\$73,424	\$92,346	\$119,822	\$157,116
	M	294	\$127,790	\$60,065	\$79,245	\$108,178	\$143,441	\$205,189
	U	25	\$105,010	\$51,600	\$70,180	\$103,906	\$125,255	\$146,248
Top Administrative Position								
	F	12	\$90,430		\$63,213	\$81,733	\$103,889	
	M	14	\$102,073		\$79,138	\$110,962	\$118,573	
Top Business Position								
	F	6	\$120,875			\$117,313		
	M	23	\$143,599	\$73,290	\$110,006	\$141,425	\$182,901	\$207,291
Top Education Position								
	M	5	\$113,803			\$113,464		
Top Finance Position								
	F	53	\$87,189	\$42,989	\$58,350	\$74,110	\$103,483	\$141,729
	M	49	\$104,241	\$47,175	\$68,169	\$90,915	\$130,141	\$181,497
Top Operations Position								
	F	19	\$97,444		\$72,413	\$80,505	\$99,258	
	M	15	\$92,906		\$61,490	\$77,901	\$121,793	

## All Organizations Compensation State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
Between \$1 million and \$5 million							
Top Program Position							
F	6	\$63,108			\$64,966		
Greater than \$5 million							
CEO/Executive Director							
F	118	\$200,892	\$94,796	\$116,071	\$165,083	\$235,117	\$326,621
M	303	\$319,512	\$109,364	\$143,464	\$222,974	\$335,708	\$583,648
U	14	\$256,921		\$152,387	\$167,201	\$215,375	
Top Administrative Position							
F	22	\$206,160	\$101,237	\$132,558	\$184,420	\$214,162	\$277,350
M	33	\$248,516	\$119,807	\$137,500	\$206,868	\$288,848	\$377,207
Top Business Position							
M	18	\$171,254		\$132,674	\$161,835	\$195,206	
Top Development Position							
F	13	\$181,626		\$130,784	\$174,302	\$197,400	
M	22	\$145,710	\$75,235	\$118,135	\$144,017	\$173,013	\$188,508
Top Education Position							
M	8	\$147,085			\$151,401		
Top Finance Position							
F	113	\$141,603	\$68,824	\$86,167	\$114,935	\$156,982	\$209,302
M	143	\$169,634	\$71,486	\$95,932	\$134,913	\$199,709	\$316,492
U	8	\$202,814			\$124,888		
Top Human Resources Position							
F	14	\$138,627		\$99,973	\$130,502	\$154,620	
M	5	\$376,739			\$255,806		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>								
Greater than \$5 million								
Top Marketing Position								
	F	10	\$197,619		\$161,504	\$186,902	\$242,377	
	M	9	\$169,001			\$171,052		
Top Operations Position								
	F	42	\$154,594	\$84,952	\$110,749	\$139,401	\$176,061	\$232,294
	M	60	\$224,314	\$96,154	\$132,498	\$163,247	\$233,989	\$375,355
Top PR/Communications Position								
	F	8	\$153,517			\$134,094		
Top Program Position								
	F	6	\$117,028			\$119,844		
Top Technology Position								
	F	6	\$161,667			\$135,807		
	M	20	\$216,405	\$135,727	\$143,542	\$192,782	\$272,531	\$343,667
<b>Iowa</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	220	\$48,682	\$24,133	\$31,943	\$46,301	\$60,716	\$74,310
	M	166	\$58,055	\$23,330	\$36,527	\$56,629	\$72,831	\$90,453
	U	19	\$50,071		\$30,522	\$49,566	\$58,785	
Top Administrative Position								
	F	14	\$36,714		\$25,571	\$32,156	\$41,507	
Top Finance Position								
	F	7	\$32,716			\$32,656		
	M	10	\$47,218		\$35,447	\$43,192	\$58,021	

## All Organizations Compensation State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Iowa</b>							
\$500 thousand or less							
Top Program Position							
F	6	\$37,484			\$35,449		
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	83	\$74,481	\$39,011	\$54,101	\$66,662	\$83,314	\$122,358
M	107	\$102,788	\$48,966	\$63,337	\$80,574	\$116,708	\$183,919
U	5	\$59,257			\$57,413		
Top Administrative Position							
F	7	\$46,149			\$39,920		
M	5	\$75,577			\$73,404		
Top Business Position							
M	6	\$104,411			\$107,874		
Top Finance Position							
F	8	\$55,178			\$42,946		
M	8	\$86,703			\$85,130		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	135	\$105,421	\$57,405	\$75,220	\$93,037	\$119,640	\$165,245
M	188	\$129,443	\$59,945	\$79,609	\$108,811	\$156,438	\$217,292
U	11	\$127,142		\$91,563	\$113,409	\$153,410	
Top Administrative Position							
F	18	\$86,259		\$67,178	\$84,229	\$105,099	
M	28	\$94,060	\$49,215	\$63,989	\$84,991	\$125,421	\$151,509
Top Business Position							
F	6	\$79,831			\$66,497		
M	9	\$146,025			\$135,118		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Iowa</b>								
Between \$1 million and \$5 million								
Top Finance Position								
	F	33	\$80,376	\$45,135	\$57,107	\$71,289	\$90,000	\$128,324
	M	31	\$120,813	\$48,594	\$64,272	\$77,389	\$129,794	\$244,459
Top Operations Position								
	F	12	\$84,486		\$67,937	\$77,896	\$93,003	
	M	8	\$150,860			\$105,583		
Greater than \$5 million								
CEO/Executive Director								
	F	85	\$194,037	\$99,058	\$118,319	\$157,948	\$213,622	\$339,478
	M	189	\$254,805	\$114,261	\$148,453	\$194,941	\$289,543	\$442,906
	U	11	\$283,863		\$140,355	\$217,856	\$257,690	
Top Administrative Position								
	F	17	\$141,496		\$108,125	\$119,099	\$139,165	
	M	27	\$188,955	\$129,440	\$153,782	\$176,189	\$202,258	\$256,276
Top Business Position								
	F	9	\$168,746			\$183,456		
	M	8	\$157,564			\$165,601		
Top Development Position								
	F	7	\$128,126			\$131,110		
	M	14	\$181,035		\$111,202	\$186,788	\$211,741	
Top Education Position								
	F	5	\$166,410			\$188,075		
Top Facilities Position								
	M	5	\$158,175			\$161,441		



## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Iowa</b>								
Greater than \$5 million								
Top Finance Position								
	F	84	\$123,930	\$61,460	\$76,704	\$107,189	\$153,721	\$207,820
	M	93	\$189,799	\$78,881	\$99,853	\$125,714	\$186,305	\$393,699
	U	7	\$183,999			\$154,009		
Top Human Resources Position								
	F	9	\$191,357			\$153,562		
	M	6	\$176,530			\$160,121		
Top Marketing Position								
	M	5	\$244,075			\$240,543		
Top Operations Position								
	F	31	\$195,351	\$85,014	\$98,420	\$131,334	\$250,031	\$396,365
	M	19	\$215,426		\$125,259	\$136,637	\$297,715	
Top Technology Position								
	M	12	\$211,982		\$127,896	\$209,174	\$269,334	
<b>Kansas</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	205	\$49,219	\$22,908	\$32,421	\$44,160	\$61,214	\$75,823
	M	139	\$59,172	\$21,670	\$32,042	\$52,841	\$74,867	\$114,484
	U	31	\$45,858	\$25,020	\$32,106	\$42,600	\$56,069	\$65,615
Top Administrative Position								
	F	6	\$40,813			\$41,262		
Top Finance Position								
	F	9	\$32,287			\$30,617		

## All Organizations Compensation State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas</b>							
\$500 thousand or less							
Top Program Position							
F	9	\$34,025			\$35,559		
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	70	\$71,377	\$44,144	\$54,115	\$69,076	\$87,702	\$102,220
M	74	\$95,116	\$43,952	\$57,864	\$80,067	\$122,990	\$162,174
U	17	\$69,447		\$41,399	\$50,000	\$78,950	
Top Administrative Position							
F	5	\$52,301			\$52,698		
Top Finance Position							
F	8	\$40,496			\$41,020		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	117	\$91,296	\$49,915	\$68,454	\$84,032	\$110,489	\$133,064
M	138	\$139,424	\$69,810	\$93,140	\$113,493	\$153,884	\$225,566
U	23	\$108,835	\$54,019	\$71,383	\$98,080	\$118,199	\$191,440
Top Administrative Position							
F	23	\$81,081	\$55,042	\$61,012	\$78,263	\$89,442	\$121,088
M	14	\$77,256		\$52,925	\$62,508	\$93,959	
Top Business Position							
F	5	\$107,604			\$68,210		
M	7	\$122,014			\$110,863		
Top Finance Position							
F	29	\$79,695	\$55,354	\$61,111	\$72,708	\$99,046	\$110,253
M	31	\$113,647	\$41,273	\$60,145	\$81,173	\$99,755	\$170,188

## All Organizations Compensation State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas</b>							
Between \$1 million and \$5 million							
Top Operations Position							
F	6	\$95,913			\$88,962		
Greater than \$5 million							
CEO/Executive Director							
F	60	\$199,027	\$102,433	\$125,318	\$167,752	\$215,579	\$315,626
M	170	\$269,257	\$116,361	\$143,901	\$199,554	\$308,422	\$508,526
U	12	\$253,057		\$100,593	\$193,781	\$316,486	
Top Administrative Position							
F	14	\$120,905		\$96,265	\$114,837	\$138,036	
M	31	\$236,738	\$111,027	\$147,031	\$232,137	\$301,797	\$347,100
Top Business Position							
F	5	\$113,712			\$126,725		
M	5	\$116,254			\$108,728		
Top Development Position							
F	7	\$105,644			\$82,990		
Top Facilities Position							
M	6	\$171,485			\$153,347		
Top Finance Position							
F	56	\$128,746	\$60,541	\$84,101	\$108,795	\$143,161	\$186,769
M	92	\$162,475	\$69,143	\$97,860	\$133,299	\$192,480	\$306,238
U	10	\$183,565		\$77,130	\$102,736	\$230,783	
Top Human Resources Position							
F	7	\$180,406			\$138,534		
Top Legal Position							
M	6	\$196,790			\$164,413		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas</b>								
Greater than \$5 million								
Top Marketing Position								
	F	6	\$143,560			\$159,517		
Top Operations Position								
	F	16	\$159,485		\$109,342	\$118,966	\$179,401	
	M	33	\$206,731	\$117,582	\$141,122	\$184,398	\$236,969	\$372,765
Top Technology Position								
	M	15	\$196,491		\$136,363	\$182,982	\$217,405	
<b>Kentucky</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	216	\$48,590	\$24,911	\$32,000	\$45,850	\$60,938	\$75,654
	M	167	\$53,691	\$21,798	\$31,516	\$45,900	\$70,000	\$94,000
	U	27	\$63,357	\$25,934	\$41,483	\$58,677	\$79,641	\$115,377
Top Administrative Position								
	M	5	\$42,798			\$32,364		
Top Finance Position								
	F	13	\$32,223		\$18,000	\$21,741	\$41,224	
	M	10	\$41,976		\$18,994	\$33,355	\$53,083	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	74	\$74,887	\$34,661	\$49,654	\$65,545	\$92,491	\$119,764
	M	86	\$92,374	\$51,775	\$68,652	\$82,709	\$116,952	\$144,546
	U	8	\$78,279			\$68,445		
Top Business Position								
	M	6	\$105,268			\$95,830		

## All Organizations Compensation State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kentucky</b>							
Between \$500 thousand and \$1 million							
Top Finance Position							
F	5	\$50,836			\$40,333		
M	7	\$61,173			\$57,872		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	120	\$105,715	\$57,770	\$70,856	\$98,168	\$123,783	\$160,692
M	151	\$121,227	\$51,849	\$70,922	\$107,650	\$152,831	\$225,659
U	20	\$146,772	\$49,975	\$75,325	\$91,384	\$131,249	\$186,983
Top Administrative Position							
F	11	\$67,930		\$36,678	\$54,049	\$90,452	
M	17	\$105,331		\$73,214	\$90,072	\$104,697	
Top Business Position							
M	12	\$122,922		\$90,399	\$123,892	\$146,041	
Top Finance Position							
F	23	\$77,979	\$31,550	\$47,060	\$70,557	\$84,750	\$108,642
M	27	\$105,073	\$41,752	\$70,749	\$99,561	\$136,290	\$156,763
Top Operations Position							
F	6	\$78,800			\$71,960		
M	7	\$97,497			\$92,899		
Greater than \$5 million							
CEO/Executive Director							
F	66	\$189,923	\$95,337	\$134,297	\$155,914	\$224,459	\$269,410
M	157	\$284,533	\$110,442	\$142,749	\$214,664	\$308,556	\$469,229
U	12	\$331,021		\$141,177	\$212,033	\$324,140	

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kentucky</b>								
Greater than \$5 million								
Top Administrative Position								
	F	16	\$146,367		\$112,246	\$133,949	\$163,720	
	M	17	\$149,004		\$120,520	\$137,568	\$184,094	
Top Business Position								
	M	7	\$155,652			\$146,123		
Top Development Position								
	M	12	\$163,632		\$121,819	\$138,321	\$207,474	
Top Education Position								
	F	5	\$140,228			\$131,483		
Top Facilities Position								
	M	5	\$162,741			\$124,410		
Top Finance Position								
	F	40	\$144,573	\$75,381	\$91,461	\$125,074	\$172,878	\$249,765
	M	96	\$155,697	\$65,241	\$99,492	\$130,565	\$168,409	\$267,092
	U	14	\$166,222		\$115,460	\$122,494	\$164,226	
Top Human Resources Position								
	F	12	\$135,383		\$97,920	\$131,666	\$152,646	
	M	8	\$263,330			\$253,220		
Top Legal Position								
	M	7	\$429,262			\$271,517		
Top Marketing Position								
	F	5	\$130,260			\$137,829		
Top Operations Position								
	F	18	\$149,720		\$105,933	\$130,639	\$152,718	
	M	33	\$202,275	\$118,009	\$138,954	\$174,429	\$220,678	\$338,666

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kentucky</b>								
Greater than \$5 million								
Top Technology Position								
	M	15	\$195,532		\$147,743	\$170,411	\$195,618	
<b>Louisiana</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	228	\$51,143	\$23,126	\$32,771	\$47,410	\$61,060	\$77,441
	M	194	\$60,815	\$21,503	\$34,067	\$54,969	\$77,311	\$106,776
	U	37	\$64,530	\$23,750	\$35,000	\$49,750	\$68,500	\$116,742
Top Administrative Position								
	F	12	\$41,721		\$26,533	\$30,175	\$54,751	
Top Finance Position								
	F	14	\$37,285		\$27,953	\$34,850	\$41,993	
	M	8	\$38,995			\$32,629		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	112	\$83,550	\$46,546	\$60,734	\$75,191	\$100,804	\$129,862
	M	91	\$87,786	\$39,000	\$58,546	\$82,000	\$108,450	\$146,945
	U	13	\$75,677		\$58,298	\$72,469	\$90,380	
Top Finance Position								
	F	8	\$49,071			\$44,331		
	M	9	\$57,522			\$51,115		
Top Operations Position								
	F	5	\$70,016			\$52,048		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Louisiana</b>								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	158	\$102,751	\$59,927	\$70,116	\$90,855	\$121,307	\$168,636
	M	151	\$144,016	\$66,700	\$83,976	\$109,154	\$177,773	\$248,000
	U	30	\$116,617	\$59,737	\$85,492	\$105,856	\$140,746	\$187,706
Top Administrative Position								
	F	7	\$90,604			\$76,971		
	M	10	\$115,114		\$87,964	\$108,660	\$133,900	
Top Business Position								
	M	10	\$105,630		\$94,925	\$99,332	\$103,856	
Top Finance Position								
	F	31	\$87,906	\$42,229	\$66,633	\$78,817	\$107,272	\$136,965
	M	18	\$98,107		\$68,977	\$96,650	\$115,964	
Top Operations Position								
	F	7	\$116,101			\$111,129		
	M	8	\$119,330			\$121,978		
Greater than \$5 million								
CEO/Executive Director								
	F	74	\$208,557	\$84,626	\$114,875	\$152,895	\$201,538	\$326,563
	M	130	\$314,562	\$90,191	\$136,614	\$203,234	\$314,303	\$556,392
	U	18	\$182,289		\$110,688	\$181,436	\$194,363	
Top Administrative Position								
	F	10	\$141,037		\$106,213	\$116,720	\$135,497	
	M	19	\$209,931		\$109,586	\$187,980	\$265,634	
	U	5	\$116,762			\$101,213		



## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Louisiana</b>								
Greater than \$5 million								
Top Development Position								
	F	5	\$137,347			\$136,512		
	M	6	\$209,551			\$195,478		
Top Finance Position								
	F	52	\$142,036	\$78,567	\$99,190	\$124,928	\$154,831	\$217,542
	M	50	\$245,762	\$83,405	\$117,102	\$163,614	\$226,533	\$435,054
	U	11	\$136,693		\$113,760	\$122,132	\$163,092	
Top Human Resources Position								
	F	6	\$216,877			\$140,455		
Top Operations Position								
	F	24	\$213,783	\$92,743	\$123,204	\$162,326	\$229,621	\$420,174
	M	27	\$247,273	\$116,122	\$132,340	\$183,626	\$285,788	\$390,819
Top Technology Position								
	M	9	\$198,426			\$160,419		
<b>Maine</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	161	\$50,700	\$23,903	\$34,851	\$47,775	\$62,048	\$82,771
	M	120	\$58,492	\$33,582	\$40,664	\$53,244	\$69,625	\$88,930
	U	18	\$52,377		\$31,743	\$51,110	\$62,872	
Top Finance Position								
	F	6	\$32,821			\$32,674		
	M	6	\$35,498			\$25,028		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maine</b>								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	85	\$71,529	\$43,399	\$57,327	\$68,215	\$83,193	\$99,058
	M	64	\$85,910	\$47,650	\$60,000	\$73,705	\$99,008	\$131,969
	U	12	\$81,343		\$67,301	\$75,469	\$97,602	
Top Administrative Position								
	M	8	\$65,809			\$60,333		
Top Finance Position								
	F	5	\$46,384			\$45,500		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	104	\$105,749	\$60,737	\$78,518	\$95,561	\$116,938	\$154,535
	M	110	\$120,801	\$63,900	\$86,491	\$107,000	\$140,162	\$179,461
	U	9	\$102,821			\$89,171		
Top Finance Position								
	F	20	\$75,250	\$48,630	\$55,921	\$70,954	\$86,875	\$118,339
	M	16	\$84,679		\$52,482	\$75,944	\$95,794	
Top Operations Position								
	F	5	\$64,484			\$53,712		
Greater than \$5 million								
CEO/Executive Director								
	F	50	\$202,860	\$94,370	\$110,477	\$145,454	\$207,370	\$353,720
	M	106	\$267,540	\$107,321	\$133,964	\$210,575	\$309,676	\$492,671
	U	10	\$194,894		\$151,495	\$192,562	\$263,802	
Top Administrative Position								
	F	9	\$138,738			\$123,293		
	M	10	\$173,308		\$108,987	\$136,803	\$203,983	

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maine</b>								
Greater than \$5 million								
Top Development Position								
	F	14	\$139,953		\$114,001	\$136,020	\$151,679	
	M	5	\$135,075			\$124,899		
Top Finance Position								
	F	46	\$134,165	\$75,065	\$89,850	\$125,639	\$177,015	\$202,215
	M	58	\$166,751	\$78,024	\$95,426	\$142,068	\$205,384	\$322,999
	U	5	\$271,086			\$285,957		
Top Human Resources Position								
	F	5	\$171,885			\$145,831		
Top Operations Position								
	F	18	\$139,945		\$100,947	\$121,527	\$177,146	
	M	21	\$225,078	\$94,126	\$110,934	\$146,140	\$247,225	\$368,142
Top Technology Position								
	M	7	\$226,732			\$185,363		
<b>Maryland</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	351	\$60,652	\$26,487	\$38,447	\$57,191	\$75,296	\$101,286
	M	244	\$62,614	\$23,791	\$36,693	\$55,597	\$78,311	\$106,064
	U	58	\$65,753	\$20,195	\$36,988	\$52,475	\$79,131	\$119,887
Top Administrative Position								
	F	9	\$37,084			\$35,160		
	M	7	\$40,382			\$32,500		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>								
\$500 thousand or less								
Top Finance Position								
	F	16	\$39,436		\$20,625	\$29,427	\$57,079	
	M	11	\$73,506		\$30,814	\$53,634	\$78,900	
Top Program Position								
	F	7	\$43,758			\$41,600		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	164	\$92,448	\$46,171	\$65,404	\$84,401	\$105,000	\$140,350
	M	135	\$101,088	\$41,214	\$68,542	\$90,000	\$118,674	\$173,026
	U	30	\$107,717	\$49,619	\$65,769	\$98,609	\$125,835	\$184,100
Top Administrative Position								
	F	6	\$53,555			\$50,072		
Top Finance Position								
	F	6	\$44,292			\$42,873		
	M	8	\$86,435			\$49,664		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	329	\$136,807	\$63,408	\$86,331	\$120,727	\$159,000	\$228,043
	M	285	\$158,579	\$70,176	\$97,399	\$138,375	\$193,713	\$270,620
	U	43	\$132,854	\$62,292	\$84,088	\$116,246	\$185,553	\$229,933
Top Administrative Position								
	F	15	\$114,800		\$71,302	\$123,948	\$151,559	
	M	11	\$117,666		\$89,815	\$109,380	\$152,062	
Top Business Position								
	F	9	\$98,521			\$108,122		
	M	16	\$148,621		\$131,515	\$155,786	\$172,285	

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>								
Between \$1 million and \$5 million								
Top Education Position								
Top Finance Position	M	6	\$138,889			\$137,900		
	F	52	\$95,456	\$55,281	\$65,496	\$89,744	\$119,479	\$143,800
	M	54	\$111,755	\$60,248	\$76,930	\$106,435	\$140,237	\$164,517
	U	13	\$99,550		\$77,549	\$104,085	\$126,473	
Top Operations Position								
	F	32	\$131,580	\$72,663	\$88,363	\$130,243	\$159,152	\$178,057
	M	19	\$145,300		\$114,269	\$137,887	\$176,489	
Top Program Position								
	F	12	\$129,513		\$114,145	\$124,772	\$144,692	
	M	5	\$124,455			\$150,716		
Greater than \$5 million								
CEO/Executive Director								
	F	174	\$247,664	\$108,794	\$140,931	\$189,256	\$285,574	\$448,485
	M	341	\$392,521	\$120,821	\$185,793	\$277,528	\$454,405	\$725,813
	U	41	\$268,989	\$133,681	\$157,974	\$212,043	\$274,594	\$461,540
Top Administrative Position								
	F	23	\$154,482	\$105,328	\$124,178	\$157,953	\$181,946	\$196,572
	M	46	\$267,820	\$122,906	\$168,288	\$215,835	\$372,046	\$459,042
	U	8	\$190,939			\$182,233		
Top Business Position								
	F	14	\$150,552		\$116,828	\$144,527	\$179,902	
	M	22	\$186,598	\$112,400	\$131,897	\$183,580	\$210,165	\$265,121

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>								
Greater than \$5 million								
Top Development Position								
	F	45	\$162,889	\$114,299	\$127,528	\$156,583	\$177,655	\$213,000
	M	23	\$178,649	\$118,483	\$148,398	\$186,814	\$206,122	\$228,382
	U	7	\$161,834			\$143,516		
Top Education Position								
	F	14	\$143,694		\$118,572	\$133,151	\$160,962	
	M	9	\$195,653			\$163,127		
Top Facilities Position								
	M	17	\$169,563		\$115,406	\$135,747	\$204,352	
Top Finance Position								
	F	129	\$175,857	\$86,871	\$110,943	\$143,268	\$196,795	\$302,741
	M	182	\$233,387	\$100,481	\$143,348	\$177,226	\$270,685	\$347,833
	U	34	\$155,367	\$91,326	\$113,257	\$130,503	\$174,652	\$207,730
Top Human Resources Position								
	F	46	\$175,344	\$119,833	\$130,627	\$158,972	\$179,993	\$248,543
	M	18	\$213,566		\$169,222	\$202,615	\$260,589	
Top Legal Position								
	F	8	\$300,435			\$270,746		
	M	16	\$320,421		\$201,904	\$230,660	\$341,094	
Top Marketing Position								
	F	26	\$163,570	\$118,863	\$124,259	\$148,604	\$189,324	\$226,713
	M	7	\$168,972			\$159,781		
Top Operations Position								
	F	63	\$205,891	\$106,455	\$134,641	\$174,917	\$239,566	\$289,815
	M	61	\$267,853	\$121,355	\$197,207	\$253,126	\$341,628	\$386,674
	U	15	\$200,897		\$139,346	\$181,218	\$245,775	

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>								
Greater than \$5 million								
Top PR/Communications Position								
	F	9	\$186,355			\$154,750		
	M	6	\$177,144			\$139,286		
Top Program Position								
	F	14	\$163,616		\$137,543	\$149,578	\$183,995	
	M	12	\$183,765		\$150,316	\$165,092	\$190,660	
Top Technology Position								
	F	10	\$213,709		\$133,860	\$143,545	\$163,725	
	M	46	\$190,828	\$118,041	\$137,517	\$168,041	\$200,639	\$272,494
	U	13	\$216,999		\$136,942	\$162,420	\$202,047	
<b>Massachusetts</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	486	\$59,165	\$26,157	\$39,238	\$56,376	\$73,809	\$93,205
	M	305	\$66,982	\$25,713	\$40,000	\$62,077	\$81,452	\$106,560
	U	83	\$53,248	\$25,507	\$34,084	\$50,000	\$64,880	\$85,906
Top Administrative Position								
	F	6	\$53,418			\$40,284		
	M	9	\$62,161			\$65,062		
Top Business Position								
	M	15	\$119,364		\$95,969	\$110,529	\$139,125	
Top Finance Position								
	F	26	\$51,304	\$19,282	\$27,414	\$45,000	\$57,949	\$102,191
	M	20	\$53,821	\$18,218	\$21,552	\$42,087	\$65,550	\$114,673
	U	6	\$38,910			\$32,303		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>								
\$500 thousand or less								
Top Operations Position								
	F	8	\$42,900			\$42,131		
	M	6	\$67,943			\$59,511		
Top Program Position								
	F	13	\$62,219		\$42,469	\$56,000	\$65,707	
	M	5	\$51,969			\$48,008		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	239	\$87,334	\$46,718	\$62,260	\$82,431	\$104,803	\$136,430
	M	222	\$106,985	\$51,818	\$69,003	\$90,559	\$128,324	\$177,846
	U	30	\$96,416	\$45,013	\$58,925	\$78,545	\$116,239	\$159,427
Top Administrative Position								
	F	6	\$64,392			\$63,247		
Top Business Position								
	M	10	\$141,377		\$108,309	\$133,109	\$156,878	
Top Finance Position								
	F	12	\$72,554		\$54,278	\$64,326	\$85,456	
	M	20	\$92,748	\$40,341	\$55,355	\$88,369	\$124,578	\$164,084
Top Operations Position								
	M	5	\$88,920			\$91,923		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	438	\$127,487	\$72,499	\$91,309	\$112,614	\$150,148	\$195,065
	M	493	\$159,698	\$72,572	\$101,040	\$136,718	\$184,273	\$259,620
	U	62	\$132,816	\$63,965	\$83,220	\$109,520	\$145,646	\$227,323



## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>								
Between \$1 million and \$5 million								
Top Administrative Position								
	F	19	\$108,684		\$87,231	\$100,307	\$124,062	
	M	48	\$156,985	\$84,567	\$113,686	\$145,188	\$202,468	\$225,533
Top Business Position								
	F	16	\$97,017		\$68,006	\$98,640	\$113,952	
	M	30	\$141,487	\$75,229	\$93,154	\$125,696	\$187,458	\$219,495
Top Development Position								
	F	17	\$129,549		\$107,871	\$111,612	\$143,407	
	M	10	\$132,997		\$120,574	\$140,135	\$160,217	
Top Education Position								
	M	5	\$143,566			\$154,971		
Top Facilities Position								
	M	12	\$150,614		\$130,509	\$147,081	\$170,041	
Top Finance Position								
	F	81	\$95,631	\$39,824	\$67,042	\$94,902	\$116,931	\$138,179
	M	90	\$120,464	\$57,479	\$68,998	\$107,254	\$136,253	\$209,843
	U	17	\$95,883		\$80,691	\$102,857	\$113,338	
Top Legal Position								
	M	9	\$160,281			\$170,277		
Top Marketing Position								
	M	5	\$131,623			\$121,816		
Top Operations Position								
	F	32	\$124,314	\$64,311	\$80,221	\$124,058	\$159,628	\$194,688
	M	34	\$128,590	\$67,860	\$95,900	\$123,103	\$143,384	\$189,071

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>								
Between \$1 million and \$5 million								
Top Program Position								
	F	18	\$102,265		\$75,445	\$113,113	\$133,322	
	M	11	\$123,857		\$104,715	\$124,463	\$140,093	
Top Technology Position								
	M	6	\$138,796			\$155,688		
Greater than \$5 million								
CEO/Executive Director								
	F	258	\$259,043	\$124,181	\$149,161	\$193,264	\$267,397	\$462,566
	M	532	\$373,983	\$131,611	\$179,316	\$275,914	\$415,413	\$707,476
	U	63	\$385,257	\$146,305	\$166,854	\$291,424	\$516,244	\$714,927
Top Administrative Position								
	F	37	\$155,178	\$109,013	\$119,930	\$141,482	\$162,319	\$206,405
	M	73	\$207,967	\$115,630	\$135,868	\$177,000	\$286,710	\$341,060
	U	5	\$194,212			\$161,315		
Top Business Position								
	F	18	\$157,245		\$113,742	\$135,814	\$175,364	
	M	27	\$241,418	\$140,354	\$182,634	\$223,133	\$302,524	\$355,565
Top Development Position								
	F	103	\$190,886	\$119,042	\$136,958	\$164,282	\$218,641	\$298,245
	M	55	\$202,848	\$115,511	\$143,851	\$170,584	\$250,104	\$313,980
	U	16	\$205,398		\$121,722	\$177,700	\$222,172	
Top Education Position								
	F	19	\$219,899		\$135,571	\$151,712	\$248,904	
	M	17	\$222,052		\$150,121	\$215,711	\$288,645	
Top Facilities Position								
	M	36	\$174,021	\$124,289	\$140,232	\$157,774	\$203,712	\$219,294

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>								
Greater than \$5 million								
Top Finance Position								
	F	207	\$176,510	\$103,384	\$118,605	\$149,424	\$203,241	\$286,522
	M	313	\$230,561	\$100,194	\$130,768	\$167,227	\$251,877	\$391,429
	U	43	\$223,574	\$104,916	\$128,843	\$167,696	\$290,097	\$338,522
Top Human Resources Position								
	F	55	\$205,628	\$112,459	\$132,923	\$165,046	\$214,582	\$312,312
	M	23	\$251,905	\$121,399	\$144,538	\$196,001	\$280,417	\$363,790
	U	9	\$219,033			\$135,352		
Top Legal Position								
	F	24	\$223,978	\$126,870	\$154,889	\$204,693	\$257,729	\$301,494
	M	22	\$363,654	\$162,000	\$195,688	\$264,636	\$439,250	\$683,869
Top Marketing Position								
	F	29	\$202,113	\$111,206	\$141,682	\$162,643	\$256,510	\$302,435
	M	13	\$195,217		\$160,151	\$193,118	\$217,628	
Top Operations Position								
	F	96	\$212,263	\$111,248	\$140,755	\$179,939	\$261,626	\$345,152
	M	122	\$242,425	\$120,113	\$149,562	\$193,389	\$282,346	\$403,907
	U	16	\$355,305		\$148,279	\$184,799	\$515,380	
Top PR/Communications Position								
	F	20	\$194,374	\$130,980	\$140,211	\$175,500	\$212,442	\$293,050
	M	15	\$175,569		\$126,033	\$151,743	\$189,723	
Top Program Position								
	F	27	\$168,551	\$107,700	\$120,194	\$155,943	\$202,750	\$256,497
	M	25	\$172,349	\$106,655	\$132,504	\$164,038	\$192,138	\$249,023
	U	6	\$166,157			\$150,960		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>								
Greater than \$5 million								
Top Technology Position								
	F	15	\$261,005		\$156,443	\$191,612	\$274,409	
	M	68	\$214,786	\$118,278	\$142,521	\$167,788	\$226,790	\$376,481
	U	7	\$199,264			\$178,617		
<b>Michigan</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	521	\$49,393	\$22,100	\$33,354	\$46,144	\$59,613	\$77,790
	M	376	\$57,896	\$22,986	\$33,663	\$50,435	\$70,583	\$99,000
	U	69	\$49,665	\$25,161	\$35,000	\$47,864	\$61,290	\$77,359
Top Administrative Position								
	F	24	\$39,027	\$19,152	\$27,598	\$35,612	\$47,730	\$58,348
	M	10	\$40,658		\$21,019	\$29,500	\$62,203	
Top Business Position								
	M	5	\$54,559			\$69,018		
Top Finance Position								
	F	33	\$44,841	\$19,625	\$30,193	\$43,758	\$51,514	\$61,877
	M	13	\$39,350		\$20,769	\$34,335	\$42,000	
Top Operations Position								
	F	6	\$39,858			\$37,372		
	M	6	\$54,309			\$43,938		
Top Program Position								
	F	7	\$43,127			\$38,355		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	226	\$76,231	\$40,690	\$52,246	\$70,000	\$89,924	\$124,514
	M	179	\$90,467	\$43,235	\$58,866	\$81,317	\$110,780	\$146,103
	U	29	\$68,265	\$34,708	\$49,760	\$67,877	\$89,274	\$94,725
Top Administrative Position								
	F	18	\$59,404		\$42,135	\$50,889	\$67,418	
	M	8	\$83,046			\$74,887		
Top Business Position								
	M	16	\$99,612		\$81,885	\$92,399	\$117,099	
Top Finance Position								
	F	22	\$49,044	\$22,830	\$38,837	\$49,432	\$57,229	\$70,832
	M	18	\$69,778		\$41,122	\$61,849	\$94,423	
Top Operations Position								
	F	8	\$56,110			\$51,082		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	386	\$109,009	\$59,914	\$77,663	\$98,507	\$127,819	\$172,062
	M	434	\$129,779	\$57,468	\$81,607	\$112,177	\$157,548	\$222,482
	U	56	\$123,738	\$52,916	\$77,567	\$100,883	\$132,600	\$245,310
Top Administrative Position								
	F	23	\$108,557	\$44,351	\$75,531	\$101,856	\$130,916	\$169,107
	M	31	\$105,125	\$60,437	\$82,497	\$105,192	\$129,340	\$152,109
Top Business Position								
	M	26	\$138,550	\$80,582	\$101,721	\$124,184	\$173,613	\$235,240

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>								
Between \$1 million and \$5 million								
Top Development Position								
	F	6	\$101,249			\$115,490		
	M	6	\$101,444			\$110,207		
Top Finance Position								
	F	84	\$91,387	\$46,693	\$59,935	\$79,567	\$97,820	\$130,021
	M	80	\$105,536	\$41,425	\$65,053	\$98,343	\$136,473	\$173,384
	U	11	\$75,455		\$55,817	\$60,730	\$95,281	
Top Operations Position								
	F	19	\$103,581		\$67,729	\$92,521	\$120,199	
	M	10	\$142,862		\$72,259	\$119,797	\$184,979	
Top Program Position								
	F	6	\$125,666			\$126,883		
	M	6	\$126,722			\$129,717		
Greater than \$5 million								
CEO/Executive Director								
	F	206	\$304,516	\$102,413	\$127,175	\$178,451	\$269,861	\$403,762
	M	376	\$330,044	\$110,941	\$147,005	\$223,703	\$357,920	\$558,131
	U	29	\$357,174	\$137,135	\$172,515	\$255,992	\$365,435	\$530,588
Top Administrative Position								
	F	18	\$143,601		\$117,461	\$131,525	\$163,379	
	M	34	\$213,661	\$113,826	\$139,736	\$183,764	\$236,507	\$266,456
	U	5	\$242,564			\$172,515		
Top Business Position								
	F	8	\$166,771			\$177,611		
	M	16	\$182,372		\$129,442	\$160,899	\$211,314	

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>								
Greater than \$5 million								
Top Development Position								
	F	23	\$162,830	\$106,806	\$129,133	\$139,828	\$185,580	\$223,231
	M	27	\$187,336	\$115,873	\$127,113	\$153,769	\$222,586	\$274,999
Top Education Position								
	F	9	\$157,708			\$141,194		
	M	6	\$196,062			\$179,489		
Top Facilities Position								
	M	12	\$152,467		\$134,815	\$155,825	\$161,423	
Top Finance Position								
	F	151	\$150,439	\$82,132	\$103,020	\$128,174	\$168,634	\$214,084
	M	195	\$193,677	\$77,958	\$105,528	\$154,734	\$211,453	\$283,656
	U	19	\$183,599		\$116,049	\$148,908	\$208,532	
Top Human Resources Position								
	F	35	\$174,499	\$101,291	\$130,498	\$155,030	\$211,790	\$277,369
	M	18	\$288,942		\$144,287	\$207,946	\$276,009	
Top Legal Position								
	F	5	\$270,277			\$311,590		
	M	8	\$290,451			\$271,567		
Top Marketing Position								
	F	12	\$183,916		\$114,071	\$127,162	\$167,392	
	M	11	\$152,519		\$127,893	\$139,458	\$153,184	
Top Operations Position								
	F	55	\$157,599	\$92,384	\$118,625	\$140,875	\$164,411	\$247,325
	M	75	\$237,805	\$105,442	\$137,203	\$191,892	\$252,583	\$367,798
	U	9	\$184,107			\$145,611		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>								
Greater than \$5 million								
Top PR/Communications Position								
	M	7	\$155,948			\$129,432		
Top Program Position								
	F	11	\$136,328		\$125,494	\$141,701	\$144,009	
	M	9	\$142,033			\$152,012		
Top Technology Position								
	F	9	\$184,165			\$140,875		
	M	38	\$192,186	\$120,145	\$146,107	\$169,406	\$200,434	\$244,643
	U	5	\$151,535			\$142,623		
<b>Minnesota</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	467	\$51,806	\$25,082	\$34,498	\$48,435	\$62,627	\$85,250
	M	350	\$58,471	\$24,000	\$35,646	\$53,559	\$72,486	\$98,460
	U	60	\$48,978	\$22,004	\$29,044	\$50,620	\$61,946	\$77,161
Top Administrative Position								
	F	18	\$42,985		\$33,642	\$37,773	\$53,003	
	M	6	\$45,643			\$33,421		
Top Finance Position								
	F	15	\$36,184		\$18,720	\$28,000	\$44,902	
	M	13	\$55,446		\$33,576	\$52,080	\$67,528	
Top Operations Position								
	F	6	\$60,973			\$51,344		
	M	7	\$36,612			\$37,640		



## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>								
\$500 thousand or less								
Top Program Position								
	F	7	\$33,853			\$38,924		
	M	7	\$35,373			\$34,613		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	214	\$74,810	\$42,359	\$54,307	\$70,995	\$90,592	\$111,789
	M	185	\$94,033	\$43,825	\$61,200	\$82,105	\$114,139	\$156,151
	U	31	\$80,325	\$46,456	\$62,530	\$83,502	\$99,762	\$108,867
Top Administrative Position								
	F	8	\$65,351			\$57,043		
	M	6	\$55,714			\$53,258		
Top Business Position								
	M	11	\$120,874		\$72,716	\$129,179	\$174,634	
Top Finance Position								
	F	10	\$50,237		\$36,767	\$50,379	\$60,164	
	M	17	\$84,873		\$45,368	\$61,442	\$132,881	
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	340	\$108,198	\$59,960	\$75,344	\$98,221	\$126,317	\$172,925
	M	368	\$127,788	\$66,731	\$85,773	\$114,250	\$151,294	\$218,218
	U	40	\$108,811	\$65,658	\$87,024	\$103,091	\$126,116	\$162,580
Top Administrative Position								
	F	26	\$74,882	\$42,855	\$51,408	\$72,334	\$92,309	\$100,168
	M	29	\$110,707	\$61,974	\$78,867	\$104,948	\$131,354	\$161,562

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>								
Between \$1 million and \$5 million								
Top Business Position								
	F	15	\$78,504		\$46,402	\$54,854	\$106,604	
	M	22	\$152,390	\$99,400	\$102,869	\$145,698	\$191,386	\$234,377
Top Finance Position								
	F	86	\$67,703	\$37,992	\$49,242	\$63,937	\$78,752	\$103,867
	M	72	\$99,237	\$50,844	\$63,419	\$86,436	\$126,946	\$159,549
	U	8	\$86,350			\$84,901		
Top Operations Position								
	F	18	\$108,085		\$73,878	\$100,832	\$126,163	
	M	21	\$109,777	\$65,264	\$74,791	\$87,619	\$139,173	\$147,781
Top Program Position								
	F	5	\$85,177			\$71,864		
Greater than \$5 million								
CEO/Executive Director								
	F	185	\$219,249	\$99,251	\$118,849	\$159,558	\$243,883	\$376,786
	M	316	\$301,504	\$111,517	\$148,601	\$207,375	\$324,674	\$511,778
	U	32	\$297,980	\$118,417	\$144,080	\$199,323	\$271,143	\$440,168
Top Administrative Position								
	F	41	\$149,505	\$102,155	\$113,525	\$130,371	\$162,942	\$206,003
	M	58	\$212,089	\$89,786	\$127,480	\$188,209	\$243,932	\$373,508
	U	5	\$158,767			\$135,121		
Top Business Position								
	F	12	\$110,533		\$72,489	\$80,940	\$131,632	
	M	20	\$204,371	\$108,340	\$158,556	\$202,340	\$232,780	\$259,705

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>								
Greater than \$5 million								
Top Development Position								
	F	43	\$162,123	\$108,802	\$133,918	\$141,860	\$180,847	\$219,103
	M	17	\$177,735		\$130,328	\$168,869	\$210,242	
Top Education Position								
	F	8	\$171,469			\$175,199		
Top Facilities Position								
	M	8	\$178,987			\$158,000		
Top Finance Position								
	F	156	\$131,639	\$65,268	\$90,490	\$115,893	\$160,112	\$198,115
	M	160	\$216,792	\$70,735	\$110,264	\$151,917	\$211,736	\$382,395
	U	12	\$336,634		\$100,590	\$124,913	\$200,307	
Top Human Resources Position								
	F	27	\$246,803	\$114,025	\$136,672	\$177,430	\$292,576	\$562,751
	M	8	\$233,670			\$225,748		
Top Legal Position								
	F	10	\$276,881		\$225,882	\$250,067	\$280,927	
	M	14	\$341,290		\$180,568	\$255,683	\$460,201	
Top Marketing Position								
	F	10	\$170,027		\$140,699	\$152,855	\$179,791	
	M	8	\$144,446			\$155,172		
Top Operations Position								
	F	51	\$185,861	\$91,896	\$120,387	\$157,954	\$206,812	\$328,924
	M	63	\$237,575	\$116,416	\$139,160	\$187,236	\$253,399	\$352,070
Top Program Position								
	F	5	\$163,797			\$185,680		
	M	6	\$151,444			\$146,337		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>								
Greater than \$5 million								
Top Technology Position								
	F	7	\$200,828			\$147,576		
	M	25	\$226,865	\$119,287	\$133,413	\$159,483	\$263,857	\$489,229
<b>Mississippi</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	153	\$44,436	\$21,088	\$31,423	\$41,722	\$51,574	\$71,269
	M	92	\$58,730	\$20,919	\$31,349	\$50,344	\$80,829	\$101,175
	U	30	\$47,289	\$22,700	\$29,655	\$40,200	\$56,235	\$88,651
Top Administrative Position								
	F	7	\$45,260			\$45,993		
Top Finance Position								
	F	10	\$39,798		\$21,831	\$30,626	\$43,688	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	50	\$73,302	\$32,746	\$47,459	\$72,529	\$96,931	\$112,630
	M	54	\$89,839	\$39,230	\$51,862	\$75,222	\$109,564	\$161,134
	U	11	\$73,995		\$37,610	\$80,000	\$105,112	
Top Finance Position								
	F	5	\$37,063			\$27,217		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	69	\$92,780	\$50,134	\$61,600	\$77,083	\$105,000	\$131,579
	M	100	\$132,885	\$51,939	\$78,263	\$114,625	\$166,464	\$249,642
	U	8	\$126,998			\$107,405		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Mississippi</b>								
Between \$1 million and \$5 million								
Top Finance Position								
	F	22	\$68,656	\$36,613	\$47,053	\$59,326	\$76,194	\$113,238
	M	11	\$84,603		\$54,036	\$79,262	\$94,846	
Top Operations Position								
	F	7	\$89,897			\$91,577		
Greater than \$5 million								
CEO/Executive Director								
	F	23	\$161,719	\$73,097	\$119,466	\$157,241	\$197,736	\$232,741
	M	84	\$267,370	\$99,530	\$135,892	\$210,571	\$319,359	\$423,146
	U	11	\$178,165		\$127,422	\$196,545	\$209,971	
Top Administrative Position								
	M	19	\$227,488		\$138,711	\$202,624	\$318,935	
Top Development Position								
	M	5	\$149,456			\$134,635		
Top Finance Position								
	F	34	\$127,875	\$66,310	\$85,073	\$109,177	\$141,178	\$203,054
	M	29	\$176,565	\$90,718	\$111,072	\$159,926	\$198,338	\$285,317
	U	8	\$80,292			\$74,664		
Top Human Resources Position								
	F	5	\$149,553			\$140,357		
	M	6	\$179,860			\$157,104		
Top Operations Position								
	F	5	\$203,324			\$160,915		
	M	8	\$227,690			\$203,883		
	U	5	\$113,499			\$122,052		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Mississippi</b>								
Greater than \$5 million								
Top Technology Position								
	M	10	\$161,679		\$128,436	\$144,513	\$166,104	
<b>Missouri</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	354	\$49,924	\$24,135	\$33,065	\$44,097	\$60,936	\$81,714
	M	293	\$59,934	\$24,000	\$35,469	\$53,431	\$78,000	\$97,610
	U	31	\$53,218	\$20,000	\$31,300	\$46,111	\$62,596	\$77,347
Top Administrative Position								
	F	25	\$32,067	\$21,391	\$24,500	\$30,870	\$37,698	\$42,672
	M	5	\$40,859			\$36,305		
Top Business Position								
	M	9	\$78,555			\$80,650		
Top Finance Position								
	F	15	\$30,240		\$23,956	\$27,300	\$34,088	
	M	15	\$62,016		\$22,681	\$64,510	\$85,665	
Top Operations Position								
	F	6	\$37,791			\$37,044		
Top Program Position								
	F	11	\$42,676		\$34,164	\$44,167	\$51,311	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	146	\$74,363	\$36,330	\$52,441	\$70,678	\$92,933	\$121,809
	M	132	\$89,534	\$42,682	\$59,475	\$77,141	\$109,093	\$149,418
	U	15	\$74,269		\$51,512	\$63,036	\$80,288	

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>								
Between \$500 thousand and \$1 million								
Top Administrative Position								
	F	5	\$44,393			\$48,957		
	M	7	\$54,677			\$41,000		
Top Business Position								
	M	11	\$104,264		\$93,749	\$119,675	\$123,766	
Top Finance Position								
	F	6	\$46,277			\$50,040		
	M	10	\$87,377		\$51,993	\$80,314	\$130,616	
Top Operations Position								
	M	5	\$87,100			\$85,000		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	250	\$112,808	\$57,631	\$74,287	\$97,264	\$137,338	\$183,103
	M	292	\$134,429	\$64,983	\$85,750	\$119,154	\$161,791	\$214,453
	U	42	\$110,952	\$48,039	\$78,602	\$103,854	\$126,303	\$180,577
Top Administrative Position								
	F	21	\$95,226	\$40,032	\$62,500	\$89,717	\$118,870	\$146,644
	M	22	\$124,684	\$51,440	\$74,127	\$111,746	\$166,468	\$199,915
Top Business Position								
	M	29	\$139,762	\$87,688	\$92,042	\$139,541	\$173,867	\$199,834
Top Finance Position								
	F	49	\$89,747	\$40,294	\$59,287	\$79,485	\$111,586	\$130,791
	M	64	\$97,379	\$43,243	\$69,388	\$89,058	\$122,803	\$146,960
Top Operations Position								
	F	25	\$101,362	\$64,242	\$73,127	\$91,403	\$122,087	\$132,323
	M	13	\$103,965		\$83,647	\$98,197	\$117,954	

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>								
Greater than \$5 million								
CEO/Executive Director								
	F	113	\$205,236	\$84,494	\$116,977	\$170,246	\$227,387	\$333,861
	M	306	\$359,433	\$108,910	\$152,630	\$226,836	\$346,257	\$584,995
	U	29	\$331,455	\$142,362	\$170,565	\$248,880	\$371,546	\$567,198
Top Administrative Position								
	F	25	\$152,614	\$95,466	\$121,365	\$138,737	\$170,246	\$193,352
	M	53	\$254,101	\$154,852	\$178,761	\$216,913	\$274,340	\$471,344
	U	6	\$200,273			\$187,451		
Top Business Position								
	F	10	\$117,746		\$90,038	\$119,363	\$133,488	
	M	12	\$200,122		\$131,892	\$199,792	\$261,721	
Top Development Position								
	F	22	\$136,514	\$93,842	\$109,016	\$133,650	\$150,014	\$188,797
	M	14	\$173,477		\$124,899	\$150,736	\$171,188	
	U	7	\$169,463			\$162,790		
Top Education Position								
	M	9	\$156,654			\$139,625		
Top Facilities Position								
	M	5	\$192,874			\$179,610		
Top Finance Position								
	F	122	\$140,487	\$66,840	\$87,523	\$120,813	\$157,033	\$212,252
	M	123	\$252,090	\$87,351	\$111,514	\$151,157	\$228,144	\$425,216
	U	18	\$259,767		\$138,009	\$187,899	\$259,064	



## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>								
Greater than \$5 million								
Top Human Resources Position								
	F	20	\$196,980	\$76,986	\$109,156	\$171,324	\$237,948	\$334,892
	M	12	\$156,860		\$109,393	\$145,238	\$188,220	
	U	5	\$299,235			\$274,129		
Top Legal Position								
	F	7	\$478,519			\$225,799		
	M	12	\$341,208		\$211,121	\$249,764	\$311,663	
Top Marketing Position								
	F	11	\$148,906		\$115,978	\$125,031	\$151,305	
Top Operations Position								
	F	40	\$308,938	\$101,929	\$121,443	\$147,687	\$197,572	\$344,526
	M	52	\$208,549	\$107,710	\$123,391	\$179,858	\$234,732	\$349,872
	U	11	\$270,723		\$132,350	\$144,016	\$273,655	
Top Program Position								
	M	5	\$161,284			\$162,845		
Top Technology Position								
	M	28	\$214,426	\$116,305	\$123,355	\$158,689	\$217,773	\$315,666
<b>Montana</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	174	\$45,189	\$24,264	\$34,615	\$42,692	\$56,088	\$65,512
	M	108	\$62,335	\$25,769	\$39,938	\$51,602	\$76,788	\$108,317
	U	16	\$46,965		\$33,906	\$40,637	\$57,494	
Top Administrative Position								
	M	9	\$72,200			\$51,822		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Montana</b>								
\$500 thousand or less								
Top Finance Position								
	F	9	\$29,412			\$27,790		
Top Program Position								
	F	6	\$35,484			\$34,731		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	60	\$65,243	\$32,563	\$45,965	\$61,435	\$80,466	\$94,684
	M	54	\$77,018	\$42,547	\$54,716	\$68,417	\$85,936	\$115,902
	U	10	\$57,071		\$46,965	\$52,924	\$64,276	
Top Business Position								
	M	5	\$127,133			\$122,275		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	81	\$82,658	\$46,763	\$62,869	\$78,959	\$97,000	\$111,554
	M	78	\$113,790	\$53,691	\$68,201	\$97,753	\$135,882	\$188,705
	U	10	\$98,800		\$64,584	\$81,476	\$107,382	
Top Administrative Position								
	F	7	\$95,137			\$94,045		
	M	6	\$104,032			\$108,584		
Top Finance Position								
	F	24	\$66,815	\$39,080	\$44,889	\$64,195	\$82,984	\$105,793
	M	10	\$60,840		\$35,578	\$67,244	\$75,027	

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Montana</b>								
Greater than \$5 million								
CEO/Executive Director								
	F	23	\$155,940	\$88,811	\$112,820	\$126,743	\$155,748	\$276,615
	M	74	\$240,656	\$81,030	\$111,058	\$167,219	\$271,339	\$395,814
	U	9	\$173,496			\$136,735		
Top Administrative Position								
	M	15	\$232,823		\$143,765	\$218,527	\$300,600	
Top Finance Position								
	F	44	\$113,852	\$55,607	\$74,271	\$95,104	\$130,323	\$163,491
	M	35	\$170,404	\$73,093	\$96,407	\$125,296	\$171,019	\$368,026
	U	6	\$78,861			\$78,355		
Top Operations Position								
	F	12	\$184,968		\$99,085	\$145,470	\$185,177	
	M	11	\$155,255		\$128,237	\$138,474	\$170,469	
<b>Nebraska</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	159	\$49,274	\$25,275	\$34,424	\$45,795	\$62,349	\$75,571
	M	116	\$58,028	\$25,000	\$36,345	\$48,667	\$73,739	\$92,958
	U	13	\$57,295		\$38,400	\$44,728	\$65,450	
Top Finance Position								
	F	7	\$25,769			\$21,192		
	M	12	\$49,567		\$34,994	\$42,848	\$64,709	

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nebraska</b>								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	71	\$72,550	\$34,364	\$47,629	\$63,740	\$96,548	\$110,312
	M	49	\$77,921	\$45,910	\$54,037	\$72,538	\$103,448	\$123,927
	U	7	\$78,778			\$77,188		
Top Finance Position								
	F	8	\$59,452			\$54,158		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	89	\$112,975	\$54,600	\$75,654	\$98,594	\$126,500	\$179,619
	M	99	\$116,933	\$63,870	\$79,386	\$105,832	\$134,873	\$190,214
	U	8	\$108,176			\$122,620		
Top Administrative Position								
	M	11	\$106,433		\$79,386	\$99,563	\$117,637	
Top Finance Position								
	F	16	\$80,368		\$60,586	\$68,941	\$97,202	
	M	10	\$91,361		\$61,098	\$87,879	\$118,325	
Greater than \$5 million								
CEO/Executive Director								
	F	45	\$276,512	\$96,697	\$124,429	\$174,477	\$318,001	\$556,910
	M	86	\$275,746	\$114,556	\$151,500	\$218,706	\$356,216	\$522,855
Top Administrative Position								
	F	5	\$177,383			\$151,893		
	M	8	\$199,919			\$192,661		
Top Development Position								
	F	11	\$151,859		\$118,318	\$129,825	\$166,840	

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nebraska</b>								
Greater than \$5 million								
Top Finance Position								
	F	44	\$136,906	\$61,951	\$87,299	\$123,121	\$157,803	\$187,051
	M	44	\$188,801	\$81,593	\$118,878	\$150,726	\$206,395	\$285,860
Top Human Resources Position								
	F	5	\$180,052			\$162,266		
Top Operations Position								
	F	11	\$246,114		\$128,129	\$146,567	\$261,187	
	M	14	\$210,018		\$127,324	\$147,354	\$208,003	
Top Technology Position								
	M	8	\$290,348			\$199,918		
<b>Nevada</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	85	\$54,731	\$22,074	\$35,000	\$48,495	\$69,329	\$89,989
	M	62	\$61,373	\$23,092	\$33,357	\$54,851	\$76,638	\$106,643
	U	15	\$54,139		\$38,690	\$46,020	\$73,787	
Top Finance Position								
	F	5	\$65,323			\$78,652		
	M	6	\$71,318			\$63,289		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	46	\$82,185	\$39,454	\$60,794	\$79,060	\$99,646	\$115,583
	M	30	\$86,733	\$54,900	\$66,764	\$74,853	\$112,630	\$131,102
	U	8	\$70,986			\$57,742		

## All Organizations Compensation State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nevada</b>							
Between \$500 thousand and \$1 million							
Top Operations Position							
F	5	\$67,483			\$60,000		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	75	\$116,278	\$63,136	\$73,865	\$103,954	\$142,395	\$188,942
M	58	\$144,387	\$82,384	\$98,363	\$120,354	\$169,082	\$231,101
U	7	\$111,450			\$111,364		
Top Business Position							
M	8	\$150,774			\$134,526		
Top Finance Position							
F	27	\$75,751	\$37,834	\$53,822	\$65,848	\$94,512	\$126,865
M	11	\$112,193		\$65,649	\$114,058	\$145,463	
Greater than \$5 million							
CEO/Executive Director							
F	20	\$217,079	\$118,382	\$147,481	\$194,655	\$243,367	\$360,408
M	45	\$248,732	\$114,686	\$137,828	\$228,016	\$352,238	\$425,328
U	5	\$259,062			\$244,006		
Top Administrative Position							
M	5	\$128,438			\$99,440		
Top Finance Position							
F	21	\$178,432	\$93,087	\$115,534	\$159,673	\$226,270	\$248,027
M	15	\$171,239		\$118,408	\$158,896	\$220,133	
Top Operations Position							
F	7	\$172,071			\$147,711		
M	18	\$204,085		\$164,695	\$189,816	\$215,545	

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nevada</b>								
Greater than \$5 million								
Top Technology Position								
	M	5	\$138,898			\$122,201		
<b>New Hampshire</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	153	\$53,709	\$27,343	\$37,828	\$50,783	\$64,717	\$78,768
	M	71	\$59,290	\$23,269	\$34,744	\$55,875	\$77,144	\$99,887
	U	9	\$58,272			\$54,402		
Top Administrative Position								
	F	6	\$56,118			\$44,052		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	53	\$73,911	\$44,005	\$56,021	\$69,638	\$85,000	\$102,104
	M	45	\$89,678	\$43,185	\$59,730	\$82,739	\$110,980	\$141,424
	U	8	\$82,023			\$83,511		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	79	\$102,057	\$58,715	\$71,752	\$97,900	\$119,945	\$158,640
	M	79	\$131,104	\$64,726	\$92,516	\$120,418	\$151,120	\$201,359
	U	5	\$87,307			\$83,323		
Top Finance Position								
	F	18	\$71,688		\$48,504	\$58,558	\$80,870	
	M	10	\$126,486		\$73,649	\$100,007	\$185,486	

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Hampshire</b>								
Greater than \$5 million								
CEO/Executive Director								
	F	35	\$200,061	\$119,707	\$139,435	\$168,162	\$247,735	\$315,705
	M	90	\$331,113	\$118,820	\$155,710	\$226,898	\$420,269	\$729,959
Top Administrative Position								
	M	6	\$173,152			\$167,203		
Top Development Position								
	F	9	\$144,244			\$126,509		
	M	7	\$204,405			\$192,071		
Top Facilities Position								
	M	5	\$141,891			\$145,115		
Top Finance Position								
	F	32	\$131,806	\$85,902	\$96,140	\$124,673	\$150,902	\$193,466
	M	56	\$220,485	\$98,857	\$124,537	\$185,859	\$255,132	\$405,837
Top Human Resources Position								
	F	14	\$197,674		\$143,507	\$171,451	\$247,514	
Top Legal Position								
	M	5	\$315,051			\$272,367		
Top Marketing Position								
	F	6	\$216,164			\$184,661		
Top Operations Position								
	F	11	\$160,627		\$134,877	\$138,680	\$184,184	
	M	14	\$299,258		\$178,717	\$239,425	\$356,477	
Top Technology Position								
	M	8	\$212,880			\$210,988		



## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	306	\$56,806	\$25,000	\$35,001	\$52,000	\$74,162	\$89,697
	M	222	\$56,183	\$21,955	\$30,021	\$49,724	\$74,323	\$99,532
	U	51	\$48,693	\$23,880	\$29,745	\$45,769	\$59,617	\$76,743
Top Administrative Position								
	F	10	\$50,384		\$26,025	\$34,207	\$66,346	
Top Finance Position								
	F	18	\$33,812		\$20,843	\$35,502	\$42,627	
	M	17	\$49,532		\$18,600	\$36,476	\$76,438	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	173	\$90,338	\$47,714	\$60,000	\$82,896	\$104,040	\$137,483
	M	134	\$108,886	\$52,116	\$72,641	\$93,338	\$126,438	\$176,751
	U	24	\$69,592	\$30,408	\$41,361	\$74,000	\$87,789	\$105,251
Top Administrative Position								
	F	6	\$84,193			\$82,923		
Top Finance Position								
	F	12	\$58,189		\$42,230	\$56,527	\$65,282	
	M	11	\$89,685		\$48,001	\$63,886	\$133,258	
Top Operations Position								
	F	5	\$82,413			\$72,858		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	320	\$129,635	\$71,948	\$88,571	\$112,557	\$149,994	\$200,996
	M	362	\$162,734	\$79,600	\$102,677	\$139,652	\$186,897	\$283,101
	U	42	\$159,791	\$64,765	\$89,433	\$131,533	\$174,812	\$350,467

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>								
Between \$1 million and \$5 million								
Top Administrative Position								
	F	9	\$107,592			\$114,857		
	M	27	\$135,793	\$73,514	\$89,817	\$135,716	\$169,790	\$202,913
	U	5	\$133,798			\$95,728		
Top Business Position								
	F	9	\$112,208			\$107,962		
	M	21	\$193,606	\$130,014	\$153,885	\$167,884	\$230,525	\$281,443
	U	5	\$120,487			\$100,673		
Top Development Position								
	F	13	\$117,051		\$103,529	\$124,683	\$139,903	
Top Education Position								
	M	7	\$172,807			\$147,625		
Top Facilities Position								
	M	8	\$130,368			\$125,635		
Top Finance Position								
	F	62	\$98,996	\$50,590	\$62,187	\$87,699	\$118,236	\$165,781
	M	64	\$132,106	\$56,733	\$78,909	\$116,151	\$178,507	\$230,242
	U	13	\$89,651		\$77,385	\$86,277	\$107,059	
Top Operations Position								
	F	17	\$117,184		\$84,577	\$102,102	\$124,837	
	M	18	\$134,283		\$86,964	\$109,958	\$189,722	
Top Program Position								
	F	8	\$112,933			\$110,229		
Top Technology Position								
	M	6	\$137,293			\$118,051		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>								
Greater than \$5 million								
CEO/Executive Director								
	F	180	\$214,538	\$113,669	\$136,715	\$180,856	\$247,391	\$341,849
	M	337	\$347,438	\$126,503	\$163,738	\$221,588	\$390,971	\$691,672
	U	31	\$281,254	\$132,166	\$154,137	\$191,981	\$280,771	\$510,705
Top Administrative Position								
	F	28	\$173,420	\$98,103	\$127,074	\$159,185	\$209,799	\$246,640
	M	53	\$242,995	\$138,238	\$172,686	\$212,295	\$262,952	\$345,838
	U	7	\$231,898			\$155,119		
Top Business Position								
	F	12	\$146,156		\$128,630	\$143,904	\$168,684	
	M	33	\$227,111	\$107,444	\$148,059	\$188,128	\$304,578	\$349,973
Top Development Position								
	F	30	\$181,744	\$121,763	\$129,051	\$162,450	\$224,667	\$294,153
	M	27	\$218,420	\$124,360	\$147,060	\$164,237	\$256,139	\$291,991
Top Education Position								
	F	14	\$149,044		\$128,047	\$132,876	\$163,018	
	M	9	\$249,283			\$207,045		
Top Facilities Position								
	M	41	\$195,280	\$135,260	\$159,231	\$178,048	\$211,349	\$287,192
Top Finance Position								
	F	119	\$145,249	\$84,154	\$99,120	\$124,231	\$158,991	\$198,781
	M	182	\$231,414	\$101,805	\$118,473	\$155,553	\$228,290	\$400,083
	U	33	\$214,769	\$78,888	\$113,704	\$154,729	\$275,648	\$391,715
Top Human Resources Position								
	F	32	\$213,960	\$103,767	\$126,971	\$141,432	\$311,727	\$394,771
	M	24	\$304,358	\$116,970	\$194,544	\$297,559	\$416,822	\$454,863

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>								
Greater than \$5 million								
Top Legal Position								
	F	7	\$409,183			\$377,812		
	M	19	\$297,721		\$156,800	\$208,391	\$471,976	
Top Marketing Position								
	F	15	\$166,553		\$123,922	\$133,824	\$144,573	
	M	7	\$170,572			\$174,499		
Top Operations Position								
	F	47	\$195,215	\$115,547	\$132,392	\$166,962	\$222,507	\$304,337
	M	58	\$216,250	\$107,622	\$126,460	\$166,927	\$251,155	\$386,718
	U	13	\$211,487		\$134,236	\$199,160	\$255,180	
Top PR/Communications Position								
	F	7	\$152,244			\$145,160		
	M	5	\$214,920			\$172,926		
Top Program Position								
	F	13	\$167,550		\$130,169	\$150,967	\$186,535	
	M	5	\$175,704			\$165,524		
Top Technology Position								
	M	33	\$242,299	\$121,374	\$133,892	\$209,932	\$308,481	\$425,961
	U	7	\$206,406			\$157,130		
<b>New Mexico</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	160	\$49,365	\$27,037	\$35,958	\$49,204	\$61,082	\$73,959
	M	108	\$58,819	\$23,875	\$35,895	\$52,179	\$78,753	\$105,656
	U	29	\$51,900	\$24,095	\$41,747	\$48,197	\$57,561	\$80,143

## All Organizations Compensation State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Mexico</b>							
\$500 thousand or less							
Top Administrative Position							
F	7	\$40,170			\$32,531		
M	5	\$50,255			\$35,100		
Top Finance Position							
F	8	\$42,368			\$47,850		
Top Program Position							
F	6	\$41,268			\$45,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	78	\$74,426	\$42,798	\$53,553	\$69,497	\$84,662	\$113,023
M	55	\$79,623	\$38,942	\$51,661	\$70,482	\$110,317	\$125,835
U	10	\$76,509		\$53,623	\$74,802	\$82,477	
Top Finance Position							
F	5	\$51,085			\$48,678		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	103	\$96,370	\$50,336	\$70,836	\$90,000	\$116,689	\$148,731
M	108	\$125,742	\$61,474	\$79,082	\$108,515	\$163,668	\$204,709
U	15	\$113,321		\$71,100	\$86,378	\$108,273	
Top Administrative Position							
F	5	\$64,051			\$47,651		
M	7	\$113,770			\$71,000		
Top Business Position							
M	9	\$88,021			\$85,870		

## All Organizations Compensation State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Mexico</b>							
Between \$1 million and \$5 million							
Top Finance Position							
F	37	\$79,960	\$47,256	\$60,705	\$76,339	\$90,780	\$118,102
M	10	\$76,200		\$42,102	\$74,054	\$101,341	
Top Operations Position							
F	6	\$79,946			\$75,247		
Greater than \$5 million							
CEO/Executive Director							
F	24	\$144,151	\$96,514	\$108,628	\$139,554	\$174,199	\$201,518
M	73	\$230,726	\$77,882	\$134,632	\$199,228	\$288,114	\$423,800
U	10	\$190,042		\$108,403	\$151,734	\$254,123	
Top Administrative Position							
M	19	\$222,859		\$163,845	\$195,606	\$226,269	
Top Finance Position							
F	18	\$117,798		\$91,714	\$111,176	\$127,219	
M	38	\$152,007	\$85,612	\$102,566	\$119,416	\$177,790	\$236,579
Top Human Resources Position							
F	6	\$135,868			\$144,757		
Top Operations Position							
F	14	\$141,336		\$93,973	\$122,430	\$158,216	
M	12	\$256,771		\$140,707	\$220,435	\$302,750	
Top Technology Position							
M	8	\$160,984			\$155,329		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	929	\$56,960	\$25,455	\$35,942	\$51,400	\$71,346	\$91,719
	M	669	\$63,920	\$23,060	\$36,000	\$55,166	\$80,095	\$109,598
	U	181	\$51,816	\$22,770	\$30,430	\$47,646	\$68,500	\$86,107
Top Administrative Position								
	F	29	\$47,590	\$19,512	\$26,347	\$41,067	\$55,135	\$83,535
	M	12	\$55,637		\$25,288	\$43,313	\$57,357	
Top Business Position								
	M	26	\$101,501	\$38,476	\$63,698	\$102,746	\$132,087	\$166,369
Top Development Position								
	F	5	\$44,014			\$44,535		
Top Finance Position								
	F	44	\$61,340	\$18,000	\$24,243	\$38,612	\$61,218	\$130,028
	M	32	\$41,728	\$16,464	\$20,600	\$35,500	\$52,749	\$61,850
	U	13	\$41,449		\$28,000	\$41,990	\$52,392	
Top Operations Position								
	F	14	\$60,578		\$21,939	\$29,313	\$91,750	
	M	7	\$68,405			\$57,876		
Top Program Position								
	F	26	\$42,481	\$22,492	\$25,096	\$35,785	\$50,673	\$76,250
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	553	\$90,649	\$45,345	\$60,337	\$80,556	\$105,562	\$144,074
	M	463	\$101,559	\$43,863	\$64,916	\$87,550	\$123,604	\$172,807
	U	100	\$81,735	\$35,402	\$52,010	\$76,642	\$97,612	\$130,435

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>								
Between \$500 thousand and \$1 million								
Top Administrative Position								
	F	22	\$71,183	\$22,309	\$35,148	\$61,465	\$103,962	\$124,749
	M	10	\$89,779		\$57,991	\$73,698	\$87,795	
Top Business Position								
	F	6	\$98,189			\$89,601		
	M	26	\$146,559	\$86,620	\$109,571	\$139,220	\$164,481	\$207,597
Top Finance Position								
	F	46	\$61,113	\$28,162	\$44,191	\$57,498	\$78,922	\$94,642
	M	37	\$107,634	\$43,520	\$59,074	\$101,400	\$139,517	\$178,121
	U	6	\$46,030			\$46,163		
Top Operations Position								
	F	12	\$91,463		\$48,538	\$68,507	\$127,211	
	M	15	\$93,421		\$69,887	\$75,635	\$100,988	
	U	5	\$83,152			\$80,158		
Top Program Position								
	F	10	\$113,855		\$69,873	\$121,281	\$149,298	
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	1,074	\$132,663	\$64,133	\$85,602	\$118,266	\$163,253	\$215,294
	M	1,098	\$169,926	\$74,626	\$101,710	\$143,720	\$202,847	\$288,142
	U	223	\$129,712	\$52,740	\$79,010	\$113,426	\$173,890	\$208,161
Top Administrative Position								
	F	59	\$114,198	\$58,161	\$69,159	\$105,606	\$142,560	\$187,319
	M	82	\$160,034	\$85,593	\$115,124	\$145,956	\$195,628	\$251,503
	U	18	\$134,346		\$87,625	\$139,853	\$167,048	



## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>								
Between \$1 million and \$5 million								
Top Business Position								
	F	24	\$108,729	\$67,447	\$72,555	\$104,411	\$132,301	\$161,381
	M	71	\$195,561	\$117,497	\$139,833	\$169,787	\$246,747	\$325,467
	U	6	\$173,111			\$154,040		
Top Development Position								
	F	54	\$136,113	\$91,087	\$113,065	\$129,997	\$159,531	\$191,501
	M	23	\$136,162	\$81,280	\$111,649	\$125,860	\$162,212	\$181,771
	U	12	\$148,490		\$125,372	\$134,053	\$181,753	
Top Education Position								
	F	14	\$106,134		\$95,285	\$113,842	\$121,548	
	M	12	\$161,882		\$113,342	\$157,611	\$184,631	
Top Facilities Position								
	M	18	\$142,280		\$119,244	\$136,247	\$151,384	
Top Finance Position								
	F	204	\$97,919	\$42,599	\$64,975	\$92,043	\$120,540	\$160,376
	M	251	\$121,546	\$45,046	\$77,988	\$109,700	\$150,154	\$201,189
	U	55	\$112,717	\$40,238	\$79,382	\$104,649	\$150,502	\$180,489
Top Human Resources Position								
	F	8	\$111,170			\$136,688		
Top Legal Position								
	F	8	\$152,110			\$153,529		
	M	19	\$142,567		\$109,688	\$137,821	\$191,159	
	U	5	\$247,862			\$205,406		
Top Marketing Position								
	F	9	\$145,941			\$129,160		

## All Organizations Compensation State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
Between \$1 million and \$5 million							
Top Operations Position							
F	76	\$140,685	\$78,422	\$108,184	\$136,112	\$158,939	\$189,330
M	65	\$143,551	\$71,523	\$87,332	\$127,725	\$172,011	\$236,596
U	14	\$104,762		\$67,738	\$95,167	\$144,029	
Top PR/Communications Position							
F	13	\$149,207		\$120,800	\$146,985	\$160,799	
M	7	\$139,039			\$138,047		
Top Program Position							
F	34	\$127,900	\$64,469	\$110,993	\$130,945	\$146,883	\$178,999
M	19	\$134,829		\$117,330	\$132,825	\$152,311	
U	12	\$125,176		\$116,225	\$131,515	\$149,738	
Top Technology Position							
M	8	\$151,248			\$144,482		
U	6	\$107,959			\$119,029		
Greater than \$5 million							
CEO/Executive Director							
F	803	\$284,520	\$121,388	\$156,920	\$218,702	\$322,444	\$490,764
M	1,281	\$402,140	\$139,796	\$189,014	\$266,132	\$421,150	\$709,785
U	180	\$312,558	\$120,604	\$160,098	\$226,360	\$351,746	\$582,921
Top Administrative Position							
F	129	\$195,668	\$115,188	\$132,683	\$166,653	\$222,692	\$289,351
M	230	\$262,094	\$128,953	\$161,540	\$228,193	\$320,934	\$431,593
U	38	\$204,234	\$121,624	\$149,192	\$191,708	\$254,500	\$301,752

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>								
Greater than \$5 million								
Top Business Position								
	F	35	\$217,627	\$101,843	\$134,245	\$181,588	\$277,003	\$447,987
	M	62	\$250,837	\$107,073	\$155,049	\$224,253	\$317,944	\$404,566
	U	9	\$191,712			\$157,035		
Top Development Position								
	F	204	\$196,438	\$117,838	\$140,527	\$175,176	\$222,473	\$278,101
	M	117	\$225,344	\$130,017	\$153,042	\$207,404	\$271,263	\$327,710
	U	29	\$180,969	\$125,243	\$143,356	\$167,371	\$191,450	\$222,629
Top Education Position								
	F	40	\$207,892	\$117,095	\$140,915	\$189,842	\$233,184	\$265,772
	M	38	\$201,078	\$135,333	\$151,895	\$170,821	\$256,065	\$295,398
	U	9	\$168,527			\$163,943		
Top Facilities Position								
	M	101	\$203,418	\$129,456	\$153,430	\$187,319	\$233,780	\$291,495
	U	5	\$208,562			\$159,051		
Top Finance Position								
	F	558	\$177,971	\$83,554	\$111,105	\$147,025	\$198,913	\$275,678
	M	779	\$246,423	\$101,227	\$136,952	\$192,504	\$285,284	\$411,209
	U	166	\$203,901	\$92,219	\$124,063	\$172,070	\$245,012	\$346,967
Top Human Resources Position								
	F	124	\$184,305	\$113,566	\$132,403	\$160,156	\$205,931	\$275,825
	M	51	\$289,474	\$129,724	\$153,255	\$203,076	\$317,567	\$479,901
	U	18	\$179,681		\$137,500	\$144,628	\$205,231	

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>								
Greater than \$5 million								
Top Legal Position								
	F	74	\$268,388	\$127,221	\$167,280	\$221,342	\$353,347	\$472,299
	M	99	\$316,105	\$137,488	\$173,438	\$251,701	\$422,478	\$637,920
	U	15	\$245,135		\$180,750	\$193,807	\$294,220	
Top Marketing Position								
	F	44	\$220,337	\$120,029	\$135,511	\$175,272	\$232,786	\$383,033
	M	31	\$216,869	\$123,765	\$149,687	\$180,425	\$284,064	\$376,433
	U	9	\$194,435			\$188,610		
Top Operations Position								
	F	250	\$227,316	\$112,432	\$141,953	\$175,849	\$236,081	\$337,901
	M	247	\$296,141	\$127,765	\$156,649	\$216,722	\$315,266	\$509,227
	U	59	\$256,973	\$110,170	\$129,625	\$186,338	\$274,989	\$362,483
Top PR/Communications Position								
	F	56	\$196,596	\$120,684	\$145,834	\$173,029	\$234,806	\$287,361
	M	36	\$202,038	\$141,686	\$151,192	\$190,831	\$242,696	\$290,585
	U	13	\$251,267		\$146,850	\$185,570	\$207,168	
Top Program Position								
	F	98	\$167,352	\$111,475	\$125,496	\$161,958	\$199,404	\$246,928
	M	61	\$190,763	\$122,257	\$140,002	\$168,804	\$219,239	\$282,537
	U	24	\$151,865	\$106,006	\$116,771	\$148,691	\$177,558	\$202,790
Top Technology Position								
	F	30	\$273,622	\$130,612	\$145,317	\$179,164	\$245,380	\$402,578
	M	138	\$210,969	\$119,939	\$144,757	\$184,760	\$243,331	\$319,979
	U	37	\$203,857	\$141,807	\$152,922	\$170,452	\$223,980	\$326,091

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	595	\$51,186	\$24,016	\$34,507	\$47,000	\$61,511	\$81,435
	M	463	\$59,108	\$24,240	\$36,000	\$52,193	\$72,000	\$100,575
	U	95	\$51,407	\$22,648	\$31,881	\$45,268	\$59,692	\$89,235
Top Administrative Position								
	F	17	\$32,688		\$24,648	\$33,250	\$39,600	
	M	9	\$41,480			\$34,380		
	U	5	\$63,632			\$55,636		
Top Finance Position								
	F	21	\$33,038	\$18,297	\$24,415	\$30,412	\$44,691	\$51,430
	M	15	\$48,103		\$32,930	\$36,400	\$53,028	
Top Operations Position								
	F	15	\$41,957		\$31,677	\$38,078	\$46,197	
Top Program Position								
	F	13	\$33,775		\$25,167	\$31,730	\$38,300	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	269	\$70,593	\$39,364	\$50,161	\$65,908	\$84,272	\$104,189
	M	216	\$87,048	\$39,901	\$56,463	\$75,144	\$99,492	\$149,111
	U	31	\$82,901	\$43,052	\$52,298	\$70,516	\$100,606	\$133,890
Top Administrative Position								
	F	6	\$42,567			\$44,301		
Top Business Position								
	M	5	\$124,801			\$125,650		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>								
Between \$500 thousand and \$1 million								
Top Finance Position								
	F	17	\$47,427		\$29,863	\$39,090	\$55,061	
	M	9	\$80,517			\$75,412		
Top Operations Position								
	M	6	\$102,907			\$72,294		
Top Program Position								
	F	5	\$48,854			\$48,207		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	348	\$99,146	\$54,358	\$69,016	\$89,219	\$115,712	\$160,595
	M	420	\$126,897	\$60,871	\$78,016	\$102,337	\$149,510	\$227,673
	U	46	\$115,927	\$60,893	\$80,721	\$108,794	\$132,485	\$159,530
Top Administrative Position								
	F	18	\$79,750		\$64,063	\$80,920	\$94,775	
	M	24	\$153,799	\$74,851	\$103,557	\$144,834	\$178,562	\$230,330
Top Business Position								
	F	6	\$75,567			\$62,739		
	M	6	\$114,444			\$128,738		
Top Development Position								
	F	5	\$112,207			\$96,963		
Top Facilities Position								
	M	5	\$119,483			\$118,677		
Top Finance Position								
	F	78	\$82,029	\$48,725	\$55,924	\$79,215	\$100,181	\$121,179
	M	40	\$80,897	\$45,048	\$54,239	\$70,558	\$98,622	\$141,916
	U	8	\$78,792			\$79,957		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>								
Between \$1 million and \$5 million								
Top Legal Position								
	M	6	\$166,933			\$137,406		
Top Operations Position								
	F	21	\$112,874	\$57,000	\$78,915	\$96,100	\$139,802	\$191,120
	M	14	\$116,975		\$75,589	\$107,354	\$153,557	
Greater than \$5 million								
CEO/Executive Director								
	F	150	\$195,814	\$93,617	\$122,061	\$164,957	\$224,148	\$311,077
	M	316	\$323,628	\$119,591	\$159,927	\$232,237	\$371,479	\$528,089
	U	35	\$368,929	\$97,999	\$129,661	\$181,937	\$419,657	\$713,431
Top Administrative Position								
	F	19	\$176,840		\$120,386	\$139,933	\$177,565	
	M	32	\$222,772	\$124,184	\$148,239	\$198,503	\$277,155	\$353,504
Top Business Position								
	M	12	\$186,706		\$148,170	\$164,482	\$201,182	
Top Development Position								
	F	18	\$139,312		\$111,008	\$134,494	\$171,963	
	M	23	\$170,162	\$75,143	\$121,527	\$142,613	\$181,892	\$234,686
	U	5	\$155,152			\$144,286		
Top Education Position								
	F	7	\$113,678			\$116,525		
Top Facilities Position								
	M	18	\$198,199		\$126,466	\$168,625	\$219,868	

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>								
Greater than \$5 million								
Top Finance Position								
	F	117	\$140,122	\$73,910	\$91,798	\$116,696	\$152,506	\$193,957
	M	151	\$182,080	\$90,765	\$112,100	\$154,515	\$212,028	\$277,115
	U	14	\$356,233		\$121,070	\$140,842	\$373,937	
Top Human Resources Position								
	F	16	\$252,113		\$126,726	\$203,627	\$289,762	
	M	9	\$250,075			\$200,429		
Top Legal Position								
	F	5	\$358,790			\$219,529		
Top Marketing Position								
	F	16	\$161,123		\$127,577	\$149,393	\$162,586	
	M	8	\$137,851			\$140,894		
Top Operations Position								
	F	35	\$200,204	\$107,704	\$127,136	\$156,059	\$223,820	\$353,997
	M	62	\$248,734	\$113,108	\$128,979	\$172,875	\$266,816	\$444,718
Top Program Position								
	F	5	\$185,934			\$154,934		
Top Technology Position								
	M	21	\$254,588	\$120,543	\$138,147	\$155,902	\$281,503	\$517,372
<b>North Dakota</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	83	\$50,804	\$20,891	\$33,233	\$46,000	\$67,989	\$79,739
	M	47	\$65,050	\$24,280	\$40,000	\$56,429	\$79,415	\$113,151
	U	11	\$50,071		\$40,134	\$46,432	\$59,634	



## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Dakota</b>								
\$500 thousand or less								
Top Administrative Position								
	F	5	\$55,516			\$58,484		
Top Finance Position								
	M	6	\$52,041			\$50,240		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	36	\$75,526	\$46,260	\$53,830	\$74,799	\$85,015	\$104,780
	M	31	\$103,305	\$48,000	\$58,750	\$101,229	\$134,397	\$153,820
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	52	\$97,906	\$63,124	\$78,951	\$91,482	\$111,585	\$132,768
	M	62	\$142,409	\$75,608	\$95,511	\$128,135	\$165,861	\$218,401
Top Administrative Position								
	F	6	\$84,045			\$81,723		
	M	8	\$97,310			\$100,609		
Top Business Position								
	F	5	\$75,733			\$67,382		
Top Finance Position								
	F	19	\$81,110		\$60,693	\$72,926	\$87,100	
	M	9	\$86,012			\$82,120		
Greater than \$5 million								
CEO/Executive Director								
	F	17	\$182,996		\$136,397	\$152,862	\$191,704	
	M	51	\$256,055	\$111,823	\$143,555	\$190,586	\$287,236	\$372,953
	U	6	\$253,546			\$242,644		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Dakota</b>								
Greater than \$5 million								
Top Administrative Position								
	F	7	\$149,570			\$113,243		
	M	16	\$191,277		\$121,672	\$160,487	\$243,765	
Top Business Position								
	F	6	\$160,169			\$160,180		
Top Finance Position								
	F	28	\$113,944	\$79,162	\$83,504	\$97,636	\$125,847	\$167,634
	M	31	\$193,178	\$74,040	\$102,946	\$129,203	\$187,363	\$360,573
Top Operations Position								
	F	5	\$115,542			\$100,845		
	M	22	\$257,039	\$122,634	\$134,808	\$169,160	\$208,455	\$632,345
<b>Ohio</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	743	\$51,012	\$24,000	\$34,334	\$48,000	\$64,352	\$80,366
	M	484	\$55,568	\$22,346	\$32,928	\$49,943	\$70,092	\$96,037
	U	71	\$55,998	\$23,400	\$37,735	\$50,201	\$70,454	\$86,507
Top Administrative Position								
	F	34	\$38,009	\$17,528	\$29,302	\$34,084	\$44,079	\$62,884
	M	20	\$39,166	\$16,248	\$19,800	\$31,850	\$39,080	\$64,216
Top Business Position								
	M	18	\$82,636		\$59,089	\$75,117	\$102,425	
Top Finance Position								
	F	28	\$39,027	\$18,766	\$20,134	\$29,284	\$50,088	\$68,900
	M	28	\$48,311	\$18,000	\$24,530	\$48,000	\$65,078	\$77,385

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>								
\$500 thousand or less								
Top Operations Position								
	F	8	\$60,823			\$50,317		
Top Program Position								
	F	16	\$33,100		\$24,119	\$32,909	\$43,371	
	M	7	\$40,340			\$40,373		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	264	\$74,289	\$41,373	\$52,406	\$67,244	\$86,659	\$115,139
	M	275	\$93,193	\$44,246	\$62,199	\$86,307	\$112,694	\$155,534
	U	26	\$86,624	\$48,150	\$66,316	\$90,278	\$111,352	\$126,356
Top Administrative Position								
	F	13	\$40,491		\$32,720	\$42,217	\$47,672	
	M	22	\$69,596	\$30,433	\$36,861	\$55,645	\$85,061	\$104,176
Top Business Position								
	M	20	\$108,256	\$82,356	\$93,285	\$105,136	\$120,681	\$141,114
Top Education Position								
	M	5	\$80,212			\$67,850		
Top Finance Position								
	F	29	\$45,199	\$23,152	\$31,144	\$43,041	\$55,261	\$65,434
	M	37	\$76,560	\$29,254	\$59,265	\$79,297	\$97,365	\$124,389
Top Operations Position								
	F	5	\$79,348			\$63,033		
	M	7	\$88,943			\$63,251		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	447	\$104,014	\$55,954	\$70,991	\$93,688	\$123,521	\$162,890
	M	590	\$137,099	\$63,796	\$82,466	\$113,770	\$162,552	\$224,377
	U	52	\$120,736	\$72,031	\$81,316	\$108,876	\$126,551	\$195,106
Top Administrative Position								
	F	22	\$96,577	\$58,557	\$63,724	\$80,100	\$125,910	\$156,018
	M	50	\$114,416	\$45,595	\$68,653	\$103,276	\$148,631	\$202,785
	U	7	\$81,494			\$63,651		
Top Business Position								
	F	8	\$92,918			\$62,414		
	M	42	\$133,136	\$81,700	\$95,664	\$126,400	\$168,478	\$197,165
Top Development Position								
	F	8	\$114,718			\$129,967		
	M	6	\$87,732			\$110,963		
Top Facilities Position								
	M	10	\$135,084		\$123,069	\$130,868	\$142,650	
Top Finance Position								
	F	129	\$73,634	\$37,339	\$53,466	\$68,939	\$91,755	\$113,456
	M	138	\$108,232	\$44,559	\$71,211	\$92,700	\$130,961	\$170,831
	U	14	\$92,401		\$44,204	\$73,510	\$89,617	
Top Legal Position								
	M	7	\$202,506			\$204,789		
Top Operations Position								
	F	39	\$96,500	\$43,790	\$64,418	\$87,398	\$116,385	\$164,000
	M	23	\$89,175	\$45,241	\$51,467	\$94,330	\$110,010	\$156,091

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>								
Between \$1 million and \$5 million								
Top Program Position								
	F	7	\$90,919			\$91,793		
Greater than \$5 million								
CEO/Executive Director								
	F	210	\$215,055	\$87,669	\$120,050	\$166,390	\$235,329	\$376,253
	M	513	\$301,378	\$112,558	\$145,738	\$216,192	\$333,054	\$535,199
	U	36	\$585,850	\$95,954	\$158,651	\$216,161	\$308,980	\$511,490
Top Administrative Position								
	F	36	\$127,346	\$75,414	\$97,104	\$125,589	\$149,241	\$188,414
	M	56	\$202,399	\$103,184	\$125,858	\$168,390	\$236,844	\$322,981
	U	6	\$168,859			\$186,080		
Top Business Position								
	F	7	\$174,919			\$161,616		
	M	26	\$209,168	\$115,031	\$140,291	\$172,304	\$221,239	\$268,823
Top Development Position								
	F	45	\$161,578	\$116,966	\$128,792	\$136,882	\$182,954	\$257,875
	M	36	\$182,105	\$114,948	\$127,997	\$144,566	\$197,945	\$324,600
	U	5	\$278,383			\$135,077		
Top Education Position								
	F	8	\$197,404			\$141,537		
	M	16	\$183,810		\$126,794	\$136,458	\$187,403	
Top Facilities Position								
	M	21	\$153,814	\$118,913	\$136,297	\$147,790	\$165,195	\$201,076

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>								
Greater than \$5 million								
Top Finance Position								
	F	196	\$134,721	\$72,020	\$88,113	\$113,706	\$153,566	\$198,890
	M	266	\$180,212	\$83,898	\$108,911	\$143,373	\$199,494	\$284,022
	U	24	\$210,006	\$75,398	\$95,431	\$150,658	\$276,739	\$337,741
Top Human Resources Position								
	F	36	\$161,948	\$101,891	\$118,222	\$145,831	\$188,484	\$253,547
	M	18	\$307,310		\$153,726	\$212,302	\$312,737	
Top Legal Position								
	F	18	\$229,145		\$142,937	\$154,268	\$242,224	
	M	18	\$400,194		\$203,446	\$288,059	\$408,922	
	U	6	\$297,112			\$215,278		
Top Marketing Position								
	F	18	\$166,709		\$124,283	\$170,941	\$195,245	
	M	17	\$160,917		\$116,275	\$142,709	\$189,628	
Top Operations Position								
	F	80	\$174,480	\$82,484	\$95,670	\$132,806	\$173,126	\$298,864
	M	94	\$225,226	\$93,314	\$123,956	\$158,969	\$235,348	\$313,725
	U	13	\$270,304		\$144,590	\$169,871	\$197,773	
Top PR/Communications Position								
	F	11	\$147,290		\$121,720	\$140,231	\$148,115	
	M	5	\$155,588			\$135,152		
Top Program Position								
	F	14	\$141,141		\$127,631	\$129,180	\$157,570	
	M	6	\$157,635			\$139,786		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>								
Greater than \$5 million								
Top Technology Position								
	F	10	\$242,807		\$150,200	\$203,145	\$247,643	
	M	41	\$202,329	\$118,969	\$137,099	\$160,351	\$221,927	\$262,433
	U	7	\$259,683			\$153,172		
<b>Oklahoma</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	217	\$51,009	\$23,248	\$35,001	\$45,009	\$63,143	\$80,413
	M	217	\$57,765	\$19,920	\$30,439	\$50,869	\$72,481	\$105,640
	U	34	\$47,399	\$19,048	\$34,146	\$46,108	\$57,877	\$68,663
Top Administrative Position								
	F	9	\$34,943			\$35,000		
	M	8	\$45,511			\$30,586		
Top Finance Position								
	F	13	\$34,307		\$27,047	\$34,200	\$41,100	
Top Operations Position								
	M	5	\$34,230			\$32,700		
Top Program Position								
	F	5	\$37,933			\$36,000		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	86	\$68,781	\$39,375	\$50,000	\$62,193	\$79,600	\$96,292
	M	96	\$82,558	\$39,264	\$50,986	\$73,819	\$98,736	\$147,590
	U	9	\$58,646			\$62,400		

## All Organizations Compensation State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oklahoma</b>							
Between \$500 thousand and \$1 million							
Top Administrative Position							
F	9	\$45,365			\$47,005		
Top Finance Position							
F	7	\$68,106			\$50,653		
Top Program Position							
F	5	\$46,792			\$49,181		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	135	\$96,346	\$51,814	\$69,341	\$91,713	\$111,374	\$154,649
M	137	\$122,967	\$53,716	\$74,693	\$103,500	\$137,339	\$201,436
U	14	\$104,600		\$82,456	\$106,401	\$122,152	
Top Administrative Position							
F	5	\$64,040			\$59,000		
M	11	\$108,636		\$89,855	\$97,252	\$124,306	
Top Finance Position							
F	15	\$88,936		\$53,026	\$80,576	\$109,090	
M	20	\$89,443	\$43,940	\$63,715	\$88,119	\$110,569	\$129,674
Top Operations Position							
F	9	\$130,323			\$100,669		
M	7	\$117,827			\$135,165		
Greater than \$5 million							
CEO/Executive Director							
F	44	\$190,994	\$91,316	\$114,024	\$154,851	\$229,638	\$336,288
M	132	\$288,414	\$110,224	\$149,170	\$243,598	\$345,769	\$491,017
U	11	\$395,765		\$165,084	\$244,047	\$327,086	



## All Organizations Compensation State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oklahoma</b>							
Greater than \$5 million							
Top Administrative Position							
F	10	\$219,810		\$121,529	\$154,278	\$259,056	
M	21	\$268,479	\$84,620	\$118,822	\$243,960	\$334,357	\$537,050
Top Development Position							
M	10	\$147,602		\$126,052	\$132,441	\$154,917	
Top Finance Position							
F	50	\$134,086	\$65,104	\$89,837	\$121,893	\$176,654	\$208,943
M	50	\$169,603	\$93,775	\$107,973	\$140,651	\$191,932	\$269,795
U	7	\$160,452			\$138,308		
Top Human Resources Position							
F	6	\$150,400			\$153,808		
M	7	\$191,245			\$167,745		
Top Legal Position							
M	5	\$179,598			\$152,742		
Top Marketing Position							
F	5	\$136,758			\$132,848		
Top Operations Position							
F	14	\$190,446		\$129,518	\$165,533	\$227,947	
M	35	\$248,561	\$83,174	\$132,535	\$172,126	\$293,023	\$362,653
Top Technology Position							
M	11	\$149,722		\$123,350	\$149,807	\$165,905	

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	366	\$51,590	\$23,044	\$32,017	\$47,271	\$62,221	\$82,618
	M	286	\$55,641	\$25,004	\$36,112	\$52,963	\$70,042	\$85,659
	U	51	\$46,509	\$20,038	\$32,450	\$42,816	\$55,443	\$74,269
Top Administrative Position								
	F	15	\$43,856		\$31,371	\$47,038	\$53,330	
	M	6	\$35,033			\$33,125		
	U	5	\$36,748			\$31,083		
Top Finance Position								
	F	11	\$30,586		\$24,117	\$28,565	\$35,470	
	M	6	\$50,033			\$27,826		
Top Operations Position								
	F	5	\$41,403			\$36,500		
Top Program Position								
	F	7	\$31,466			\$28,000		
	M	6	\$37,997			\$32,098		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	160	\$72,015	\$39,600	\$53,253	\$70,808	\$85,764	\$104,616
	M	150	\$88,000	\$44,775	\$56,787	\$73,590	\$102,870	\$138,334
	U	31	\$66,501	\$39,332	\$51,251	\$64,865	\$76,419	\$94,762
Top Administrative Position								
	F	10	\$60,546		\$44,713	\$52,491	\$65,253	
Top Finance Position								
	M	8	\$74,953			\$67,699		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	243	\$106,560	\$58,931	\$75,179	\$95,334	\$123,921	\$178,283
	M	268	\$132,985	\$65,915	\$85,931	\$111,097	\$145,373	\$191,931
	U	46	\$103,591	\$61,318	\$74,249	\$88,133	\$119,639	\$182,797
Top Administrative Position								
	F	12	\$90,557		\$70,853	\$86,561	\$118,711	
	M	22	\$125,364	\$46,500	\$89,297	\$106,145	\$173,437	\$211,519
Top Business Position								
	F	5	\$76,645			\$64,037		
	M	12	\$141,093		\$124,316	\$144,711	\$161,129	
Top Finance Position								
	F	56	\$76,927	\$41,271	\$58,248	\$74,402	\$90,014	\$100,977
	M	39	\$101,013	\$32,938	\$50,585	\$93,418	\$134,703	\$159,140
	U	8	\$90,949			\$91,905		
Top Operations Position								
	F	18	\$93,229		\$43,739	\$85,002	\$120,028	
	M	10	\$106,852		\$91,853	\$102,977	\$128,698	
Top Program Position								
	F	6	\$90,655			\$82,489		
Greater than \$5 million								
CEO/Executive Director								
	F	95	\$189,585	\$98,101	\$112,081	\$151,341	\$219,747	\$282,280
	M	187	\$288,048	\$99,822	\$135,622	\$195,314	\$305,092	\$546,020
	U	16	\$602,162		\$145,179	\$192,683	\$247,880	

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>								
Greater than \$5 million								
Top Administrative Position								
	F	14	\$157,523		\$120,506	\$146,484	\$185,455	
	M	22	\$239,418	\$96,169	\$126,489	\$198,743	\$271,332	\$474,669
Top Business Position								
	M	8	\$119,058			\$103,851		
Top Development Position								
	F	13	\$144,408		\$111,033	\$122,197	\$165,786	
	M	15	\$174,003		\$129,336	\$164,400	\$210,792	
Top Finance Position								
	F	77	\$140,662	\$69,725	\$85,339	\$108,993	\$148,206	\$227,974
	M	86	\$162,164	\$70,208	\$96,344	\$134,564	\$182,787	\$292,967
	U	15	\$223,010		\$76,796	\$114,240	\$209,378	
Top Human Resources Position								
	F	9	\$148,424			\$136,339		
	M	5	\$153,715			\$132,849		
Top Legal Position								
	M	6	\$160,710			\$141,232		
Top Marketing Position								
	F	7	\$165,263			\$165,786		
	M	5	\$182,760			\$180,298		
Top Operations Position								
	F	30	\$136,496	\$76,280	\$101,809	\$118,456	\$140,431	\$255,683
	M	33	\$188,127	\$78,787	\$124,753	\$169,395	\$221,451	\$354,751
Top Technology Position								
	M	21	\$146,266	\$105,562	\$115,595	\$126,370	\$166,928	\$227,068

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	703	\$50,702	\$23,943	\$33,061	\$45,876	\$63,345	\$81,801
	M	592	\$56,917	\$23,130	\$32,535	\$49,613	\$70,331	\$99,980
	U	97	\$47,845	\$19,920	\$28,750	\$44,100	\$60,500	\$76,850
Top Administrative Position								
	F	26	\$39,769	\$25,600	\$30,281	\$35,138	\$48,084	\$55,277
	M	19	\$41,180		\$26,750	\$36,871	\$45,710	
	U	5	\$44,866			\$45,244		
Top Business Position								
	M	19	\$89,538		\$53,802	\$92,670	\$114,029	
Top Education Position								
	F	5	\$39,256			\$27,892		
	M	5	\$96,533			\$104,556		
Top Finance Position								
	F	35	\$39,486	\$16,616	\$20,467	\$37,035	\$52,224	\$58,943
	M	32	\$41,045	\$18,020	\$21,396	\$27,093	\$45,522	\$83,239
Top Operations Position								
	F	6	\$34,849			\$36,585		
	M	6	\$34,392			\$26,192		
Top Program Position								
	F	6	\$48,306			\$55,153		
	M	9	\$46,722			\$42,704		

## All Organizations Compensation State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	363	\$80,053	\$39,977	\$58,510	\$75,026	\$95,521	\$127,305
M	343	\$95,387	\$46,056	\$62,184	\$83,497	\$119,633	\$155,565
U	60	\$84,302	\$48,643	\$60,000	\$75,058	\$99,788	\$133,397
Top Administrative Position							
F	12	\$59,910		\$33,650	\$59,220	\$73,780	
M	19	\$72,877		\$40,030	\$55,703	\$78,252	
Top Business Position							
M	24	\$127,459	\$71,656	\$91,166	\$123,150	\$154,569	\$179,027
Top Finance Position							
F	24	\$43,811	\$17,355	\$30,338	\$42,015	\$54,256	\$62,442
M	32	\$85,018	\$32,858	\$59,031	\$72,043	\$98,754	\$152,857
U	6	\$56,178			\$52,550		
Top Operations Position							
F	9	\$51,292			\$46,779		
M	7	\$49,282			\$53,915		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	592	\$109,440	\$59,271	\$74,710	\$97,441	\$126,704	\$168,676
M	712	\$133,928	\$64,811	\$88,209	\$117,298	\$164,162	\$222,256
U	76	\$113,516	\$46,071	\$70,449	\$97,148	\$138,020	\$191,200
Top Administrative Position							
F	34	\$104,943	\$51,235	\$63,445	\$96,215	\$119,151	\$166,282
M	49	\$124,021	\$57,614	\$81,198	\$119,424	\$142,000	\$181,983

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>								
Between \$1 million and \$5 million								
Top Business Position								
	F	10	\$66,880		\$43,982	\$62,315	\$75,244	
	M	51	\$176,380	\$97,418	\$136,022	\$170,977	\$212,242	\$246,158
	U	5	\$89,292			\$71,377		
Top Development Position								
	F	9	\$116,608			\$123,527		
	M	5	\$119,375			\$136,525		
Top Education Position								
	F	8	\$89,418			\$90,046		
	M	6	\$183,450			\$171,911		
Top Facilities Position								
	M	15	\$145,444		\$112,217	\$129,085	\$164,428	
Top Finance Position								
	F	122	\$85,872	\$42,956	\$59,989	\$80,072	\$103,056	\$137,827
	M	125	\$121,522	\$59,579	\$81,198	\$108,401	\$148,926	\$206,975
	U	15	\$87,324		\$54,348	\$79,276	\$95,940	
Top Human Resources Position								
	F	5	\$123,385			\$134,858		
Top Legal Position								
	M	9	\$178,426			\$164,915		
Top Operations Position								
	F	35	\$105,968	\$65,782	\$76,139	\$99,856	\$127,271	\$153,797
	M	38	\$119,796	\$51,600	\$82,811	\$100,023	\$134,393	\$173,342
	U	5	\$97,913			\$111,375		
Top Program Position								
	F	5	\$107,265			\$122,213		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>								
Between \$1 million and \$5 million								
Top Technology Position								
Greater than \$5 million	M	5	\$168,946			\$147,343		
CEO/Executive Director								
	F	368	\$220,263	\$103,809	\$129,629	\$173,996	\$244,658	\$395,256
	M	716	\$338,080	\$112,530	\$154,624	\$223,028	\$364,312	\$637,191
	U	65	\$274,545	\$105,090	\$138,752	\$176,915	\$243,390	\$520,000
Top Administrative Position								
	F	56	\$168,227	\$88,000	\$108,484	\$136,305	\$194,264	\$333,230
	M	87	\$212,999	\$109,149	\$136,991	\$182,318	\$254,175	\$346,869
	U	14	\$246,312		\$191,650	\$218,386	\$266,015	
Top Business Position								
	F	20	\$186,564	\$94,382	\$123,682	\$160,382	\$191,200	\$404,688
	M	40	\$201,643	\$120,150	\$137,773	\$194,014	\$238,673	\$340,864
Top Development Position								
	F	67	\$160,185	\$111,118	\$125,589	\$150,975	\$198,688	\$230,642
	M	54	\$205,048	\$125,202	\$145,976	\$184,230	\$229,685	\$311,693
	U	7	\$178,774			\$185,889		
Top Education Position								
	F	16	\$145,515		\$117,854	\$138,383	\$149,531	
	M	12	\$212,744		\$149,515	\$178,102	\$232,144	
Top Facilities Position								
	M	32	\$185,476	\$109,485	\$128,216	\$157,045	\$213,075	\$303,985



## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>								
Greater than \$5 million								
Top Finance Position								
	F	248	\$148,581	\$76,722	\$96,082	\$122,604	\$173,868	\$238,914
	M	434	\$217,808	\$88,724	\$117,114	\$152,897	\$223,376	\$345,748
	U	23	\$188,883	\$103,182	\$129,039	\$151,440	\$198,612	\$273,341
Top Human Resources Position								
	F	61	\$193,200	\$106,489	\$128,750	\$158,548	\$248,928	\$318,034
	M	36	\$255,959	\$110,520	\$132,357	\$193,473	\$272,299	\$562,385
Top Legal Position								
	F	20	\$288,835	\$136,508	\$173,036	\$285,401	\$343,930	\$390,608
	M	23	\$373,871	\$169,254	\$201,443	\$285,875	\$395,268	\$491,563
	U	5	\$343,093			\$286,480		
Top Marketing Position								
	F	26	\$166,278	\$115,307	\$134,065	\$159,329	\$193,605	\$233,304
	M	18	\$175,780		\$113,369	\$130,734	\$218,092	
Top Operations Position								
	F	101	\$227,800	\$106,684	\$127,447	\$153,758	\$233,086	\$422,673
	M	140	\$244,831	\$104,470	\$138,214	\$196,061	\$282,545	\$455,484
	U	14	\$198,140		\$109,722	\$168,966	\$224,584	
Top PR/Communications Position								
	F	17	\$199,970		\$137,178	\$186,611	\$242,296	
	M	15	\$180,883		\$130,629	\$160,659	\$192,187	
Top Program Position								
	F	26	\$153,760	\$96,348	\$116,261	\$146,506	\$181,690	\$224,594
	M	10	\$139,710		\$122,031	\$131,524	\$137,967	

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>								
Greater than \$5 million								
Top Technology Position								
	F	12	\$257,401		\$150,262	\$165,362	\$250,605	
	M	85	\$213,583	\$111,802	\$133,554	\$171,643	\$236,409	\$390,076
<b>Puerto Rico</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	17	\$35,785		\$25,596	\$31,461	\$44,300	
	M	7	\$36,378			\$29,450		
	U	9	\$46,779			\$36,497		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	13	\$54,189		\$38,500	\$44,971	\$69,015	
	U	5	\$56,219			\$56,725		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	25	\$71,820	\$56,352	\$59,835	\$73,900	\$80,600	\$92,272
	M	17	\$93,172		\$62,557	\$87,885	\$100,000	
	U	5	\$68,862			\$76,738		
Top Finance Position								
	M	5	\$59,423			\$52,220		
Greater than \$5 million								
CEO/Executive Director								
	F	24	\$127,429	\$75,835	\$91,690	\$125,794	\$154,672	\$183,781
	M	24	\$159,194	\$75,024	\$96,788	\$147,429	\$180,319	\$254,798
	U	8	\$115,335			\$115,668		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Puerto Rico</b>								
Greater than \$5 million								
Top Administrative Position								
	M	5	\$163,901			\$70,013		
Top Finance Position								
	F	10	\$64,493		\$43,264	\$55,294	\$72,923	
	M	19	\$87,152		\$52,027	\$63,403	\$83,048	
Top Human Resources Position								
	F	12	\$72,534		\$47,199	\$56,788	\$64,672	
	U	6	\$59,689			\$56,115		
Top Operations Position								
	M	5	\$63,319			\$64,003		
<b>Rhode Island</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	71	\$57,843	\$31,667	\$40,481	\$55,000	\$71,335	\$81,538
	M	56	\$64,130	\$22,099	\$37,064	\$58,257	\$83,089	\$111,282
	U	12	\$45,806		\$34,361	\$42,022	\$57,817	
Top Finance Position								
	M	7	\$49,361			\$65,000		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	32	\$85,641	\$51,498	\$59,172	\$78,469	\$107,977	\$123,955
	M	42	\$105,903	\$47,784	\$52,902	\$96,645	\$140,856	\$202,574
	U	6	\$99,059			\$86,778		

## All Organizations Compensation State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Rhode Island</b>							
Between \$1 million and \$5 million							
CEO/Executive Director							
F	67	\$110,264	\$69,688	\$87,018	\$103,374	\$128,423	\$161,171
M	80	\$140,029	\$77,091	\$96,197	\$126,058	\$173,785	\$207,663
U	9	\$187,480			\$123,543		
Top Administrative Position							
F	6	\$109,664			\$106,803		
M	9	\$176,806			\$173,445		
Top Business Position							
M	6	\$182,132			\$177,043		
Top Finance Position							
F	10	\$96,931		\$75,943	\$97,328	\$113,654	
M	10	\$116,041		\$94,889	\$102,503	\$133,599	
Top Operations Position							
F	5	\$110,132			\$121,825		
Greater than \$5 million							
CEO/Executive Director							
F	34	\$219,154	\$102,197	\$148,624	\$173,565	\$286,290	\$363,015
M	75	\$345,211	\$117,601	\$154,197	\$237,935	\$437,767	\$757,721
Top Administrative Position							
F	11	\$163,164		\$111,937	\$145,254	\$175,148	
M	7	\$185,165			\$148,199		
Top Business Position							
M	5	\$283,420			\$245,303		
Top Development Position							
F	5	\$172,003			\$143,175		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Rhode Island</b>								
Greater than \$5 million								
Top Finance Position								
	F	34	\$148,285	\$95,329	\$104,384	\$139,652	\$181,148	\$226,395
	M	39	\$212,167	\$96,002	\$110,544	\$167,378	\$302,491	\$406,014
Top Human Resources Position								
	F	7	\$218,711			\$193,143		
Top Legal Position								
	M	5	\$285,633			\$261,357		
Top Operations Position								
	F	17	\$246,249		\$136,222	\$171,264	\$220,393	
	M	11	\$322,811		\$147,763	\$240,510	\$472,070	
	U	5	\$234,930			\$262,151		
Top Technology Position								
	M	10	\$180,080		\$145,818	\$167,088	\$208,302	
<b>South Carolina</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	231	\$48,202	\$23,540	\$32,334	\$43,399	\$59,397	\$78,320
	M	196	\$58,191	\$23,250	\$35,953	\$50,726	\$71,033	\$95,579
	U	49	\$53,200	\$25,730	\$35,000	\$48,000	\$69,000	\$84,570
Top Finance Position								
	F	11	\$38,496		\$17,671	\$35,740	\$57,574	

## All Organizations Compensation State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Carolina</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	94	\$68,803	\$35,206	\$49,076	\$66,447	\$85,138	\$104,706
M	76	\$82,333	\$42,725	\$56,794	\$71,783	\$100,074	\$142,651
U	17	\$78,191		\$54,720	\$75,783	\$95,053	
Between \$1 million and \$5 million							
CEO/Executive Director							
F	150	\$100,918	\$56,789	\$75,528	\$92,585	\$116,618	\$146,882
M	173	\$127,724	\$57,970	\$83,737	\$112,667	\$156,000	\$204,816
U	28	\$149,318	\$69,850	\$86,407	\$105,022	\$174,174	\$236,583
Top Administrative Position							
M	12	\$111,505		\$65,152	\$112,788	\$127,166	
Top Business Position							
M	6	\$87,763			\$80,502		
Top Finance Position							
F	23	\$81,872	\$47,102	\$57,673	\$80,354	\$93,583	\$126,177
M	11	\$85,413		\$65,841	\$76,875	\$102,609	
Top Operations Position							
F	7	\$89,682			\$84,810		
M	7	\$154,349			\$121,249		
Greater than \$5 million							
CEO/Executive Director							
F	61	\$189,880	\$97,409	\$120,876	\$176,283	\$209,462	\$325,190
M	144	\$274,036	\$116,516	\$156,113	\$224,266	\$338,549	\$465,516
U	11	\$271,634		\$158,174	\$179,935	\$414,863	
Top Administrative Position							
M	15	\$164,326		\$135,302	\$170,473	\$201,296	

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Carolina</b>								
Greater than \$5 million								
Top Development Position								
	M	10	\$171,173		\$115,982	\$170,776	\$232,118	
Top Facilities Position								
	M	7	\$158,709			\$152,761		
Top Finance Position								
	F	61	\$148,720	\$76,216	\$93,248	\$130,981	\$180,750	\$230,189
	M	46	\$184,641	\$81,687	\$92,942	\$139,921	\$184,700	\$352,363
	U	8	\$234,768			\$168,064		
Top Human Resources Position								
	F	13	\$158,376		\$92,680	\$108,140	\$194,868	
Top Marketing Position								
	M	6	\$184,496			\$181,917		
Top Operations Position								
	F	19	\$126,897		\$95,689	\$121,643	\$149,070	
	M	27	\$191,088	\$90,439	\$104,150	\$181,381	\$225,100	\$261,735
Top Technology Position								
	M	10	\$167,239		\$122,931	\$142,084	\$194,840	
<b>South Dakota</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	92	\$51,970	\$25,487	\$38,291	\$47,983	\$58,755	\$86,925
	M	60	\$57,777	\$24,849	\$39,745	\$55,104	\$74,897	\$92,198
	U	8	\$61,223			\$55,000		
Top Finance Position								
	F	5	\$24,584			\$21,372		

## All Organizations Compensation State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Dakota</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	28	\$66,270	\$42,922	\$49,898	\$61,427	\$80,725	\$95,827
M	23	\$102,614	\$50,912	\$62,105	\$71,708	\$110,480	\$174,355
U	7	\$76,101			\$68,937		
Top Finance Position							
F	5	\$52,477			\$48,770		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	46	\$97,372	\$63,533	\$75,986	\$84,167	\$113,017	\$140,826
M	74	\$112,383	\$66,985	\$79,818	\$103,971	\$129,367	\$152,334
U	6	\$113,992			\$84,618		
Top Administrative Position							
F	11	\$67,817		\$50,326	\$62,514	\$73,531	
M	10	\$130,552		\$104,911	\$116,378	\$152,161	
Top Business Position							
F	9	\$60,748			\$64,001		
Top Finance Position							
F	22	\$62,271	\$43,235	\$44,567	\$52,059	\$77,024	\$93,834
M	5	\$78,253			\$91,793		
Greater than \$5 million							
CEO/Executive Director							
F	25	\$177,784	\$84,605	\$126,217	\$139,469	\$191,829	\$238,161
M	65	\$231,083	\$100,160	\$134,986	\$179,456	\$232,173	\$291,261
Top Administrative Position							
F	5	\$127,060			\$96,162		
M	26	\$195,607	\$107,388	\$140,251	\$182,080	\$213,472	\$274,106



## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Dakota</b>								
Greater than \$5 million								
Top Business Position								
	F	7	\$91,682			\$87,281		
Top Finance Position								
	F	28	\$102,763	\$54,951	\$81,577	\$101,581	\$117,257	\$136,968
	M	22	\$177,077	\$100,974	\$113,206	\$143,588	\$195,186	\$327,298
Top Operations Position								
	M	8	\$304,598			\$185,912		
<b>Tennessee</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	398	\$50,821	\$25,000	\$33,418	\$46,399	\$62,448	\$79,443
	M	357	\$60,762	\$21,064	\$34,228	\$54,004	\$75,116	\$103,751
	U	69	\$53,474	\$24,272	\$33,000	\$52,099	\$69,862	\$81,070
Top Administrative Position								
	F	21	\$41,730	\$18,550	\$24,040	\$35,645	\$54,901	\$70,903
	M	10	\$39,199		\$27,521	\$37,296	\$48,137	
Top Business Position								
	M	7	\$51,303			\$56,212		
Top Finance Position								
	F	27	\$44,486	\$20,563	\$23,580	\$38,587	\$63,907	\$88,340
	M	13	\$36,094		\$20,583	\$31,311	\$46,218	
Top Program Position								
	F	6	\$30,826			\$29,624		

## All Organizations Compensation State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	141	\$79,443	\$44,926	\$52,525	\$72,944	\$95,991	\$125,510
M	149	\$87,191	\$41,517	\$56,604	\$74,630	\$103,870	\$139,647
U	23	\$86,697	\$44,888	\$59,515	\$68,625	\$84,090	\$135,560
Top Administrative Position							
F	5	\$56,983			\$49,260		
Top Finance Position							
F	10	\$53,273		\$40,938	\$55,927	\$61,411	
M	5	\$62,837			\$53,999		
Top Operations Position							
F	7	\$71,035			\$65,077		
M	5	\$90,078			\$60,265		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	198	\$108,286	\$59,627	\$79,632	\$96,887	\$122,992	\$171,880
M	326	\$127,280	\$54,690	\$81,519	\$114,204	\$159,792	\$216,454
U	47	\$108,757	\$53,554	\$70,241	\$99,800	\$126,141	\$187,235
Top Administrative Position							
F	14	\$101,323		\$47,507	\$79,115	\$153,559	
M	24	\$111,450	\$61,438	\$89,563	\$104,266	\$126,669	\$185,000
Top Business Position							
M	12	\$134,603		\$97,810	\$126,638	\$156,904	
Top Development Position							
M	7	\$84,081			\$85,199		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>								
Between \$1 million and \$5 million								
Top Finance Position								
	F	58	\$78,522	\$36,290	\$57,022	\$73,564	\$97,745	\$126,410
	M	56	\$80,642	\$38,803	\$57,192	\$72,258	\$104,197	\$130,313
	U	5	\$78,910			\$68,125		
Top Operations Position								
	F	18	\$98,873		\$74,960	\$106,536	\$116,082	
	M	20	\$84,155	\$51,531	\$64,655	\$77,782	\$91,219	\$112,860
Greater than \$5 million								
CEO/Executive Director								
	F	89	\$203,242	\$80,957	\$109,226	\$157,159	\$236,494	\$362,293
	M	283	\$310,670	\$97,802	\$137,775	\$210,604	\$343,178	\$522,342
	U	21	\$301,631	\$98,605	\$151,605	\$198,298	\$318,409	\$716,229
Top Administrative Position								
	F	16	\$169,675		\$124,818	\$152,980	\$165,801	
	M	37	\$188,572	\$106,332	\$137,377	\$177,313	\$206,459	\$243,172
Top Business Position								
	M	10	\$188,511		\$130,315	\$168,419	\$215,131	
Top Development Position								
	F	22	\$154,254	\$110,635	\$120,018	\$126,087	\$150,314	\$291,509
	M	27	\$160,588	\$86,958	\$115,013	\$136,623	\$177,771	\$256,565
Top Education Position								
	F	7	\$138,949			\$117,405		
	M	5	\$111,833			\$112,649		
Top Facilities Position								
	M	10	\$149,798		\$134,237	\$139,068	\$174,850	

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>								
Greater than \$5 million								
Top Finance Position								
	F	91	\$138,638	\$65,333	\$80,913	\$118,175	\$150,613	\$208,247
	M	132	\$176,499	\$74,731	\$104,360	\$140,466	\$188,584	\$272,092
	U	11	\$171,437		\$102,618	\$135,081	\$197,709	
Top Human Resources Position								
	F	12	\$235,518		\$109,515	\$141,532	\$293,619	
Top Marketing Position								
	F	9	\$186,746			\$135,295		
Top Operations Position								
	F	32	\$170,072	\$88,346	\$119,905	\$145,873	\$168,346	\$361,471
	M	53	\$232,187	\$80,154	\$124,492	\$156,761	\$233,510	\$429,226
Top Program Position								
	M	5	\$199,545			\$165,733		
Top Technology Position								
	F	5	\$208,471			\$178,467		
	M	25	\$180,512	\$114,763	\$128,117	\$159,632	\$185,537	\$311,009
<b>Texas</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	1,085	\$51,826	\$24,000	\$33,542	\$46,650	\$63,732	\$81,907
	M	942	\$57,537	\$22,161	\$33,000	\$50,454	\$74,180	\$100,401
	U	216	\$52,423	\$20,839	\$30,259	\$47,517	\$69,912	\$89,592

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>								
\$500 thousand or less								
Top Administrative Position								
	F	46	\$40,357	\$20,184	\$25,010	\$32,946	\$49,063	\$68,591
	M	16	\$39,540		\$29,794	\$44,154	\$49,914	
	U	11	\$33,945		\$19,213	\$25,000	\$46,890	
Top Business Position								
	F	7	\$43,605			\$32,000		
	M	13	\$70,351		\$60,467	\$69,713	\$76,102	
Top Development Position								
	F	5	\$53,506			\$50,000		
Top Finance Position								
	F	56	\$34,194	\$17,426	\$19,875	\$32,864	\$44,058	\$56,388
	M	36	\$37,530	\$20,744	\$24,910	\$28,833	\$46,887	\$63,081
	U	6	\$24,215			\$22,500		
Top Operations Position								
	F	11	\$53,007		\$38,937	\$52,233	\$69,779	
	M	13	\$52,282		\$30,000	\$40,369	\$65,792	
	U	5	\$29,687			\$26,421		
Top Program Position								
	F	21	\$38,655	\$18,000	\$24,000	\$39,360	\$44,269	\$60,000
	M	11	\$45,919		\$29,585	\$41,940	\$55,100	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	460	\$78,662	\$41,425	\$55,000	\$72,005	\$91,790	\$116,672
	M	403	\$88,738	\$41,269	\$56,604	\$76,533	\$112,556	\$149,713
	U	73	\$76,088	\$39,680	\$50,075	\$67,720	\$90,500	\$122,554

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>								
Between \$500 thousand and \$1 million								
Top Administrative Position								
	F	21	\$51,319	\$32,350	\$40,769	\$46,824	\$52,912	\$75,610
	M	11	\$68,813		\$49,058	\$60,848	\$82,736	
Top Business Position								
	M	12	\$64,932		\$45,131	\$59,264	\$80,561	
Top Finance Position								
	F	40	\$53,271	\$29,603	\$37,453	\$48,023	\$63,449	\$85,570
	M	17	\$76,889		\$33,000	\$60,130	\$113,411	
	U	7	\$62,348			\$68,550		
Top Operations Position								
	F	13	\$63,184		\$33,000	\$55,228	\$76,500	
	M	13	\$56,577		\$36,100	\$52,200	\$71,916	
Top Program Position								
	F	6	\$38,324			\$33,510		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	685	\$114,783	\$58,468	\$76,836	\$100,558	\$140,000	\$182,574
	M	832	\$144,764	\$60,667	\$88,180	\$119,312	\$175,325	\$256,775
	U	116	\$121,384	\$56,251	\$69,421	\$104,647	\$143,621	\$202,775
Top Administrative Position								
	F	48	\$91,285	\$50,434	\$66,033	\$81,495	\$111,102	\$136,743
	M	68	\$119,833	\$54,443	\$86,918	\$106,757	\$146,041	\$187,771
	U	9	\$91,403			\$75,219		

## All Organizations Compensation State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
Between \$1 million and \$5 million							
Top Business Position							
F	14	\$83,799		\$53,013	\$73,297	\$99,686	
M	34	\$111,736	\$54,164	\$72,730	\$101,724	\$146,654	\$164,419
U	6	\$74,849			\$66,981		
Top Development Position							
F	17	\$95,912		\$77,361	\$93,350	\$120,474	
M	14	\$109,196		\$62,783	\$93,845	\$137,922	
Top Education Position							
F	5	\$68,274			\$59,058		
M	5	\$99,497			\$88,373		
Top Finance Position							
F	172	\$87,421	\$43,697	\$59,611	\$75,991	\$108,171	\$141,798
M	112	\$101,158	\$42,026	\$56,973	\$85,945	\$120,000	\$175,643
U	18	\$78,582		\$53,848	\$71,241	\$102,394	
Top Legal Position							
M	5	\$163,002			\$143,750		
Top Marketing Position							
F	7	\$137,920			\$154,568		
Top Operations Position							
F	49	\$92,515	\$43,186	\$59,526	\$80,071	\$125,000	\$157,545
M	51	\$117,496	\$53,060	\$72,215	\$112,822	\$139,180	\$195,481
U	9	\$89,857			\$94,631		
Top PR/Communications Position							
F	6	\$95,512			\$108,483		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>								
Between \$1 million and \$5 million								
Top Program Position								
	F	7	\$76,454			\$70,447		
	M	5	\$120,738			\$125,775		
Top Technology Position								
	M	13	\$141,579		\$101,299	\$148,005	\$189,491	
Greater than \$5 million								
CEO/Executive Director								
	F	330	\$222,838	\$94,701	\$124,568	\$166,680	\$243,021	\$401,268
	M	708	\$350,694	\$118,612	\$165,882	\$246,390	\$395,253	\$608,605
	U	74	\$426,187	\$88,792	\$135,526	\$195,425	\$368,704	\$841,804
Top Administrative Position								
	F	55	\$183,957	\$104,384	\$113,628	\$140,277	\$202,554	\$290,432
	M	144	\$241,015	\$103,549	\$144,593	\$210,970	\$268,761	\$413,488
	U	17	\$226,358		\$114,901	\$159,069	\$237,587	
Top Business Position								
	F	22	\$165,908	\$104,862	\$124,585	\$141,288	\$184,491	\$226,016
	M	29	\$174,461	\$73,831	\$113,500	\$151,354	\$209,907	\$264,651
	U	5	\$112,880			\$137,189		
Top Development Position								
	F	74	\$156,312	\$97,285	\$117,358	\$139,042	\$170,713	\$213,830
	M	46	\$182,739	\$115,560	\$129,092	\$168,622	\$220,082	\$259,728
	U	8	\$136,426			\$141,317		
Top Education Position								
	F	18	\$149,908		\$114,550	\$149,073	\$190,556	
	M	19	\$147,708		\$118,102	\$140,271	\$163,422	



## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>								
Greater than \$5 million								
Top Facilities Position								
	M	27	\$186,703	\$115,388	\$135,207	\$190,096	\$229,707	\$262,722
Top Finance Position								
	F	282	\$150,572	\$65,507	\$96,801	\$127,396	\$176,493	\$256,539
	M	331	\$198,171	\$86,406	\$108,623	\$160,269	\$241,394	\$364,159
	U	45	\$218,731	\$81,121	\$111,100	\$141,336	\$222,970	\$419,809
Top Human Resources Position								
	F	53	\$178,408	\$92,864	\$127,096	\$161,776	\$213,955	\$294,180
	M	17	\$237,855		\$129,346	\$180,245	\$289,231	
	U	9	\$282,679			\$174,617		
Top Legal Position								
	F	24	\$269,121	\$162,636	\$194,071	\$250,561	\$329,130	\$364,608
	M	34	\$246,373	\$123,548	\$142,721	\$207,558	\$267,788	\$437,742
	U	7	\$197,808			\$212,666		
Top Marketing Position								
	F	34	\$178,685	\$120,499	\$133,802	\$157,584	\$202,396	\$276,157
	M	26	\$179,569	\$116,014	\$144,568	\$167,671	\$187,526	\$228,575
	U	6	\$173,180			\$179,596		
Top Operations Position								
	F	98	\$187,288	\$76,128	\$104,765	\$147,884	\$221,633	\$323,386
	M	159	\$222,892	\$96,242	\$129,261	\$178,628	\$262,605	\$369,015
	U	27	\$296,521	\$119,682	\$132,958	\$167,620	\$206,722	\$498,030
Top PR/Communications Position								
	F	17	\$170,039		\$122,883	\$149,476	\$192,891	
	M	22	\$183,815	\$137,402	\$147,242	\$166,539	\$210,298	\$233,489
	U	7	\$149,075			\$129,408		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>								
Greater than \$5 million								
Top Program Position								
	F	16	\$140,390		\$112,799	\$131,067	\$148,170	
	M	14	\$145,158		\$107,593	\$120,101	\$178,259	
Top Technology Position								
	F	12	\$307,633		\$182,998	\$291,304	\$352,594	
	M	61	\$192,999	\$116,109	\$137,891	\$166,963	\$213,160	\$270,627
	U	12	\$271,650		\$138,704	\$187,125	\$375,637	
<b>Utah</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	113	\$52,691	\$24,200	\$33,786	\$49,360	\$65,654	\$79,932
	M	89	\$58,254	\$21,452	\$36,750	\$53,000	\$75,000	\$97,764
	U	9	\$64,813			\$57,750		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	44	\$74,579	\$43,205	\$60,418	\$72,142	\$83,817	\$113,215
	M	40	\$115,792	\$59,793	\$71,900	\$95,580	\$132,334	\$195,402
	U	6	\$98,312			\$100,720		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	89	\$97,120	\$54,121	\$72,556	\$88,674	\$117,511	\$148,723
	M	115	\$139,498	\$68,160	\$90,183	\$118,691	\$168,269	\$217,179
	U	13	\$94,296		\$62,500	\$73,772	\$104,355	
Top Administrative Position								
	M	7	\$95,727			\$106,415		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Utah</b>								
Between \$1 million and \$5 million								
Top Business Position								
Top Finance Position	M	5	\$126,436			\$133,575		
	F	10	\$81,079		\$65,025	\$80,808	\$98,979	
	M	18	\$90,611		\$46,359	\$75,387	\$126,590	
Top Operations Position								
	F	5	\$90,436			\$81,100		
Greater than \$5 million								
CEO/Executive Director								
	F	23	\$138,442	\$82,951	\$98,299	\$130,000	\$159,528	\$218,443
	M	71	\$252,948	\$111,585	\$133,077	\$197,518	\$284,188	\$373,500
	U	7	\$271,383			\$117,782		
Top Administrative Position								
	F	5	\$150,994			\$104,989		
	M	6	\$187,329			\$171,812		
Top Finance Position								
	F	12	\$120,065		\$100,008	\$118,184	\$139,425	
	M	35	\$149,992	\$85,461	\$111,052	\$137,147	\$169,282	\$250,045
Top Operations Position								
	M	15	\$182,829		\$115,899	\$154,692	\$201,006	
Top Technology Position								
	M	8	\$160,284			\$132,553		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Vermont</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	156	\$51,204	\$26,201	\$37,199	\$50,083	\$60,004	\$78,024
	M	93	\$62,623	\$30,338	\$42,030	\$56,350	\$70,905	\$97,193
	U	10	\$56,568		\$42,356	\$50,000	\$66,522	
Top Administrative Position								
	F	7	\$36,896			\$37,500		
Top Finance Position								
	F	6	\$42,904			\$36,524		
Top Program Position								
	F	5	\$40,573			\$41,858		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	60	\$68,400	\$47,341	\$57,513	\$62,950	\$74,325	\$90,980
	M	40	\$91,256	\$54,253	\$61,750	\$81,598	\$109,068	\$147,134
	U	6	\$65,380			\$61,881		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	75	\$94,761	\$55,888	\$75,128	\$89,310	\$111,214	\$143,536
	M	76	\$117,038	\$71,014	\$84,755	\$105,128	\$136,130	\$171,376
	U	9	\$123,478			\$145,299		
Top Administrative Position								
	F	5	\$67,838			\$82,289		
Top Finance Position								
	F	9	\$109,334			\$104,276		
	M	7	\$110,977			\$102,700		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Vermont</b>								
Greater than \$5 million								
CEO/Executive Director								
	F	26	\$208,227	\$115,769	\$130,683	\$158,583	\$215,136	\$303,572
	M	69	\$216,661	\$97,236	\$130,761	\$198,721	\$243,171	\$405,362
	U	6	\$156,889			\$168,926		
Top Administrative Position								
	F	5	\$156,940			\$181,457		
Top Development Position								
	M	5	\$223,064			\$185,501		
Top Finance Position								
	F	26	\$125,418	\$75,914	\$92,360	\$121,890	\$148,174	\$178,581
	M	34	\$172,021	\$93,562	\$109,996	\$151,655	\$211,541	\$246,635
Top Human Resources Position								
	F	6	\$154,356			\$122,487		
Top Operations Position								
	F	9	\$246,316			\$164,015		
	M	5	\$169,620			\$157,913		
Top Technology Position								
	M	8	\$153,358			\$137,473		
<b>VI</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	5	\$36,160			\$32,721		
	M	5	\$56,381			\$57,530		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	440	\$53,794	\$23,785	\$34,940	\$48,704	\$65,618	\$89,804
	M	356	\$66,947	\$21,600	\$35,644	\$55,385	\$83,555	\$129,287
	U	75	\$55,883	\$25,000	\$34,197	\$50,994	\$60,643	\$88,888
Top Administrative Position								
	F	14	\$32,293		\$23,171	\$27,567	\$36,875	
	M	13	\$35,912		\$25,000	\$28,800	\$47,991	
Top Business Position								
	M	5	\$112,801			\$107,497		
Top Finance Position								
	F	23	\$35,819	\$18,977	\$24,267	\$28,399	\$47,345	\$55,496
	M	13	\$53,215		\$20,242	\$42,526	\$55,329	
Top Operations Position								
	F	5	\$36,625			\$34,113		
Top Program Position								
	F	9	\$38,533			\$35,680		
	M	6	\$41,314			\$39,494		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	221	\$87,717	\$43,080	\$57,498	\$73,905	\$101,466	\$156,659
	M	191	\$105,813	\$44,000	\$66,619	\$93,795	\$133,684	\$186,938
	U	34	\$100,673	\$47,044	\$61,926	\$79,660	\$109,464	\$129,055
Top Administrative Position								
	F	6	\$54,105			\$55,944		
	M	12	\$56,718		\$35,821	\$56,252	\$81,515	

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>								
Between \$500 thousand and \$1 million								
Top Business Position								
	M	5	\$114,763			\$114,111		
Top Finance Position								
	F	16	\$72,984		\$40,607	\$63,335	\$95,291	
	M	15	\$80,053		\$53,626	\$63,978	\$100,813	
	U	6	\$58,039			\$48,200		
Top Operations Position								
	F	6	\$92,894			\$78,386		
	M	6	\$81,709			\$81,494		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	397	\$138,815	\$60,045	\$82,885	\$114,462	\$176,340	\$244,031
	M	494	\$195,357	\$70,677	\$105,497	\$166,561	\$258,224	\$364,822
	U	69	\$132,090	\$54,449	\$77,727	\$110,558	\$160,778	\$272,786
Top Administrative Position								
	F	19	\$105,209		\$74,660	\$109,726	\$136,326	
	M	30	\$113,017	\$48,986	\$73,179	\$103,803	\$149,927	\$170,915
	U	5	\$108,781			\$91,606		
Top Business Position								
	F	9	\$106,070			\$121,614		
	M	6	\$122,309			\$122,074		
Top Development Position								
	F	10	\$128,420		\$115,866	\$135,766	\$155,685	
	M	8	\$129,750			\$132,558		
Top Education Position								
	F	6	\$100,594			\$127,498		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>								
Between \$1 million and \$5 million								
Top Finance Position								
	F	69	\$95,089	\$36,513	\$60,880	\$90,439	\$122,417	\$157,107
	M	57	\$112,208	\$33,462	\$65,004	\$102,030	\$145,347	\$174,475
	U	15	\$120,266		\$80,816	\$127,328	\$153,063	
Top Marketing Position								
	F	9	\$129,024			\$114,399		
Top Operations Position								
	F	30	\$144,398	\$76,162	\$98,392	\$141,972	\$173,816	\$227,020
	M	26	\$136,415	\$56,700	\$74,084	\$109,737	\$172,698	\$225,988
	U	5	\$147,609			\$150,110		
Top PR/Communications Position								
	F	9	\$135,165			\$129,109		
	M	12	\$118,934		\$102,944	\$125,473	\$139,217	
Top Program Position								
	F	13	\$112,359		\$77,518	\$107,916	\$163,377	
Top Technology Position								
	M	14	\$151,829		\$121,283	\$138,323	\$152,567	
Greater than \$5 million								
CEO/Executive Director								
	F	185	\$328,096	\$110,993	\$154,521	\$241,321	\$378,785	\$536,175
	M	449	\$424,998	\$138,227	\$197,605	\$299,887	\$477,356	\$784,521
	U	47	\$512,532	\$124,762	\$154,385	\$211,232	\$437,293	\$1,086,043
Top Administrative Position								
	F	31	\$175,678	\$92,950	\$128,767	\$157,351	\$193,699	\$288,419
	M	50	\$210,552	\$111,166	\$147,478	\$195,511	\$241,260	\$324,805
	U	6	\$224,885			\$222,738		



## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>								
Greater than \$5 million								
Top Business Position								
	F	18	\$161,094		\$132,200	\$147,086	\$186,212	
	M	24	\$191,596	\$120,853	\$144,042	\$170,091	\$200,310	\$289,279
Top Development Position								
	F	36	\$172,446	\$107,419	\$123,201	\$153,693	\$215,190	\$236,023
	M	38	\$195,330	\$114,698	\$132,871	\$176,009	\$228,798	\$292,956
	U	6	\$227,149			\$157,615		
Top Education Position								
	F	19	\$156,275		\$130,053	\$151,865	\$164,034	
	M	11	\$190,988		\$151,842	\$178,149	\$214,692	
Top Facilities Position								
	M	16	\$185,116		\$121,201	\$175,864	\$216,308	
Top Finance Position								
	F	146	\$177,095	\$83,611	\$117,102	\$153,945	\$223,233	\$285,888
	M	223	\$222,569	\$102,478	\$136,909	\$183,819	\$260,191	\$356,827
	U	28	\$187,696	\$129,749	\$141,265	\$169,006	\$213,682	\$265,798
Top Human Resources Position								
	F	51	\$199,449	\$108,446	\$125,955	\$173,224	\$257,630	\$319,712
	M	11	\$206,274		\$135,265	\$158,647	\$268,320	
	U	8	\$175,946			\$151,602		
Top Legal Position								
	F	28	\$311,201	\$172,948	\$189,997	\$281,431	\$368,767	\$531,047
	M	44	\$309,932	\$149,501	\$211,477	\$271,249	\$413,195	\$479,565
	U	8	\$284,655			\$251,281		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>								
Greater than \$5 million								
Top Marketing Position								
	F	23	\$186,968	\$129,228	\$143,522	\$171,665	\$214,874	\$279,437
	M	22	\$205,876	\$125,324	\$149,041	\$201,122	\$228,108	\$278,174
	U	7	\$219,610			\$169,940		
Top Operations Position								
	F	64	\$221,847	\$96,518	\$124,443	\$190,228	\$288,438	\$395,560
	M	116	\$272,732	\$123,543	\$167,869	\$232,764	\$314,675	\$427,352
	U	20	\$203,612	\$75,783	\$107,726	\$163,335	\$199,566	\$326,850
Top PR/Communications Position								
	F	29	\$173,823	\$128,827	\$137,488	\$171,665	\$195,066	\$241,443
	M	34	\$213,472	\$124,838	\$137,814	\$170,452	\$214,761	\$358,506
	U	5	\$216,876			\$171,295		
Top Program Position								
	F	17	\$155,497		\$114,444	\$135,172	\$185,049	
	M	17	\$217,734		\$171,463	\$202,533	\$246,412	
	U	5	\$135,290			\$136,461		
Top Technology Position								
	F	10	\$166,495		\$150,216	\$157,028	\$182,151	
	M	65	\$218,217	\$131,231	\$142,301	\$187,613	\$255,614	\$332,677
	U	9	\$200,638			\$203,119		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	446	\$56,405	\$27,394	\$37,466	\$51,420	\$70,000	\$89,260
	M	389	\$62,070	\$23,481	\$35,907	\$57,000	\$77,561	\$110,629
	U	83	\$57,053	\$28,090	\$35,720	\$48,488	\$63,053	\$85,435
Top Administrative Position								
	F	13	\$45,484		\$30,361	\$44,320	\$51,852	
	M	14	\$62,846		\$39,353	\$56,767	\$68,653	
Top Finance Position								
	F	24	\$43,343	\$20,946	\$23,898	\$37,184	\$46,427	\$70,192
	M	10	\$60,716		\$31,275	\$57,033	\$82,275	
Top Operations Position								
	F	10	\$52,452		\$32,151	\$35,850	\$39,263	
	M	7	\$45,243			\$44,008		
Top Program Position								
	F	13	\$39,856		\$30,940	\$40,729	\$43,200	
	M	5	\$40,888			\$37,583		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	216	\$78,620	\$47,136	\$58,492	\$73,829	\$92,119	\$117,894
	M	190	\$95,090	\$45,647	\$61,710	\$84,475	\$117,014	\$162,436
	U	32	\$93,828	\$55,362	\$67,450	\$84,291	\$115,111	\$146,296
Top Administrative Position								
	F	6	\$49,643			\$47,752		
Top Finance Position								
	F	22	\$44,152	\$29,825	\$39,654	\$44,634	\$50,173	\$54,909
	M	9	\$101,275			\$86,415		

## All Organizations Compensation State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
Between \$500 thousand and \$1 million							
Top Operations Position							
M	6	\$46,097			\$43,739		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	363	\$109,272	\$61,883	\$78,919	\$101,978	\$129,025	\$161,222
M	401	\$125,227	\$62,897	\$87,396	\$110,587	\$147,387	\$201,341
U	71	\$106,216	\$54,148	\$69,567	\$97,225	\$134,800	\$177,412
Top Administrative Position							
F	14	\$93,854		\$72,048	\$85,452	\$117,466	
M	28	\$109,316	\$72,375	\$81,765	\$98,237	\$129,283	\$168,332
U	5	\$70,519			\$70,616		
Top Business Position							
F	7	\$106,250			\$95,594		
M	15	\$146,255		\$119,151	\$161,727	\$168,062	
Top Education Position							
M	5	\$106,643			\$105,748		
Top Finance Position							
F	80	\$77,023	\$38,528	\$56,802	\$70,886	\$97,465	\$115,586
M	71	\$93,784	\$42,496	\$56,130	\$90,130	\$122,323	\$152,566
U	17	\$88,967		\$68,959	\$83,598	\$121,709	
Top Operations Position							
F	21	\$80,534	\$40,158	\$61,445	\$79,268	\$90,369	\$137,836
M	13	\$93,761		\$69,289	\$101,533	\$126,379	
U	5	\$92,485			\$97,172		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>								
Greater than \$5 million								
CEO/Executive Director								
	F	137	\$208,978	\$87,008	\$122,261	\$180,435	\$241,570	\$337,096
	M	279	\$373,396	\$114,428	\$158,835	\$232,451	\$367,473	\$665,274
	U	25	\$327,047	\$120,282	\$142,387	\$225,218	\$489,299	\$618,752
Top Administrative Position								
	F	21	\$208,465	\$105,274	\$127,868	\$166,420	\$262,879	\$371,204
	M	27	\$230,543	\$119,731	\$149,728	\$184,129	\$247,620	\$442,311
	U	8	\$210,929			\$171,020		
Top Business Position								
	F	5	\$145,649			\$161,576		
	M	17	\$219,615		\$176,040	\$195,057	\$225,858	
	U	5	\$229,891			\$194,843		
Top Development Position								
	F	29	\$142,558	\$109,358	\$121,192	\$139,989	\$163,311	\$187,808
	M	26	\$194,193	\$113,312	\$142,453	\$181,567	\$221,098	\$273,585
Top Education Position								
	F	7	\$204,727			\$185,138		
	M	10	\$164,607		\$137,071	\$144,959	\$172,808	
Top Facilities Position								
	M	7	\$170,448			\$148,058		
Top Finance Position								
	F	135	\$154,898	\$84,149	\$110,981	\$131,846	\$169,246	\$227,147
	M	147	\$205,475	\$83,524	\$112,142	\$155,719	\$235,003	\$355,375
	U	26	\$174,718	\$85,350	\$99,874	\$129,611	\$193,227	\$237,124

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>								
Greater than \$5 million								
Top Human Resources Position								
	F	30	\$193,197	\$119,024	\$135,755	\$161,393	\$183,780	\$296,304
	M	12	\$177,667		\$133,507	\$144,066	\$183,828	
Top Legal Position								
	F	9	\$183,748			\$175,498		
	M	12	\$309,519		\$160,107	\$200,617	\$372,804	
Top Marketing Position								
	F	16	\$155,719		\$129,213	\$144,250	\$176,403	
	M	13	\$179,328		\$158,662	\$171,686	\$211,007	
Top Operations Position								
	F	56	\$203,980	\$107,131	\$132,993	\$153,146	\$237,698	\$312,493
	M	59	\$227,189	\$121,411	\$152,179	\$205,056	\$254,277	\$351,957
	U	9	\$260,942			\$143,802		
Top PR/Communications Position								
	F	9	\$191,415			\$155,517		
	M	7	\$147,944			\$143,930		
Top Program Position								
	F	10	\$130,264		\$116,049	\$124,402	\$132,270	
	M	6	\$228,588			\$193,842		
Top Technology Position								
	F	7	\$136,464			\$139,125		
	M	42	\$187,435	\$122,907	\$130,708	\$171,817	\$220,289	\$260,011
	U	8	\$225,481			\$210,537		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>West Virginia</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	114	\$51,404	\$24,972	\$32,032	\$46,138	\$61,871	\$85,906
	M	72	\$56,571	\$24,769	\$34,388	\$49,357	\$69,050	\$101,804
	U	11	\$56,293		\$40,995	\$54,981	\$66,100	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	59	\$69,641	\$39,039	\$47,117	\$55,869	\$72,312	\$97,376
	M	43	\$83,318	\$38,164	\$50,971	\$74,520	\$98,458	\$137,056
	U	8	\$72,805			\$70,008		
Top Business Position								
	M	7	\$119,316			\$100,418		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	81	\$82,919	\$45,892	\$62,064	\$77,880	\$97,430	\$126,934
	M	89	\$109,123	\$48,654	\$62,726	\$86,888	\$125,694	\$177,791
	U	5	\$141,095			\$61,158		
Top Administrative Position								
	F	7	\$80,951			\$90,738		
Top Business Position								
	M	7	\$155,854			\$155,657		
Top Finance Position								
	F	19	\$68,561		\$47,389	\$64,949	\$77,838	
	M	16	\$78,489		\$53,083	\$70,100	\$83,027	
Top Operations Position								
	F	5	\$88,844			\$89,808		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>West Virginia</b>								
Greater than \$5 million								
CEO/Executive Director								
	F	37	\$162,700	\$82,533	\$109,828	\$140,041	\$184,963	\$286,400
	M	64	\$245,659	\$87,323	\$109,521	\$159,175	\$282,078	\$496,613
	U	7	\$196,517			\$144,917		
Top Administrative Position								
	M	11	\$219,845		\$115,407	\$175,630	\$263,260	
Top Finance Position								
	F	31	\$140,010	\$77,281	\$87,782	\$99,791	\$136,913	\$316,121
	M	33	\$173,891	\$64,257	\$84,440	\$133,321	\$217,153	\$275,811
Top Operations Position								
	F	7	\$193,945			\$176,651		
	M	14	\$210,046		\$111,290	\$197,025	\$225,823	
Top Technology Position								
	M	7	\$256,832			\$200,315		
<b>Wisconsin</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	446	\$52,796	\$23,325	\$35,610	\$49,772	\$64,874	\$84,593
	M	302	\$58,940	\$27,550	\$40,081	\$55,755	\$70,675	\$91,184
	U	52	\$48,572	\$22,650	\$33,338	\$49,277	\$60,475	\$73,942
Top Administrative Position								
	F	18	\$37,489		\$27,716	\$34,830	\$44,413	
	M	10	\$46,471		\$37,571	\$38,885	\$48,506	
Top Business Position								
	M	9	\$97,851			\$99,709		



## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>								
\$500 thousand or less								
Top Finance Position								
	F	18	\$42,829		\$28,150	\$35,658	\$51,495	
	M	10	\$38,885		\$22,352	\$25,726	\$51,293	
Top Operations Position								
	F	8	\$41,044			\$40,624		
Top Program Position								
	F	8	\$28,303			\$25,918		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	191	\$76,386	\$45,811	\$55,711	\$71,145	\$89,026	\$117,086
	M	148	\$91,608	\$39,622	\$60,450	\$82,083	\$114,082	\$166,036
	U	21	\$79,954	\$48,958	\$56,006	\$71,083	\$101,872	\$110,806
Top Administrative Position								
	F	12	\$55,532		\$38,475	\$49,935	\$64,589	
	M	7	\$67,557			\$68,380		
Top Business Position								
	M	5	\$113,583			\$119,909		
Top Finance Position								
	F	9	\$57,361			\$45,413		
	M	9	\$92,261			\$60,000		
Top Operations Position								
	F	7	\$58,065			\$56,879		
	M	5	\$42,904			\$50,000		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	279	\$105,700	\$58,846	\$75,791	\$95,534	\$124,229	\$161,124
	M	355	\$135,761	\$70,900	\$90,310	\$117,376	\$160,526	\$215,641
	U	32	\$123,431	\$54,754	\$84,787	\$103,679	\$145,023	\$211,270
Top Administrative Position								
	F	16	\$90,432		\$63,192	\$81,967	\$121,704	
	M	23	\$107,091	\$54,862	\$83,828	\$103,016	\$127,634	\$175,609
Top Business Position								
	F	8	\$65,461			\$70,426		
	M	24	\$162,277	\$121,131	\$140,392	\$164,439	\$179,935	\$207,942
Top Facilities Position								
	M	6	\$134,771			\$130,983		
Top Finance Position								
	F	70	\$85,867	\$46,361	\$55,530	\$73,163	\$98,551	\$130,815
	M	47	\$101,647	\$45,117	\$61,627	\$89,368	\$134,736	\$180,228
	U	12	\$106,079		\$80,293	\$96,310	\$135,961	
Top Operations Position								
	F	19	\$83,092		\$57,395	\$82,811	\$106,588	
	M	5	\$131,708			\$73,809		
Greater than \$5 million								
CEO/Executive Director								
	F	134	\$230,117	\$91,664	\$112,328	\$165,370	\$276,930	\$402,286
	M	252	\$326,358	\$127,623	\$174,264	\$243,576	\$343,230	\$526,263
	U	16	\$747,261		\$155,171	\$215,475	\$321,744	

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>								
Greater than \$5 million								
Top Administrative Position								
	F	25	\$175,669	\$104,643	\$134,435	\$156,078	\$181,347	\$258,199
	M	24	\$265,313	\$125,529	\$130,172	\$197,514	\$261,566	\$469,822
Top Business Position								
	F	8	\$163,235			\$144,540		
	M	15	\$194,639		\$115,986	\$175,259	\$199,494	
Top Development Position								
	F	19	\$162,335		\$116,574	\$146,338	\$157,061	
	M	9	\$255,682			\$253,381		
Top Education Position								
	F	7	\$153,461			\$133,932		
Top Finance Position								
	F	121	\$158,086	\$66,986	\$95,299	\$130,335	\$165,355	\$249,722
	M	131	\$195,543	\$98,094	\$115,274	\$160,624	\$224,648	\$363,049
	U	11	\$222,079		\$92,473	\$151,861	\$185,797	
Top Human Resources Position								
	F	20	\$194,323	\$92,180	\$122,037	\$144,453	\$213,943	\$341,837
	M	12	\$281,651		\$196,724	\$217,723	\$372,370	
Top Legal Position								
	M	8	\$318,261			\$174,663		
Top Marketing Position								
	F	16	\$178,329		\$121,440	\$163,478	\$196,138	
	M	7	\$216,249			\$170,145		

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>								
Greater than \$5 million								
Top Operations Position								
	F	37	\$167,772	\$96,516	\$122,089	\$152,061	\$184,197	\$269,969
	M	60	\$231,297	\$121,050	\$140,492	\$175,111	\$243,208	\$331,377
	U	7	\$167,146			\$169,347		
Top PR/Communications Position								
	F	5	\$187,602			\$140,606		
	M	5	\$147,584			\$147,091		
Top Program Position								
	M	6	\$173,577			\$175,087		
Top Technology Position								
	F	7	\$246,409			\$223,902		
	M	29	\$224,766	\$124,577	\$134,156	\$171,192	\$233,572	\$277,588
<b>Wyoming</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	95	\$53,444	\$26,182	\$40,059	\$51,704	\$64,310	\$78,037
	M	53	\$52,518	\$20,535	\$34,201	\$45,833	\$65,403	\$88,634
	U	10	\$54,791		\$42,052	\$46,556	\$72,081	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	31	\$74,314	\$41,852	\$52,834	\$67,375	\$86,168	\$107,871
	M	16	\$121,261		\$87,026	\$108,190	\$152,078	

## All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wyoming</b>								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	35	\$79,802	\$44,040	\$59,323	\$77,085	\$94,235	\$121,920
	M	46	\$110,068	\$56,725	\$76,577	\$99,323	\$130,317	\$175,837
	U	6	\$96,159			\$90,218		
Top Finance Position								
	F	8	\$68,004			\$68,575		
Top Operations Position								
	F	5	\$56,424			\$58,736		
Greater than \$5 million								
CEO/Executive Director								
	F	9	\$230,068			\$155,377		
	M	28	\$240,241	\$93,245	\$145,026	\$172,298	\$227,920	\$346,667
Top Administrative Position								
	M	5	\$179,528			\$177,901		
Top Finance Position								
	F	10	\$165,191		\$102,485	\$140,645	\$179,583	
	M	5	\$122,919			\$114,617		
Top Operations Position								
	M	6	\$184,927			\$156,221		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$32,934			\$27,404		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	24	\$46,330	\$28,300	\$30,861	\$41,723	\$54,762	\$66,142
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$78,938			\$66,993		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$131,020		\$85,000	\$101,510	\$173,871	
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$42,924			\$40,207		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$67,649		\$44,538	\$53,360	\$83,900	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$69,018			\$62,233		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	20	\$59,532	\$29,498	\$40,140	\$56,924	\$66,125	\$77,743
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$71,596			\$76,705		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$62,221		\$42,503	\$61,914	\$81,781	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$131,809			\$115,686		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	27	\$47,076	\$22,143	\$24,841	\$41,886	\$60,478	\$70,000
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$72,683		\$57,820	\$69,334	\$94,623	
Between \$1 million and \$5 million							
CEO/Executive Director	33	\$114,199	\$51,150	\$89,250	\$100,348	\$140,000	\$176,677
Top Finance Position	5	\$74,273			\$44,617		
Greater than \$5 million							
CEO/Executive Director	26	\$211,025	\$102,663	\$142,783	\$184,000	\$269,135	\$330,173
Top Development Position	5	\$153,166			\$140,000		
Top Finance Position	11	\$140,794		\$101,210	\$120,625	\$153,904	
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$68,354			\$54,062		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$55,307		\$42,466	\$53,033	\$63,044	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$74,397			\$69,544		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$35,067			\$36,097		
Greater than \$5 million							
CEO/Executive Director	7	\$75,162			\$74,097		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$46,056			\$47,917		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$68,303			\$57,188		
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$123,106	\$56,736	\$87,978	\$113,282	\$134,797	\$175,430
Top Finance Position	7	\$95,920			\$78,615		
Greater than \$5 million							
CEO/Executive Director	27	\$355,948	\$100,186	\$170,368	\$276,064	\$413,389	\$753,749
Top Administrative Position	5	\$126,525			\$113,712		
Top Finance Position	11	\$328,920		\$158,098	\$202,516	\$498,427	
Top Operations Position	12	\$365,226		\$127,410	\$221,975	\$551,400	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$47,127		\$30,852	\$39,083	\$61,792	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$67,082			\$63,722		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$80,958			\$78,203		



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	73	\$44,852	\$21,420	\$31,200	\$41,992	\$51,125	\$67,251
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	\$65,276	\$39,086	\$49,404	\$69,284	\$77,296	\$86,212
Between \$1 million and \$5 million							
CEO/Executive Director	61	\$83,641	\$38,575	\$61,361	\$75,842	\$95,221	\$130,785
Top Finance Position	9	\$61,239			\$67,057		
Greater than \$5 million							
CEO/Executive Director	34	\$199,265	\$101,658	\$118,332	\$148,074	\$215,690	\$292,931
Top Finance Position	17	\$128,818		\$65,717	\$96,438	\$140,715	
Top Operations Position	7	\$138,215			\$119,152		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$44,226			\$50,221		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	25	\$57,039	\$25,722	\$40,000	\$53,580	\$65,306	\$84,500
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$76,178			\$62,917		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$80,308			\$81,151		
Greater than \$5 million							
CEO/Executive Director	8	\$124,394			\$131,311		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
Philanthropy, Voluntarism and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	19	\$47,457		\$34,577	\$42,923	\$52,493	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$110,477		\$83,871	\$97,051	\$126,212	
Public, Society Benefit – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	\$107,079			\$105,713		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	7	\$53,456			\$56,077		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$128,920			\$118,123		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	76	\$50,437	\$21,372	\$29,977	\$42,084	\$68,320	\$87,574
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$63,937		\$42,405	\$48,461	\$69,127	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$93,943		\$56,827	\$83,550	\$118,689	
Greater than \$5 million							
CEO/Executive Director	5	\$126,545			\$108,287		
Unknown							
\$500 thousand or less							
CEO/Executive Director	8	\$32,080			\$33,859		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	20	\$50,802	\$25,910	\$36,336	\$43,039	\$64,510	\$76,402
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$86,991			\$100,412		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$109,009		\$100,358	\$107,314	\$117,231	
<b>Alaska</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	5	\$45,113			\$43,259		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$96,921			\$102,434		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	19	\$50,218		\$32,979	\$55,000	\$61,282	
Top Administrative Position	5	\$54,663			\$59,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$68,955		\$61,725	\$70,359	\$73,631	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$116,482		\$92,581	\$122,296	\$138,666	
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	9	\$64,846			\$42,315		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alaska</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$85,247			\$72,853		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$112,559		\$83,206	\$114,377	\$140,659	
Greater than \$5 million							
CEO/Executive Director	6	\$172,905			\$150,806		
Top Finance Position	5	\$122,112			\$132,887		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$60,607		\$55,380	\$61,421	\$66,916	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$83,290		\$73,482	\$78,000	\$96,825	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$116,696		\$72,535	\$124,533	\$141,685	
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$133,947		\$102,912	\$123,280	\$159,939	
Top Finance Position	5	\$77,088			\$69,020		
Greater than \$5 million							
CEO/Executive Director	19	\$332,772		\$157,277	\$323,227	\$466,323	
Top Finance Position	16	\$223,331		\$119,756	\$191,142	\$264,128	
Top Operations Position	7	\$271,059			\$291,485		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$112,255			\$104,997		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alaska</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	21	\$51,591	\$27,739	\$43,000	\$51,600	\$61,950	\$72,500
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$71,726			\$65,992		
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$106,615	\$64,500	\$76,492	\$94,830	\$123,714	\$138,267
Top Finance Position	8	\$72,031			\$64,821		
Greater than \$5 million							
CEO/Executive Director	14	\$179,108		\$123,643	\$177,992	\$212,413	
Top Finance Position	11	\$115,875		\$67,300	\$114,235	\$136,079	
<b>Mental Health, Crisis Intervention</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$83,798			\$85,633		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$112,683		\$83,230	\$89,705	\$122,949	
Greater than \$5 million							
CEO/Executive Director	9	\$142,834			\$135,262		
Top Finance Position	8	\$107,164			\$112,827		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$91,362			\$82,460		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$55,821			\$47,125		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alaska</b>							
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$123,910			\$136,917		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	7	\$44,879			\$51,265		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$77,783			\$71,064		
<b>Arizona</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	9	\$41,132			\$39,899		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$50,673			\$52,000		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$82,874		\$71,977	\$80,000	\$105,946	
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	52	\$48,767	\$23,110	\$35,912	\$45,228	\$60,066	\$71,934
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$74,243	\$54,000	\$61,800	\$72,627	\$78,718	\$95,625
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$112,187		\$81,538	\$110,154	\$140,053	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arizona</b>							
<b>Arts, Culture and Humanities</b>							
Greater than \$5 million							
CEO/Executive Director	10	\$221,382		\$117,234	\$173,651	\$286,163	
Top Finance Position	9	\$97,199			\$86,987		
<b>Civil Rights, Social Action, Advocacy</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$105,830			\$112,937		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$109,666			\$105,298		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$56,667		\$43,968	\$54,469	\$62,678	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$87,051		\$63,295	\$69,721	\$107,750	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$134,883			\$100,829		
Greater than \$5 million							
CEO/Executive Director	7	\$212,699			\$132,783		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$56,108			\$52,395		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$119,930			\$131,849		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$52,906		\$31,639	\$52,000	\$64,825	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arizona</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$63,712			\$72,266		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$110,965		\$91,771	\$102,919	\$125,708	
Greater than \$5 million							
CEO/Executive Director	5	\$177,718			\$187,750		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	41	\$57,366	\$25,684	\$34,069	\$49,167	\$70,993	\$90,456
Top Finance Position	5	\$36,776			\$37,708		
Between \$500 thousand and \$1 million							
CEO/Executive Director	32	\$72,188	\$36,169	\$50,743	\$68,768	\$86,360	\$106,560
Between \$1 million and \$5 million							
CEO/Executive Director	111	\$101,586	\$51,678	\$67,104	\$86,171	\$123,666	\$177,692
Top Administrative Position	6	\$100,595			\$85,615		
Top Finance Position	13	\$95,896		\$60,903	\$79,623	\$134,278	
Top Operations Position	9	\$128,481			\$127,164		
Greater than \$5 million							
CEO/Executive Director	47	\$162,599	\$86,222	\$102,431	\$126,081	\$174,234	\$252,213
Top Administrative Position	14	\$115,325		\$85,913	\$103,162	\$147,268	
Top Finance Position	22	\$116,285	\$61,905	\$86,837	\$95,681	\$132,988	\$190,195
Top Operations Position	5	\$112,552			\$121,643		
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$84,275			\$80,375		



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arizona</b>							
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$50,257		\$36,453	\$48,154	\$65,130	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$71,286			\$68,984		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$114,327			\$89,142		
Greater than \$5 million							
CEO/Executive Director	5	\$216,276			\$149,754		
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$40,329			\$37,675		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$66,867			\$54,000		
Greater than \$5 million							
CEO/Executive Director	5	\$141,757			\$112,970		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	21	\$51,495	\$26,872	\$33,200	\$44,430	\$67,950	\$77,932
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$84,836		\$58,129	\$73,367	\$90,759	
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$152,159	\$67,470	\$76,588	\$106,921	\$227,048	\$293,954
Top Finance Position	5	\$93,988			\$95,153		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arizona</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	47	\$584,867	\$144,712	\$224,095	\$253,726	\$462,805	\$954,197
Top Finance Position	37	\$250,406	\$79,838	\$111,756	\$170,327	\$285,242	\$509,096
Top Human Resources Position	9	\$304,890			\$348,578		
Top Legal Position	7	\$596,566			\$337,937		
Top Operations Position	17	\$280,692		\$134,896	\$183,519	\$240,139	
Top Technology Position	5	\$411,651			\$209,491		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$59,350		\$45,038	\$56,419	\$65,334	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$77,388			\$78,120		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$97,667		\$68,939	\$89,295	\$110,569	
Greater than \$5 million							
CEO/Executive Director	7	\$170,299			\$142,141		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	64	\$49,129	\$22,402	\$33,125	\$47,402	\$62,047	\$78,081
Between \$500 thousand and \$1 million							
CEO/Executive Director	39	\$73,499	\$44,000	\$49,518	\$67,874	\$85,669	\$113,040
Top Finance Position	5	\$64,118			\$60,000		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arizona</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	74	\$99,718	\$53,094	\$76,916	\$96,832	\$119,235	\$139,753
Top Finance Position	8	\$81,734			\$78,200		
Top Operations Position	6	\$93,510			\$66,586		
Greater than \$5 million							
CEO/Executive Director	64	\$182,885	\$88,378	\$114,180	\$172,253	\$233,200	\$286,213
Top Administrative Position	5	\$140,043			\$141,984		
Top Development Position	5	\$135,113			\$133,965		
Top Finance Position	34	\$124,671	\$75,830	\$83,515	\$114,508	\$145,978	\$212,316
Top Human Resources Position	8	\$134,862			\$136,103		
Top Operations Position	15	\$154,376		\$106,430	\$118,452	\$180,646	
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$36,877		\$29,340	\$30,705	\$40,194	
<b>Medical Research</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$124,599			\$86,648		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$126,699			\$121,118		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$56,558			\$60,184		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$97,508			\$76,555		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arizona</b>							
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$120,152		\$62,770	\$125,759	\$150,000	
Greater than \$5 million							
CEO/Executive Director	25	\$225,508	\$117,410	\$169,054	\$227,392	\$269,369	\$350,876
Top Finance Position	15	\$146,045		\$111,338	\$138,424	\$179,809	
Top Operations Position	9	\$131,223			\$142,452		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$57,981			\$48,361		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$75,498			\$77,545		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$199,980			\$218,440		
Greater than \$5 million							
CEO/Executive Director	8	\$300,951			\$252,889		
Top Finance Position	7	\$152,491			\$147,758		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$60,589			\$58,473		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$84,872			\$75,406		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$48,561		\$30,019	\$38,000	\$49,235	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arizona</b>							
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$62,861		\$42,500	\$68,217	\$80,380	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$89,013		\$68,330	\$91,750	\$101,916	
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	68	\$47,351	\$23,093	\$30,265	\$40,819	\$58,289	\$76,701
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$79,089	\$47,934	\$60,008	\$77,500	\$95,068	\$107,267
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$125,049		\$49,861	\$91,391	\$182,856	
Greater than \$5 million							
CEO/Executive Director	5	\$236,686			\$217,097		
<b>Unknown</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$46,623			\$47,917		
Greater than \$5 million							
CEO/Executive Director	6	\$280,890			\$236,744		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	22	\$57,745	\$33,675	\$42,306	\$50,975	\$68,467	\$81,690
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$68,434			\$75,289		
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$98,767		\$81,000	\$98,600	\$104,266	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arizona</b>							
<b>Youth Development</b>							
Greater than \$5 million							
CEO/Executive Director	5	\$202,822			\$211,551		
Top Finance Position	5	\$131,244			\$121,553		
<b>Arkansas</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$49,852		\$30,962	\$46,500	\$58,928	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$97,946			\$98,845		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$62,552		\$41,279	\$55,440	\$69,710	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$109,949		\$87,276	\$95,566	\$132,717	
Greater than \$5 million							
CEO/Executive Director	7	\$97,557			\$97,215		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$43,023			\$38,229		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$47,243		\$31,939	\$42,900	\$54,997	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$62,329			\$46,429		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arkansas</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$121,138	\$50,083	\$61,175	\$77,109	\$130,411	\$240,941
Greater than \$5 million							
CEO/Executive Director	24	\$188,891	\$89,680	\$130,205	\$183,581	\$241,350	\$313,063
Top Finance Position	15	\$125,964		\$82,169	\$131,372	\$156,133	
<b>Food, Agriculture and Nutrition</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$54,783			\$53,000		
Greater than \$5 million							
CEO/Executive Director	5	\$206,400			\$138,978		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
Top Administrative Position	5	\$90,533			\$82,053		
Greater than \$5 million							
CEO/Executive Director	42	\$287,757	\$108,144	\$156,275	\$201,398	\$305,111	\$529,041
Top Administrative Position	10	\$218,053		\$122,242	\$195,291	\$260,782	
Top Finance Position	30	\$199,209	\$77,632	\$96,385	\$134,631	\$210,810	\$331,481
Top Operations Position	13	\$224,141		\$117,238	\$163,894	\$238,282	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$48,693			\$39,592		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	38	\$49,511	\$26,172	\$33,753	\$45,500	\$63,658	\$72,315

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arkansas</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$58,075		\$47,805	\$58,560	\$68,956	
Between \$1 million and \$5 million							
CEO/Executive Director	30	\$85,959	\$58,372	\$72,243	\$82,522	\$97,053	\$133,421
Top Finance Position	11	\$73,848		\$42,288	\$50,890	\$101,284	
Greater than \$5 million							
CEO/Executive Director	31	\$133,708	\$70,685	\$89,711	\$132,028	\$155,490	\$211,308
Top Finance Position	12	\$106,421		\$74,301	\$92,556	\$136,091	
Top Operations Position	5	\$131,746			\$115,346		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$52,408			\$54,554		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$46,177			\$55,606		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$120,615			\$124,346		
Greater than \$5 million							
CEO/Executive Director	12	\$183,844		\$155,280	\$163,568	\$187,783	
Top Finance Position	6	\$100,443			\$106,917		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$49,239			\$40,599		



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arkansas</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	32	\$44,103	\$17,940	\$21,169	\$42,001	\$61,052	\$75,187
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$94,164		\$71,310	\$90,354	\$112,308	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$83,296		\$46,951	\$75,547	\$102,073	
Unknown							
\$500 thousand or less							
CEO/Executive Director	6	\$44,805			\$48,668		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	12	\$45,843		\$34,875	\$47,002	\$56,626	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$124,963			\$122,405		
<b>California</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	55	\$48,844	\$21,880	\$29,496	\$44,084	\$56,669	\$86,317
Top Finance Position	5	\$33,069			\$20,040		
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	\$67,715	\$30,010	\$48,438	\$70,000	\$84,510	\$100,887
Between \$1 million and \$5 million							
CEO/Executive Director	65	\$99,714	\$54,823	\$66,511	\$92,623	\$127,656	\$150,925
Top Finance Position	8	\$80,102			\$90,599		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Animal-Related</b>							
Greater than \$5 million							
CEO/Executive Director	29	\$276,440	\$112,904	\$180,314	\$235,391	\$302,858	\$395,988
Top Development Position	14	\$169,683		\$122,040	\$143,241	\$164,070	
Top Finance Position	23	\$165,314	\$90,809	\$122,787	\$152,046	\$166,823	\$211,897
Top Operations Position	9	\$240,791			\$158,891		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	374	\$51,053	\$22,867	\$32,194	\$47,910	\$65,662	\$84,000
Top Administrative Position	12	\$39,002		\$24,950	\$40,421	\$50,715	
Top Finance Position	25	\$41,806	\$19,753	\$25,405	\$38,000	\$46,661	\$70,600
Top Operations Position	5	\$29,844			\$30,000		
Top Program Position	5	\$36,000			\$36,667		
Between \$500 thousand and \$1 million							
CEO/Executive Director	200	\$77,326	\$39,801	\$59,076	\$74,188	\$95,351	\$113,324
Top Administrative Position	5	\$58,228			\$45,575		
Top Finance Position	12	\$66,686		\$40,477	\$57,725	\$74,859	
Top Operations Position	8	\$63,916			\$57,382		
Between \$1 million and \$5 million							
CEO/Executive Director	261	\$123,855	\$68,448	\$87,972	\$118,374	\$154,340	\$192,837
Top Administrative Position	13	\$103,451		\$76,879	\$86,180	\$117,013	
Top Development Position	7	\$125,660			\$122,962		
Top Finance Position	36	\$96,710	\$63,124	\$66,976	\$92,511	\$125,140	\$137,265
Top Operations Position	11	\$97,738		\$71,646	\$101,000	\$123,015	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Arts, Culture and Humanities</b>							
Greater than \$5 million							
CEO/Executive Director	100	\$306,738	\$139,270	\$188,637	\$263,130	\$370,758	\$513,981
Top Administrative Position	14	\$183,681		\$128,595	\$156,271	\$233,380	
Top Development Position	47	\$184,394	\$117,711	\$135,903	\$170,050	\$222,038	\$257,233
Top Education Position	9	\$156,130			\$156,926		
Top Finance Position	67	\$170,489	\$97,601	\$129,209	\$154,464	\$199,019	\$272,831
Top Human Resources Position	6	\$165,427			\$166,567		
Top Marketing Position	17	\$195,304		\$141,870	\$175,868	\$230,140	
Top Operations Position	40	\$198,224	\$113,954	\$132,757	\$182,068	\$229,623	\$274,130
Top PR/Communications Position	8	\$189,343			\$170,306		
Top Program Position	6	\$153,406			\$119,305		
Top Technology Position	10	\$144,836		\$118,821	\$143,480	\$163,873	
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	48	\$54,731	\$26,148	\$39,225	\$55,427	\$67,571	\$82,348
Between \$500 thousand and \$1 million							
CEO/Executive Director	41	\$84,339	\$54,458	\$65,000	\$80,684	\$99,860	\$125,000
Between \$1 million and \$5 million							
CEO/Executive Director	74	\$127,794	\$69,829	\$88,346	\$113,000	\$161,276	\$198,469
Top Development Position	5	\$118,759			\$105,902		
Top Finance Position	10	\$112,221		\$82,050	\$113,614	\$128,806	
Top Legal Position	6	\$146,642			\$143,903		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Civil Rights, Social Action, Advocacy</b>							
Greater than \$5 million							
CEO/Executive Director	22	\$224,027	\$161,553	\$187,394	\$210,449	\$227,065	\$323,913
Top Finance Position	14	\$152,524		\$115,495	\$157,287	\$175,060	
Top Legal Position	13	\$173,371		\$158,047	\$175,911	\$189,674	
Top Operations Position	9	\$174,450			\$178,731		
Top Program Position	5	\$175,806			\$179,388		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	100	\$66,223	\$27,342	\$42,233	\$56,420	\$78,893	\$108,333
Top Finance Position	6	\$35,159			\$29,640		
Between \$500 thousand and \$1 million							
CEO/Executive Director	66	\$96,834	\$54,512	\$72,288	\$91,130	\$125,278	\$144,796
Top Finance Position	6	\$43,634			\$41,717		
Between \$1 million and \$5 million							
CEO/Executive Director	97	\$146,723	\$77,551	\$97,932	\$130,000	\$173,234	\$234,732
Top Administrative Position	5	\$112,763			\$116,904		
Top Finance Position	20	\$107,694	\$78,010	\$86,896	\$101,345	\$130,863	\$160,792
Top Operations Position	9	\$119,265			\$133,050		
Top Program Position	5	\$100,525			\$100,803		
Greater than \$5 million							
CEO/Executive Director	36	\$268,856	\$134,324	\$165,184	\$236,646	\$327,634	\$488,179
Top Development Position	5	\$199,380			\$220,702		
Top Finance Position	20	\$167,381	\$82,844	\$118,476	\$160,547	\$216,269	\$265,429
Top Operations Position	14	\$206,150		\$172,071	\$187,975	\$267,390	
Top Program Position	10	\$140,673		\$128,003	\$151,715	\$169,065	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	53	\$60,328	\$27,488	\$41,850	\$55,000	\$79,750	\$101,234
Between \$500 thousand and \$1 million							
CEO/Executive Director	40	\$83,121	\$47,950	\$60,000	\$81,818	\$98,193	\$130,732
Between \$1 million and \$5 million							
CEO/Executive Director	62	\$126,204	\$80,684	\$90,000	\$111,719	\$157,705	\$198,116
Top Finance Position	7	\$103,325			\$100,683		
Top Legal Position	11	\$133,864		\$120,654	\$133,962	\$155,390	
Greater than \$5 million							
CEO/Executive Director	16	\$194,825		\$175,095	\$200,591	\$215,079	
Top Development Position	5	\$132,219			\$130,735		
Top Finance Position	9	\$126,338			\$126,270		
Top Legal Position	10	\$176,856		\$149,673	\$165,608	\$186,944	
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	76	\$60,191	\$26,875	\$39,839	\$59,792	\$74,994	\$93,500
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	\$93,998	\$48,000	\$57,429	\$89,382	\$107,461	\$147,800
Between \$1 million and \$5 million							
CEO/Executive Director	58	\$143,514	\$70,293	\$99,507	\$132,166	\$167,919	\$227,097
Top Development Position	7	\$107,629			\$107,925		
Top Finance Position	5	\$109,247			\$88,120		
Top Operations Position	5	\$137,279			\$117,615		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
Greater than \$5 million							
CEO/Executive Director	24	\$320,513	\$135,269	\$183,305	\$213,973	\$387,097	\$548,417
Top Development Position	5	\$175,913			\$151,109		
Top Finance Position	15	\$170,479		\$118,386	\$160,978	\$203,011	
Top Operations Position	5	\$144,194			\$133,224		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	282	\$55,153	\$23,925	\$33,076	\$49,523	\$69,649	\$94,046
Top Administrative Position	8	\$41,506			\$41,167		
Top Finance Position	24	\$50,883	\$18,870	\$24,917	\$38,000	\$54,535	\$100,617
Between \$500 thousand and \$1 million							
CEO/Executive Director	161	\$82,129	\$37,500	\$52,466	\$80,000	\$109,147	\$127,849
Top Finance Position	15	\$46,517		\$26,077	\$39,100	\$65,315	
Between \$1 million and \$5 million							
CEO/Executive Director	569	\$127,760	\$66,507	\$90,000	\$116,464	\$153,407	\$197,913
Top Administrative Position	31	\$106,251	\$50,125	\$80,548	\$110,749	\$127,512	\$145,647
Top Business Position	27	\$83,274	\$49,370	\$57,354	\$78,300	\$111,247	\$127,396
Top Development Position	9	\$121,588			\$130,276		
Top Education Position	17	\$132,986		\$107,316	\$129,629	\$148,239	
Top Finance Position	80	\$93,944	\$46,812	\$64,528	\$88,172	\$119,717	\$148,619
Top Operations Position	29	\$102,798	\$64,248	\$83,160	\$101,667	\$121,167	\$142,178
Top Program Position	14	\$110,556		\$98,632	\$114,638	\$122,719	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	567	\$268,809	\$110,052	\$143,359	\$212,342	\$334,623	\$465,580
Top Administrative Position	64	\$188,427	\$105,013	\$119,989	\$160,501	\$240,607	\$304,819
Top Business Position	48	\$176,585	\$91,988	\$120,241	\$138,060	\$174,535	\$259,528
Top Development Position	104	\$192,557	\$131,347	\$140,487	\$166,198	\$206,275	\$264,155
Top Education Position	48	\$176,558	\$109,944	\$125,177	\$157,418	\$211,810	\$275,332
Top Facilities Position	14	\$188,962		\$151,930	\$190,202	\$209,330	
Top Finance Position	285	\$176,537	\$87,550	\$117,650	\$170,431	\$220,801	\$271,801
Top Human Resources Position	22	\$167,253	\$111,563	\$124,369	\$150,467	\$187,961	\$236,435
Top Legal Position	16	\$285,772		\$170,138	\$230,310	\$291,409	
Top Marketing Position	8	\$166,541			\$154,002		
Top Operations Position	95	\$182,464	\$96,583	\$124,804	\$169,366	\$215,444	\$263,915
Top PR/Communications Position	12	\$165,950		\$137,945	\$170,547	\$193,955	
Top Program Position	22	\$170,012	\$126,402	\$131,152	\$149,953	\$194,029	\$242,840
Top Technology Position	41	\$181,202	\$122,659	\$142,666	\$160,321	\$203,405	\$268,958
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	20	\$46,494	\$16,533	\$26,248	\$48,507	\$59,478	\$68,070
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$114,049	\$59,502	\$76,989	\$97,955	\$128,364	\$179,183
Between \$1 million and \$5 million							
CEO/Executive Director	50	\$121,003	\$72,153	\$93,759	\$114,855	\$130,994	\$173,908
Top Education Position	9	\$195,598			\$182,242		
Top Finance Position	14	\$85,216		\$74,903	\$82,660	\$105,618	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Employment, Job-Related</b>							
Greater than \$5 million							
CEO/Executive Director	40	\$214,462	\$97,997	\$134,880	\$175,913	\$268,048	\$332,168
Top Finance Position	25	\$138,454	\$79,975	\$99,373	\$140,952	\$170,454	\$197,899
Top Human Resources Position	8	\$142,292			\$133,450		
Top Operations Position	12	\$186,708		\$120,224	\$158,044	\$241,101	
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	130	\$56,908	\$24,950	\$32,869	\$51,971	\$74,547	\$95,303
Top Finance Position	7	\$32,063			\$28,680		
Between \$500 thousand and \$1 million							
CEO/Executive Director	68	\$88,496	\$61,524	\$68,684	\$83,484	\$106,726	\$125,150
Between \$1 million and \$5 million							
CEO/Executive Director	139	\$131,154	\$70,839	\$100,731	\$124,579	\$156,448	\$190,152
Top Finance Position	25	\$94,802	\$44,342	\$67,905	\$103,719	\$122,976	\$130,651
Top Operations Position	12	\$97,722		\$60,172	\$97,173	\$136,572	
Greater than \$5 million							
CEO/Executive Director	42	\$247,286	\$137,389	\$161,178	\$203,124	\$301,778	\$431,876
Top Administrative Position	5	\$146,203			\$139,023		
Top Development Position	11	\$165,289		\$137,405	\$158,826	\$178,947	
Top Finance Position	25	\$157,865	\$96,828	\$125,996	\$141,252	\$187,220	\$232,938
Top Legal Position	6	\$191,028			\$201,477		
Top Operations Position	8	\$155,058			\$141,184		
Top Program Position	9	\$173,304			\$124,331		



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	25	\$58,912	\$22,058	\$34,775	\$47,985	\$71,750	\$123,064
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	\$73,859	\$46,156	\$55,858	\$71,787	\$84,951	\$104,884
Between \$1 million and \$5 million							
CEO/Executive Director	41	\$98,386	\$55,000	\$67,106	\$89,307	\$118,079	\$136,127
Top Finance Position	6	\$67,310			\$77,140		
Greater than \$5 million							
CEO/Executive Director	27	\$163,611	\$88,260	\$117,339	\$158,951	\$204,905	\$246,528
Top Development Position	5	\$141,355			\$159,538		
Top Finance Position	15	\$125,856		\$100,167	\$104,889	\$143,439	
Top Operations Position	8	\$144,582			\$129,807		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	113	\$58,676	\$28,400	\$37,786	\$55,447	\$74,521	\$97,673
Top Finance Position	6	\$47,128			\$39,791		
Between \$500 thousand and \$1 million							
CEO/Executive Director	73	\$92,198	\$44,906	\$65,500	\$84,992	\$109,260	\$129,781
Between \$1 million and \$5 million							
CEO/Executive Director	166	\$144,086	\$73,326	\$89,600	\$129,518	\$170,575	\$244,480
Top Administrative Position	7	\$97,125			\$109,200		
Top Development Position	6	\$135,388			\$129,630		
Top Finance Position	27	\$105,688	\$57,546	\$74,689	\$108,347	\$132,910	\$161,911
Top Operations Position	15	\$102,618		\$74,487	\$92,220	\$124,792	
Top Program Position	7	\$89,795			\$100,127		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	257	\$516,568	\$134,238	\$181,282	\$267,335	\$447,339	\$1,080,158
Top Administrative Position	24	\$264,475	\$110,511	\$139,080	\$177,498	\$200,354	\$461,842
Top Business Position	11	\$400,828		\$176,800	\$295,409	\$566,735	
Top Development Position	25	\$218,362	\$119,694	\$168,133	\$209,663	\$283,928	\$316,529
Top Facilities Position	5	\$422,889			\$418,900		
Top Finance Position	201	\$299,878	\$103,690	\$142,163	\$197,387	\$320,891	\$605,976
Top Human Resources Position	58	\$321,868	\$121,085	\$148,474	\$248,348	\$397,199	\$531,692
Top Legal Position	11	\$822,375		\$565,183	\$641,812	\$926,574	
Top Marketing Position	11	\$227,546		\$129,205	\$184,655	\$295,756	
Top Operations Position	118	\$320,693	\$119,566	\$151,703	\$218,960	\$374,540	\$611,666
Top PR/Communications Position	6	\$255,418			\$208,272		
Top Program Position	5	\$151,289			\$165,263		
Top Technology Position	37	\$304,164	\$123,255	\$174,785	\$233,380	\$329,371	\$568,445
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	72	\$70,634	\$25,274	\$39,639	\$70,636	\$84,177	\$116,274
Between \$500 thousand and \$1 million							
CEO/Executive Director	50	\$79,628	\$29,888	\$55,031	\$75,276	\$90,308	\$130,679
Between \$1 million and \$5 million							
CEO/Executive Director	141	\$132,724	\$57,860	\$87,692	\$113,490	\$163,625	\$215,571
Top Administrative Position	7	\$95,065			\$91,095		
Top Finance Position	31	\$116,556	\$67,041	\$86,360	\$118,800	\$142,945	\$169,428
Top Operations Position	13	\$137,798		\$89,445	\$124,102	\$148,330	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Housing, Shelter</b>							
Greater than \$5 million							
CEO/Executive Director	95	\$236,327	\$110,726	\$148,485	\$188,464	\$248,015	\$379,784
Top Development Position	9	\$226,191			\$156,266		
Top Facilities Position	5	\$133,565			\$142,669		
Top Finance Position	56	\$183,177	\$96,025	\$118,630	\$141,035	\$188,185	\$339,686
Top Human Resources Position	12	\$187,505		\$144,276	\$156,117	\$198,352	
Top Legal Position	5	\$241,819			\$198,670		
Top Operations Position	18	\$173,844		\$128,851	\$171,804	\$204,681	
Top Program Position	8	\$122,406			\$119,129		
Top Technology Position	6	\$211,951			\$149,180		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	391	\$53,754	\$24,000	\$33,889	\$50,000	\$66,206	\$89,278
Top Administrative Position	12	\$44,887		\$29,962	\$42,095	\$55,807	
Top Finance Position	17	\$43,834		\$18,117	\$35,767	\$57,867	
Top Operations Position	5	\$45,131			\$45,333		
Top Program Position	16	\$46,638		\$32,052	\$44,269	\$54,606	
Between \$500 thousand and \$1 million							
CEO/Executive Director	259	\$77,870	\$38,038	\$54,571	\$73,200	\$96,179	\$117,640
Top Administrative Position	7	\$65,094			\$60,882		
Top Finance Position	24	\$49,155	\$30,967	\$36,824	\$49,855	\$58,283	\$70,140
Top Program Position	5	\$71,430			\$61,360		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	560	\$114,513	\$64,841	\$84,150	\$106,497	\$136,531	\$172,250
Top Administrative Position	16	\$101,650		\$76,327	\$105,916	\$126,778	
Top Development Position	7	\$106,971			\$113,986		
Top Finance Position	110	\$83,081	\$46,184	\$58,372	\$75,687	\$99,566	\$123,268
Top Operations Position	32	\$94,191	\$35,022	\$59,420	\$101,696	\$122,163	\$143,206
Top Program Position	13	\$89,400		\$79,698	\$95,089	\$108,800	
Greater than \$5 million							
CEO/Executive Director	429	\$202,244	\$104,305	\$135,000	\$179,315	\$242,399	\$328,693
Top Administrative Position	33	\$142,800	\$94,118	\$115,828	\$136,324	\$163,093	\$186,724
Top Business Position	11	\$141,797		\$109,483	\$145,765	\$159,456	
Top Development Position	54	\$146,289	\$102,822	\$113,950	\$132,107	\$161,798	\$198,337
Top Facilities Position	11	\$125,275		\$117,695	\$132,555	\$149,216	
Top Finance Position	260	\$137,844	\$75,326	\$103,298	\$133,582	\$166,727	\$203,189
Top Human Resources Position	55	\$141,970	\$83,414	\$113,569	\$132,399	\$164,135	\$198,339
Top Marketing Position	21	\$132,610	\$113,635	\$115,638	\$126,775	\$145,630	\$162,593
Top Operations Position	110	\$165,040	\$105,119	\$117,397	\$151,831	\$199,882	\$260,315
Top PR/Communications Position	8	\$129,926			\$128,634		
Top Program Position	55	\$130,734	\$89,457	\$105,036	\$126,036	\$152,697	\$178,051
Top Technology Position	30	\$147,624	\$112,754	\$120,504	\$139,877	\$161,587	\$194,101
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	64	\$52,224	\$23,277	\$30,000	\$48,354	\$73,000	\$87,825
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	\$96,399	\$41,729	\$60,595	\$97,241	\$109,180	\$165,470

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>International, Foreign Affairs and National Security</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	47	\$137,184	\$58,545	\$70,059	\$100,000	\$153,913	\$284,495
Top Finance Position	8	\$94,870			\$97,663		
Top Operations Position	7	\$120,798			\$111,544		
Greater than \$5 million							
CEO/Executive Director	24	\$267,484	\$116,977	\$165,115	\$252,073	\$312,817	\$486,366
Top Development Position	5	\$190,148			\$162,242		
Top Finance Position	14	\$187,885		\$130,156	\$193,127	\$251,253	
Top Operations Position	9	\$214,554			\$194,452		
Top Program Position	9	\$179,089			\$166,453		
<b>Medical Research</b>							
\$500 thousand or less							
CEO/Executive Director	20	\$54,574	\$24,640	\$29,475	\$47,976	\$65,651	\$104,850
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$150,528			\$99,077		
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$178,228	\$102,893	\$153,903	\$173,772	\$214,878	\$231,439
Greater than \$5 million							
CEO/Executive Director	12	\$622,966		\$284,062	\$450,526	\$532,820	
Top Finance Position	12	\$263,307		\$189,346	\$262,212	\$315,526	
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	106	\$55,001	\$24,000	\$33,119	\$47,180	\$69,842	\$86,499
Top Finance Position	8	\$39,177			\$35,019		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Mental Health, Crisis Intervention</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	62	\$84,368	\$52,039	\$62,355	\$81,854	\$104,062	\$124,138
Between \$1 million and \$5 million							
CEO/Executive Director	139	\$119,635	\$68,800	\$89,600	\$110,839	\$137,759	\$179,382
Top Finance Position	31	\$86,047	\$44,950	\$60,834	\$84,653	\$98,213	\$109,167
Top Operations Position	5	\$86,613			\$70,923		
Top Program Position	9	\$74,211			\$68,568		
Greater than \$5 million							
CEO/Executive Director	94	\$223,567	\$121,166	\$158,243	\$185,106	\$246,814	\$288,196
Top Administrative Position	8	\$129,314			\$129,508		
Top Finance Position	63	\$143,734	\$74,846	\$107,183	\$139,863	\$166,029	\$209,402
Top Human Resources Position	15	\$119,442		\$109,673	\$116,471	\$131,529	
Top Operations Position	26	\$140,771	\$69,179	\$111,267	\$138,116	\$160,815	\$198,883
Top Program Position	20	\$144,644	\$109,029	\$119,936	\$140,213	\$153,520	\$201,472
Top Technology Position	7	\$147,060			\$127,242		
<b>Mutual/Membership Benefit Organizations, Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$222,935			\$209,743		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	58	\$71,274	\$22,727	\$44,250	\$61,785	\$88,378	\$129,670
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	\$88,577	\$39,463	\$53,733	\$79,038	\$108,434	\$160,512

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	84	\$147,472	\$84,927	\$103,406	\$138,538	\$173,492	\$223,953
Top Finance Position	11	\$97,568		\$80,554	\$92,697	\$97,980	
Top Operations Position	8	\$129,392			\$130,778		
Greater than \$5 million							
CEO/Executive Director	55	\$271,345	\$106,371	\$155,446	\$217,013	\$362,363	\$535,947
Top Administrative Position	5	\$175,244			\$182,748		
Top Development Position	7	\$205,964			\$182,063		
Top Finance Position	29	\$180,738	\$100,485	\$120,000	\$146,232	\$219,364	\$342,729
Top Operations Position	17	\$203,905		\$131,851	\$148,558	\$295,085	
Top Program Position	7	\$177,997			\$149,622		
<b>Public Safety, Disaster Preparedness and Relief</b>							
\$500 thousand or less							
CEO/Executive Director	20	\$57,930	\$19,903	\$36,344	\$55,505	\$64,977	\$95,477
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$122,548			\$123,600		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$158,071		\$101,231	\$167,641	\$189,711	
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	56	\$61,394	\$25,563	\$36,519	\$49,414	\$79,914	\$114,793
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$99,136	\$46,750	\$70,450	\$92,844	\$108,361	\$160,718

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Public, Society Benefit – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	59	\$159,095	\$74,028	\$91,138	\$135,000	\$166,115	\$230,170
Top Finance Position	9	\$131,917			\$134,505		
Top Operations Position	7	\$118,704			\$115,027		
Greater than \$5 million							
CEO/Executive Director	31	\$396,769	\$140,548	\$173,124	\$258,489	\$441,333	\$517,378
Top Finance Position	16	\$242,708		\$112,712	\$174,865	\$326,043	
Top Human Resources Position	5	\$244,170			\$201,174		
Top Operations Position	11	\$237,256		\$140,449	\$179,535	\$208,793	
Top Technology Position	6	\$298,297			\$256,620		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	108	\$52,647	\$23,245	\$32,000	\$46,558	\$65,339	\$86,500
Top Finance Position	7	\$46,214			\$44,100		
Between \$500 thousand and \$1 million							
CEO/Executive Director	60	\$88,422	\$40,131	\$57,928	\$81,573	\$112,934	\$137,573
Top Finance Position	7	\$35,620			\$29,775		
Between \$1 million and \$5 million							
CEO/Executive Director	55	\$140,747	\$63,107	\$95,628	\$133,127	\$154,558	\$222,521
Top Finance Position	9	\$64,640			\$42,000		
Greater than \$5 million							
CEO/Executive Director	20	\$449,170	\$138,026	\$180,765	\$242,066	\$315,329	\$455,740
Top Finance Position	16	\$190,149		\$116,759	\$166,300	\$216,967	
Top Operations Position	6	\$246,604			\$193,134		



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	355	\$50,941	\$20,182	\$25,785	\$41,580	\$65,875	\$91,140
Top Administrative Position	9	\$34,702			\$33,654		
Top Finance Position	23	\$41,073	\$19,600	\$22,513	\$39,000	\$54,946	\$66,963
Top Operations Position	6	\$48,198			\$42,177		
Between \$500 thousand and \$1 million							
CEO/Executive Director	65	\$71,984	\$24,551	\$36,744	\$60,960	\$88,500	\$123,768
Top Finance Position	10	\$43,359		\$24,844	\$28,010	\$69,923	
Between \$1 million and \$5 million							
CEO/Executive Director	88	\$118,105	\$47,765	\$63,880	\$95,549	\$146,194	\$196,639
Top Finance Position	29	\$86,265	\$41,938	\$53,547	\$87,451	\$105,000	\$139,620
Top Operations Position	8	\$127,929			\$117,112		
Greater than \$5 million							
CEO/Executive Director	22	\$229,898	\$107,484	\$134,402	\$175,055	\$233,310	\$257,460
Top Finance Position	16	\$181,664		\$112,594	\$164,932	\$195,614	
<b>Science and Technology Research Institutes, Services</b>							
\$500 thousand or less							
CEO/Executive Director	20	\$86,592	\$24,275	\$59,327	\$72,561	\$108,223	\$136,425
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$119,760		\$88,212	\$106,817	\$132,383	
Between \$1 million and \$5 million							
CEO/Executive Director	30	\$177,224	\$74,312	\$110,701	\$169,678	\$215,341	\$309,616
Top Finance Position	9	\$117,020			\$106,371		
Top Operations Position	5	\$129,261			\$127,925		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
Science and Technology Research Institutes, Services							
Greater than \$5 million							
CEO/Executive Director	18	\$431,626		\$192,513	\$320,205	\$446,155	
Top Finance Position	11	\$195,386		\$132,281	\$174,756	\$247,401	
Top Operations Position	8	\$317,400			\$330,734		
Top Program Position	5	\$328,240			\$343,433		
Top Technology Position	5	\$208,853			\$203,492		
Social Science Research Institutes, Services							
\$500 thousand or less							
CEO/Executive Director	12	\$50,876		\$23,009	\$39,250	\$68,075	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$79,496			\$52,614		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$143,729		\$117,748	\$149,168	\$158,942	
Greater than \$5 million							
CEO/Executive Director	5	\$179,161			\$159,766		
Unknown							
\$500 thousand or less							
CEO/Executive Director	79	\$52,979	\$23,538	\$33,285	\$45,536	\$68,024	\$88,672
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	\$96,577	\$59,875	\$65,519	\$85,576	\$105,007	\$155,337
Between \$1 million and \$5 million							
CEO/Executive Director	33	\$146,275	\$68,947	\$94,851	\$121,200	\$152,400	\$250,384
Top Administrative Position	6	\$84,289			\$81,377		
Top Finance Position	9	\$72,866			\$78,033		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Unknown</b>							
Greater than \$5 million							
CEO/Executive Director	19	\$227,836		\$142,062	\$170,800	\$275,189	
Top Finance Position	11	\$173,632		\$100,127	\$119,773	\$263,576	
Top Operations Position	5	\$275,138			\$209,040		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	133	\$57,229	\$23,639	\$40,065	\$57,187	\$75,000	\$86,726
Top Finance Position	13	\$36,402		\$22,000	\$38,061	\$43,125	
Top Program Position	7	\$49,540			\$37,619		
Between \$500 thousand and \$1 million							
CEO/Executive Director	106	\$88,531	\$48,278	\$70,514	\$84,916	\$106,079	\$132,202
Top Finance Position	8	\$57,938			\$64,206		
Between \$1 million and \$5 million							
CEO/Executive Director	179	\$120,736	\$69,710	\$87,891	\$114,500	\$145,115	\$180,722
Top Development Position	6	\$108,495			\$114,064		
Top Finance Position	23	\$77,995	\$46,587	\$52,922	\$82,832	\$94,167	\$116,104
Top Operations Position	13	\$92,193		\$75,425	\$85,219	\$115,000	
Greater than \$5 million							
CEO/Executive Director	56	\$207,656	\$102,635	\$141,025	\$195,393	\$239,285	\$311,078
Top Development Position	7	\$141,723			\$125,987		
Top Finance Position	21	\$139,162	\$91,963	\$102,696	\$125,528	\$160,150	\$180,407
Top Operations Position	11	\$153,657		\$101,957	\$122,380	\$189,736	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$41,903		\$30,625	\$40,500	\$50,400	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$56,481		\$42,643	\$54,785	\$67,716	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$92,008		\$71,458	\$89,287	\$110,875	
Greater than \$5 million							
CEO/Executive Director	9	\$219,190			\$210,291		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	97	\$49,894	\$25,908	\$35,000	\$46,000	\$62,925	\$80,107
Between \$500 thousand and \$1 million							
CEO/Executive Director	39	\$75,076	\$38,865	\$49,995	\$65,521	\$88,265	\$124,550
Between \$1 million and \$5 million							
CEO/Executive Director	53	\$112,750	\$59,358	\$70,496	\$102,389	\$137,540	\$193,722
Top Finance Position	5	\$78,806			\$82,991		
Greater than \$5 million							
CEO/Executive Director	13	\$303,823		\$168,258	\$222,306	\$405,435	
Top Development Position	6	\$182,644			\$171,816		
Top Finance Position	7	\$130,940			\$107,701		
Top Marketing Position	5	\$164,995			\$171,030		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$59,592		\$51,200	\$61,187	\$72,067	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
<b>Civil Rights, Social Action, Advocacy</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$71,145			\$74,583		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$112,809		\$74,409	\$106,134	\$127,768	
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	36	\$60,689	\$26,830	\$46,099	\$59,235	\$77,505	\$91,940
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$134,508		\$81,151	\$109,953	\$149,023	
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$112,842	\$79,637	\$86,950	\$103,094	\$125,470	\$155,198
Greater than \$5 million							
CEO/Executive Director	5	\$155,360			\$170,508		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	22	\$66,887	\$37,713	\$48,825	\$64,912	\$79,803	\$103,758
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$85,586			\$73,404		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$139,989			\$118,287		
Greater than \$5 million							
CEO/Executive Director	5	\$176,766			\$167,488		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	23	\$60,031	\$23,333	\$39,582	\$62,203	\$77,636	\$89,568

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$86,929			\$95,462		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$101,598		\$70,693	\$86,532	\$113,018	
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	99	\$59,849	\$27,950	\$41,090	\$53,333	\$75,655	\$95,568
Top Administrative Position	5	\$43,927			\$51,904		
Between \$500 thousand and \$1 million							
CEO/Executive Director	61	\$77,615	\$35,455	\$51,240	\$76,040	\$95,313	\$115,869
Between \$1 million and \$5 million							
CEO/Executive Director	113	\$113,115	\$63,802	\$78,000	\$106,247	\$128,510	\$166,941
Top Administrative Position	6	\$51,711			\$52,223		
Top Business Position	7	\$55,511			\$52,713		
Top Finance Position	6	\$109,971			\$113,753		
Top Operations Position	5	\$98,705			\$88,032		
Greater than \$5 million							
CEO/Executive Director	66	\$208,861	\$97,944	\$144,825	\$190,014	\$252,452	\$332,320
Top Business Position	10	\$117,235		\$84,692	\$117,715	\$147,944	
Top Development Position	13	\$176,270		\$121,033	\$153,021	\$196,913	
Top Education Position	9	\$140,995			\$143,556		
Top Finance Position	37	\$143,860	\$79,797	\$112,071	\$141,488	\$171,780	\$206,930
Top Operations Position	14	\$131,961		\$102,901	\$116,901	\$158,005	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$40,430			\$42,104		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$116,268			\$96,244		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	51	\$60,036	\$34,288	\$41,641	\$55,269	\$70,806	\$87,313
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$97,815	\$47,780	\$72,834	\$86,721	\$129,081	\$164,928
Between \$1 million and \$5 million							
CEO/Executive Director	41	\$125,446	\$63,061	\$84,040	\$107,648	\$146,622	\$198,804
Greater than \$5 million							
CEO/Executive Director	10	\$203,634		\$150,366	\$200,291	\$223,346	
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$50,565		\$36,000	\$47,148	\$58,230	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$66,594			\$67,714		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$123,691			\$128,700		
Greater than \$5 million							
CEO/Executive Director	7	\$129,007			\$105,898		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	30	\$70,166	\$20,253	\$41,050	\$65,637	\$88,176	\$124,296

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
<b>Health – General and Rehabilitative</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$85,284		\$55,600	\$76,260	\$108,208	
Between \$1 million and \$5 million							
CEO/Executive Director	42	\$141,907	\$87,902	\$101,965	\$122,895	\$158,790	\$211,473
Top Finance Position	12	\$112,787		\$89,831	\$111,831	\$132,927	
Top Operations Position	6	\$92,847			\$101,270		
Greater than \$5 million							
CEO/Executive Director	59	\$549,214	\$131,461	\$183,751	\$267,144	\$582,471	\$871,643
Top Development Position	5	\$198,587			\$170,962		
Top Finance Position	44	\$249,136	\$99,170	\$126,063	\$178,406	\$332,564	\$481,301
Top Human Resources Position	6	\$161,021			\$149,176		
Top Operations Position	23	\$294,509	\$110,086	\$122,583	\$191,773	\$357,946	\$408,552
Top Technology Position	10	\$420,928		\$198,930	\$220,007	\$537,251	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$56,793		\$38,268	\$46,404	\$75,766	
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$86,339		\$62,316	\$72,526	\$99,376	
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$99,501	\$67,208	\$77,541	\$84,411	\$108,279	\$150,704
Top Finance Position	5	\$106,120			\$75,370		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	135	\$52,058	\$24,664	\$38,088	\$50,000	\$65,549	\$76,366



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	70	\$73,468	\$37,741	\$57,106	\$72,113	\$87,619	\$105,957
Between \$1 million and \$5 million							
CEO/Executive Director	113	\$97,035	\$51,351	\$69,551	\$89,947	\$111,438	\$141,668
Top Finance Position	14	\$72,228		\$51,100	\$69,966	\$96,878	
Top Operations Position	7	\$67,672			\$75,417		
Greater than \$5 million							
CEO/Executive Director	57	\$184,802	\$105,457	\$130,171	\$169,792	\$226,741	\$304,063
Top Development Position	7	\$126,623			\$135,234		
Top Finance Position	32	\$111,339	\$70,108	\$82,791	\$109,920	\$130,021	\$164,589
Top Operations Position	9	\$152,756			\$148,338		
Top Program Position	5	\$155,021			\$148,516		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	24	\$40,817	\$18,276	\$26,528	\$38,048	\$57,519	\$63,177
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$106,540			\$100,000		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$85,211			\$97,714		
Greater than \$5 million							
CEO/Executive Director	5	\$234,453			\$194,431		
<b>Medical Research</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$85,692			\$77,910		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	28	\$56,232	\$32,009	\$41,164	\$55,466	\$72,000	\$83,575
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$84,242			\$74,689		
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$117,596		\$85,845	\$116,256	\$149,118	
Greater than \$5 million							
CEO/Executive Director	25	\$212,017	\$116,956	\$160,400	\$181,085	\$252,706	\$279,734
Top Finance Position	16	\$121,057		\$87,966	\$109,233	\$145,232	
Top Operations Position	6	\$138,287			\$124,083		
<b>Mutual/Membership Benefit Organizations, Other</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$81,868			\$84,601		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$48,119		\$39,299	\$48,008	\$55,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$74,905		\$53,527	\$71,057	\$96,327	
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$103,607	\$65,332	\$74,500	\$104,135	\$122,455	\$129,618
Greater than \$5 million							
CEO/Executive Director	11	\$222,350		\$126,982	\$226,172	\$291,932	
Top Finance Position	8	\$167,515			\$138,218		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$62,140		\$35,058	\$50,800	\$77,350	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$86,322			\$76,173		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$141,002			\$116,930		
Greater than \$5 million							
CEO/Executive Director	6	\$248,072			\$260,174		
Top Finance Position	5	\$167,153			\$141,665		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	40	\$48,559	\$19,830	\$28,266	\$41,766	\$63,365	\$74,995
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$83,345		\$65,547	\$81,729	\$100,052	
Between \$1 million and \$5 million							
CEO/Executive Director	42	\$136,468	\$69,320	\$91,178	\$122,477	\$163,196	\$213,520
Top Finance Position	6	\$62,415			\$55,448		
Greater than \$5 million							
CEO/Executive Director	19	\$359,436		\$156,756	\$313,733	\$425,018	
Top Finance Position	9	\$222,439			\$203,015		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	137	\$56,502	\$21,542	\$32,500	\$49,200	\$71,183	\$104,867
Top Finance Position	8	\$39,542			\$36,895		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
<b>Religion-Related, Spiritual Development</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	\$78,891	\$30,461	\$53,694	\$70,939	\$95,288	\$145,167
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$114,555	\$67,132	\$83,797	\$106,936	\$134,400	\$164,194
Greater than \$5 million							
CEO/Executive Director	7	\$227,606			\$205,951		
Top Finance Position	5	\$113,587			\$120,028		
Top Operations Position	7	\$170,946			\$168,636		
<b>Science and Technology Research Institutes, Services</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$62,007			\$51,583		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$106,382			\$112,919		
Greater than \$5 million							
CEO/Executive Director	5	\$304,374			\$161,890		
Top Finance Position	5	\$198,066			\$131,617		
<b>Social Science Research Institutes, Services</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$72,952			\$54,595		
<b>Unknown</b>							
\$500 thousand or less							
CEO/Executive Director	18	\$52,953		\$41,459	\$49,884	\$64,219	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$99,667			\$99,484		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	41	\$50,221	\$32,391	\$34,941	\$48,881	\$64,625	\$73,638
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$79,480		\$75,416	\$81,000	\$93,186	
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$116,080	\$71,360	\$79,096	\$95,031	\$144,619	\$190,144
Top Finance Position	6	\$68,455			\$78,201		
Greater than \$5 million							
CEO/Executive Director	5	\$389,243			\$496,484		
Top Finance Position	5	\$182,553			\$177,213		
<b>Connecticut</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$38,564			\$29,999		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$79,696			\$87,084		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	53	\$51,737	\$22,777	\$37,500	\$51,374	\$68,526	\$77,161
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	\$81,519	\$56,493	\$67,212	\$73,440	\$94,964	\$113,650
Between \$1 million and \$5 million							
CEO/Executive Director	33	\$143,165	\$88,362	\$116,460	\$141,897	\$165,720	\$199,087
Top Finance Position	5	\$81,585			\$86,100		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Connecticut</b>							
<b>Arts, Culture and Humanities</b>							
Greater than \$5 million							
CEO/Executive Director	10	\$264,375		\$186,829	\$245,172	\$323,652	
Top Finance Position	6	\$152,052			\$143,877		
<b>Civil Rights, Social Action, Advocacy</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$111,331			\$94,506		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$148,678			\$148,550		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	18	\$68,926		\$34,845	\$66,168	\$93,080	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$91,813			\$80,190		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$140,188		\$108,652	\$134,400	\$172,390	
Greater than \$5 million							
CEO/Executive Director	5	\$158,945			\$164,804		
<b>Crime, Legal-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$124,969			\$138,121		
Greater than \$5 million							
CEO/Executive Director	5	\$181,362			\$155,513		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$61,250			\$44,752		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Connecticut</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$100,125			\$105,814		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$124,618		\$91,239	\$120,944	\$163,715	
Greater than \$5 million							
CEO/Executive Director	5	\$235,126			\$255,542		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	35	\$58,084	\$19,463	\$36,962	\$51,454	\$78,406	\$93,611
Between \$500 thousand and \$1 million							
CEO/Executive Director	33	\$92,879	\$45,350	\$67,042	\$79,883	\$112,033	\$162,250
Between \$1 million and \$5 million							
CEO/Executive Director	67	\$141,144	\$71,932	\$97,692	\$126,681	\$180,296	\$213,844
Greater than \$5 million							
CEO/Executive Director	100	\$367,175	\$150,989	\$172,722	\$269,974	\$466,013	\$734,844
Top Administrative Position	5	\$309,632			\$333,467		
Top Business Position	16	\$202,146		\$134,138	\$154,586	\$213,476	
Top Development Position	38	\$229,417	\$126,094	\$143,544	\$207,849	\$285,492	\$350,377
Top Education Position	11	\$165,761		\$133,086	\$160,739	\$173,409	
Top Facilities Position	9	\$177,037			\$138,586		
Top Finance Position	59	\$206,645	\$111,785	\$125,766	\$162,429	\$284,427	\$352,135
Top Legal Position	6	\$294,081			\$234,642		
Top Operations Position	11	\$211,676		\$141,951	\$175,665	\$255,328	
Top Technology Position	6	\$190,522			\$197,874		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Connecticut</b>							
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$62,319			\$64,953		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$99,802			\$98,617		
Greater than \$5 million							
CEO/Executive Director	12	\$213,868		\$139,595	\$200,807	\$258,870	
Top Finance Position	5	\$138,457			\$126,623		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$68,225			\$67,773		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$96,819			\$86,820		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$124,501			\$102,225		
Greater than \$5 million							
CEO/Executive Director	5	\$319,990			\$348,822		
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$51,907			\$54,062		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$61,795			\$70,037		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$120,431			\$133,079		



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Connecticut</b>							
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$66,128		\$41,275	\$66,237	\$81,914	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$105,030			\$94,291		
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$129,011	\$53,763	\$88,750	\$127,966	\$163,656	\$211,035
Top Finance Position	5	\$82,199			\$91,343		
Greater than \$5 million							
CEO/Executive Director	75	\$502,589	\$169,438	\$211,095	\$268,347	\$607,686	\$1,152,608
Top Administrative Position	16	\$180,473		\$135,912	\$166,943	\$200,068	
Top Development Position	7	\$187,880			\$181,792		
Top Finance Position	52	\$226,946	\$79,182	\$130,994	\$181,282	\$281,862	\$377,266
Top Human Resources Position	13	\$212,733		\$151,527	\$178,924	\$254,913	
Top Operations Position	27	\$334,206	\$133,180	\$164,320	\$220,004	\$350,541	\$451,495
Top Technology Position	6	\$245,511			\$265,835		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$72,378		\$55,466	\$71,650	\$81,019	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$77,473			\$83,200		
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$131,673	\$83,320	\$108,964	\$119,432	\$150,343	\$189,701
Top Finance Position	8	\$84,723			\$93,272		
Greater than \$5 million							
CEO/Executive Director	10	\$167,567		\$127,776	\$144,608	\$173,171	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Connecticut</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	52	\$59,034	\$27,890	\$49,368	\$60,956	\$69,750	\$82,078
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	\$77,987	\$54,094	\$59,219	\$80,583	\$94,132	\$102,851
Between \$1 million and \$5 million							
CEO/Executive Director	79	\$105,379	\$53,579	\$79,927	\$103,748	\$123,469	\$144,195
Top Finance Position	10	\$75,574		\$67,771	\$79,356	\$89,956	
Greater than \$5 million							
CEO/Executive Director	83	\$185,394	\$101,476	\$133,103	\$169,161	\$218,690	\$283,340
Top Administrative Position	6	\$158,872			\$132,842		
Top Finance Position	61	\$118,718	\$75,018	\$93,818	\$113,886	\$144,294	\$169,624
Top Human Resources Position	6	\$122,327			\$123,987		
Top Operations Position	17	\$128,559		\$104,683	\$117,634	\$139,567	
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$76,465			\$72,000		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$167,862			\$189,624		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	20	\$67,872	\$36,213	\$54,743	\$64,827	\$83,911	\$103,802
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$115,802	\$85,690	\$94,430	\$110,842	\$134,458	\$146,542

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Connecticut</b>							
<b>Mental Health, Crisis Intervention</b>							
Greater than \$5 million							
CEO/Executive Director	33	\$216,073	\$107,507	\$139,516	\$183,797	\$265,772	\$358,519
Top Finance Position	28	\$137,575	\$80,165	\$96,247	\$140,374	\$168,044	\$193,716
Top Operations Position	8	\$178,953			\$183,008		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$64,003			\$50,432		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$92,547			\$91,538		
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$131,071		\$102,382	\$141,639	\$157,845	
Greater than \$5 million							
CEO/Executive Director	10	\$238,241		\$198,544	\$203,503	\$268,867	
Top Finance Position	5	\$136,429			\$138,744		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$62,709		\$44,901	\$65,000	\$76,742	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$154,232		\$111,371	\$130,131	\$161,444	
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$52,185		\$28,828	\$54,600	\$68,550	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$118,096			\$124,660		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Connecticut</b>							
Science and Technology Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$172,743			\$160,064		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	16	\$51,422		\$33,246	\$55,790	\$65,234	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$86,498		\$66,102	\$78,046	\$106,567	
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$137,815	\$84,000	\$100,000	\$132,959	\$166,528	\$194,192
Top Finance Position	5	\$92,925			\$106,192		
Greater than \$5 million							
CEO/Executive Director	6	\$232,112			\$205,217		
Top Finance Position	5	\$124,359			\$127,724		
<b>Delaware</b>							
Animal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$90,108			\$91,254		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	10	\$44,737		\$27,750	\$41,242	\$57,475	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$61,092			\$55,000		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$116,512		\$91,741	\$94,174	\$111,807	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Delaware</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$91,025			\$94,660		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$55,700			\$58,333		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$86,967			\$77,359		
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$103,538		\$86,249	\$102,000	\$114,309	
Greater than \$5 million							
CEO/Executive Director	19	\$278,922		\$172,246	\$228,101	\$382,484	
Top Finance Position	5	\$245,399			\$150,235		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	15	\$403,959		\$168,225	\$196,856	\$462,858	
Top Finance Position	9	\$313,589			\$174,743		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$99,261			\$90,491		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$50,684		\$37,308	\$56,866	\$63,281	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$71,007			\$71,180		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Delaware</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$90,467	\$60,933	\$68,228	\$91,198	\$102,061	\$117,146
Greater than \$5 million							
CEO/Executive Director	13	\$184,304		\$119,721	\$186,616	\$221,394	
Top Finance Position	6	\$131,989			\$122,769		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$55,990			\$51,140		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$34,943		\$22,821	\$28,690	\$39,194	
<b>District of Columbia</b>							
<b>Animal-Related</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$105,301			\$81,667		
Greater than \$5 million							
CEO/Executive Director	7	\$328,621			\$368,263		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	35	\$76,162	\$27,433	\$45,907	\$79,157	\$102,723	\$114,487
Between \$500 thousand and \$1 million							
CEO/Executive Director	32	\$107,290	\$62,603	\$75,089	\$105,314	\$126,856	\$162,013

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
<b>Arts, Culture and Humanities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	48	\$152,599	\$80,348	\$97,657	\$126,368	\$197,265	\$257,056
Top Finance Position	5	\$99,560			\$88,464		
Top Program Position	5	\$147,309			\$148,263		
Greater than \$5 million							
CEO/Executive Director	28	\$497,916	\$140,568	\$171,021	\$278,761	\$461,270	\$693,292
Top Administrative Position	5	\$240,297			\$159,159		
Top Development Position	15	\$225,710		\$148,334	\$181,616	\$280,029	
Top Finance Position	21	\$222,229	\$135,230	\$150,719	\$186,688	\$291,053	\$384,792
Top Human Resources Position	5	\$194,004			\$181,389		
Top Legal Position	8	\$280,927			\$247,243		
Top Marketing Position	6	\$186,219			\$172,474		
Top Operations Position	9	\$193,044			\$182,276		
Top Program Position	5	\$168,645			\$162,032		
Top Technology Position	5	\$215,974			\$233,789		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	20	\$66,618	\$31,184	\$46,427	\$69,114	\$80,625	\$97,248
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	\$131,119	\$77,965	\$103,595	\$134,953	\$150,128	\$171,807
Between \$1 million and \$5 million							
CEO/Executive Director	59	\$162,446	\$82,496	\$107,631	\$162,043	\$201,522	\$251,549
Top Finance Position	8	\$139,721			\$152,000		
Top Legal Position	7	\$159,945			\$148,143		
Top Operations Position	13	\$130,195		\$115,402	\$126,672	\$153,491	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
<b>Civil Rights, Social Action, Advocacy</b>							
Greater than \$5 million							
CEO/Executive Director	28	\$301,345	\$190,451	\$221,607	\$313,847	\$370,818	\$420,333
Top Administrative Position	6	\$150,557			\$141,214		
Top Development Position	7	\$148,058			\$137,578		
Top Finance Position	19	\$158,365		\$135,819	\$148,150	\$182,027	
Top Operations Position	10	\$207,226		\$185,800	\$200,537	\$221,800	
Top PR/Communications Position	10	\$162,298		\$138,019	\$163,102	\$182,366	
Top Program Position	5	\$157,768			\$170,117		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$66,491		\$42,119	\$60,025	\$73,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$130,522		\$86,679	\$117,847	\$170,265	
Between \$1 million and \$5 million							
CEO/Executive Director	30	\$178,636	\$97,415	\$122,087	\$181,614	\$238,904	\$258,666
Top Operations Position	6	\$136,813			\$127,856		
Greater than \$5 million							
CEO/Executive Director	17	\$406,807		\$230,000	\$321,121	\$396,851	
Top Finance Position	11	\$200,122		\$122,268	\$202,251	\$232,486	
Top Operations Position	6	\$214,321			\$188,084		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$110,663		\$74,163	\$100,320	\$136,667	



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
<b>Crime, Legal-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$182,384	\$107,370	\$134,707	\$169,527	\$219,757	\$243,372
Top Finance Position	6	\$116,466			\$113,707		
Greater than \$5 million							
CEO/Executive Director	8	\$256,949			\$264,064		
Top Operations Position	5	\$151,567			\$158,570		
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$126,668			\$114,783		
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$222,530	\$122,449	\$144,347	\$190,587	\$295,434	\$351,853
Greater than \$5 million							
CEO/Executive Director	10	\$388,071		\$263,300	\$364,751	\$499,624	
Top Finance Position	7	\$219,392			\$205,992		
Top Operations Position	5	\$294,362			\$320,765		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	27	\$83,844	\$20,085	\$41,188	\$70,000	\$117,349	\$159,070
Between \$500 thousand and \$1 million							
CEO/Executive Director	41	\$119,613	\$44,423	\$80,545	\$118,312	\$150,000	\$183,924
Between \$1 million and \$5 million							
CEO/Executive Director	89	\$218,284	\$106,614	\$132,910	\$192,903	\$252,309	\$349,461
Top Finance Position	6	\$126,882			\$110,789		
Top Operations Position	22	\$167,290	\$109,583	\$120,074	\$160,322	\$191,288	\$246,401
Top Program Position	8	\$124,159			\$126,136		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	121	\$342,517	\$130,075	\$167,502	\$251,296	\$409,514	\$670,610
Top Administrative Position	10	\$213,422		\$165,267	\$177,020	\$239,498	
Top Development Position	21	\$205,867	\$134,526	\$158,484	\$188,895	\$252,568	\$305,629
Top Education Position	11	\$206,200		\$150,497	\$162,149	\$187,229	
Top Finance Position	60	\$217,047	\$118,708	\$147,691	\$189,532	\$240,764	\$362,827
Top Human Resources Position	11	\$165,284		\$127,652	\$142,783	\$175,262	
Top Legal Position	12	\$364,356		\$218,135	\$284,495	\$479,723	
Top Marketing Position	5	\$213,006			\$183,530		
Top Operations Position	33	\$247,233	\$97,407	\$122,022	\$155,987	\$304,387	\$586,049
Top PR/Communications Position	7	\$280,632			\$210,765		
Top Program Position	12	\$187,138		\$127,769	\$156,565	\$193,510	
Top Technology Position	16	\$211,923		\$152,198	\$174,352	\$234,397	
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$56,166			\$55,450		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$135,017		\$101,192	\$128,058	\$186,719	
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$74,623		\$41,512	\$74,500	\$83,477	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$119,623			\$126,610		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
<b>Environmental Quality, Protection and Beautification</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	48	\$176,171	\$103,338	\$135,295	\$165,032	\$215,598	\$245,234
Top Development Position	5	\$140,646			\$132,321		
Top Finance Position	11	\$114,848		\$99,476	\$108,540	\$135,377	
Top Operations Position	6	\$128,301			\$128,443		
Top Program Position	7	\$170,460			\$165,817		
Greater than \$5 million							
CEO/Executive Director	29	\$343,986	\$164,975	\$249,292	\$286,731	\$381,222	\$596,181
Top Development Position	8	\$233,761			\$220,185		
Top Finance Position	18	\$212,164		\$150,711	\$186,958	\$269,142	
Top Operations Position	14	\$218,071		\$173,426	\$190,768	\$222,589	
Top PR/Communications Position	8	\$187,722			\$187,736		
<b>Food, Agriculture and Nutrition</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$156,541			\$146,139		
Greater than \$5 million							
CEO/Executive Director	7	\$315,821			\$308,859		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$60,313		\$53,687	\$60,000	\$72,343	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$122,729		\$98,080	\$122,420	\$152,429	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$221,219	\$116,334	\$141,439	\$203,515	\$268,214	\$320,973
Top Finance Position	5	\$136,265			\$119,423		
Top Operations Position	10	\$162,766		\$127,710	\$141,507	\$165,050	
Greater than \$5 million							
CEO/Executive Director	32	\$432,122	\$193,537	\$233,138	\$341,401	\$516,785	\$840,300
Top Development Position	5	\$153,117			\$131,566		
Top Finance Position	22	\$240,716	\$121,222	\$165,222	\$215,635	\$263,331	\$393,114
Top Operations Position	16	\$357,504		\$188,405	\$269,015	\$436,131	
Top Program Position	6	\$260,962			\$179,901		
Top Technology Position	9	\$290,171			\$236,918		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$81,565			\$53,333		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$101,021			\$104,382		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$134,045		\$77,401	\$112,215	\$186,236	
Greater than \$5 million							
CEO/Executive Director	11	\$187,378		\$108,628	\$134,852	\$221,792	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	32	\$66,383	\$27,750	\$41,970	\$60,345	\$77,898	\$100,909
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	\$108,461	\$44,800	\$69,589	\$86,110	\$114,363	\$210,145

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	59	\$135,827	\$68,819	\$92,370	\$123,364	\$151,472	\$225,092
Greater than \$5 million							
CEO/Executive Director	31	\$270,978	\$143,310	\$164,532	\$217,840	\$356,268	\$495,076
Top Development Position	6	\$158,732			\$132,419		
Top Finance Position	14	\$164,940		\$125,429	\$145,935	\$217,479	
Top Operations Position	9	\$147,039			\$150,310		
Top Program Position	5	\$134,487			\$129,670		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	28	\$81,014	\$38,059	\$58,915	\$74,923	\$91,750	\$125,955
Between \$500 thousand and \$1 million							
CEO/Executive Director	29	\$127,605	\$70,754	\$79,941	\$127,727	\$150,582	\$203,317
Between \$1 million and \$5 million							
CEO/Executive Director	88	\$173,280	\$89,587	\$117,481	\$160,367	\$219,936	\$259,810
Top Administrative Position	8	\$131,594			\$109,988		
Top Finance Position	19	\$107,187		\$86,250	\$106,978	\$129,680	
Top Operations Position	12	\$119,825		\$86,261	\$107,836	\$149,210	
Top Program Position	8	\$128,757			\$126,356		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
<b>International, Foreign Affairs and National Security</b>							
Greater than \$5 million							
CEO/Executive Director	62	\$319,388	\$170,889	\$226,648	\$324,948	\$399,985	\$471,187
Top Administrative Position	6	\$161,638			\$151,271		
Top Development Position	9	\$219,631			\$226,718		
Top Finance Position	38	\$190,837	\$123,196	\$163,940	\$193,144	\$218,559	\$242,960
Top Human Resources Position	7	\$184,035			\$166,273		
Top Legal Position	6	\$231,227			\$227,205		
Top Operations Position	21	\$235,005	\$143,632	\$166,391	\$205,587	\$278,337	\$350,768
Top PR/Communications Position	6	\$186,634			\$180,297		
Top Program Position	9	\$171,589			\$173,022		
<b>Medical Research</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$207,182			\$305,375		
Greater than \$5 million							
CEO/Executive Director	7	\$486,804			\$402,832		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$71,675			\$57,236		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$155,936		\$107,749	\$131,583	\$209,578	
Greater than \$5 million							
CEO/Executive Director	9	\$362,299			\$282,970		
Top Finance Position	7	\$153,035			\$137,426		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
<b>Mutual/Membership Benefit Organizations, Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$169,664			\$129,227		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$74,350			\$51,192		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$130,518			\$135,233		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$215,633		\$149,931	\$215,813	\$243,437	
Greater than \$5 million							
CEO/Executive Director	13	\$278,944		\$222,582	\$267,493	\$374,732	
Top Finance Position	5	\$175,933			\$181,264		
<b>Public Safety, Disaster Preparedness and Relief</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$158,774			\$152,883		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$100,688		\$73,438	\$89,122	\$131,646	
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$159,886	\$105,911	\$127,850	\$153,750	\$182,873	\$212,746
Between \$1 million and \$5 million							
CEO/Executive Director	61	\$198,181	\$85,000	\$126,833	\$180,000	\$241,910	\$296,154
Top Administrative Position	5	\$154,541			\$132,696		
Top Finance Position	9	\$146,778			\$128,750		
Top Operations Position	7	\$128,822			\$134,949		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
<b>Public, Society Benefit – Multipurpose and Other</b>							
Greater than \$5 million							
CEO/Executive Director	29	\$402,136	\$194,771	\$241,518	\$320,872	\$403,562	\$750,882
Top Development Position	6	\$219,047			\$201,017		
Top Finance Position	13	\$218,728		\$167,586	\$198,044	\$259,495	
Top Legal Position	7	\$239,569			\$201,842		
Top Operations Position	6	\$252,774			\$220,216		
Top PR/Communications Position	6	\$188,604			\$199,513		
Top Program Position	5	\$202,157			\$177,882		
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$188,082			\$135,000		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$58,309		\$29,990	\$54,442	\$61,125	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$131,470			\$142,000		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$136,520		\$82,579	\$111,875	\$194,309	
Greater than \$5 million							
CEO/Executive Director	5	\$339,518			\$344,312		
<b>Science and Technology Research Institutes, Services</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$269,865		\$180,735	\$296,172	\$326,864	



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
<b>Science and Technology Research Institutes, Services</b>							
Greater than \$5 million							
CEO/Executive Director	23	\$495,802	\$275,446	\$301,998	\$412,087	\$598,100	\$770,343
Top Finance Position	14	\$274,200		\$197,925	\$249,059	\$333,122	
Top Operations Position	8	\$310,702			\$289,768		
Top Program Position	10	\$195,181		\$170,217	\$201,956	\$217,080	
Top Technology Position	6	\$268,343			\$186,042		
<b>Social Science Research Institutes, Services</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$249,264		\$202,651	\$217,271	\$271,063	
Top Finance Position	5	\$143,849			\$141,964		
Greater than \$5 million							
CEO/Executive Director	18	\$434,292		\$289,618	\$391,089	\$553,288	
Top Finance Position	16	\$221,357		\$141,800	\$176,455	\$239,380	
Top PR/Communications Position	5	\$152,465			\$147,088		
<b>Unknown</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$223,331			\$198,408		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	20	\$64,184	\$25,186	\$32,310	\$60,910	\$92,033	\$105,456
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$95,198		\$80,131	\$94,383	\$104,335	
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$185,309		\$116,527	\$174,410	\$255,017	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
<b>Youth Development</b>							
Greater than \$5 million							
CEO/Executive Director	14	\$262,867		\$156,773	\$251,505	\$370,163	
Top Development Position	5	\$138,005			\$141,556		
Top Finance Position	7	\$152,577			\$136,601		
Top Operations Position	8	\$164,400			\$131,186		
<b>Florida</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	26	\$38,670	\$18,300	\$24,384	\$34,100	\$49,729	\$59,750
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$68,114	\$26,745	\$43,147	\$64,278	\$78,473	\$92,499
Between \$1 million and \$5 million							
CEO/Executive Director	42	\$99,300	\$59,565	\$67,886	\$93,887	\$127,006	\$149,845
Greater than \$5 million							
CEO/Executive Director	17	\$189,797		\$128,549	\$201,517	\$226,800	
Top Finance Position	13	\$107,374		\$95,662	\$105,931	\$120,330	
Top Operations Position	8	\$148,569			\$135,249		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	129	\$43,859	\$16,308	\$24,508	\$41,790	\$57,530	\$72,613
Top Finance Position	6	\$25,977			\$27,723		
Between \$500 thousand and \$1 million							
CEO/Executive Director	57	\$73,492	\$42,518	\$57,000	\$71,539	\$85,769	\$103,666

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
<b>Arts, Culture and Humanities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	84	\$119,843	\$66,038	\$82,402	\$108,143	\$145,332	\$195,928
Top Finance Position	11	\$94,780		\$73,430	\$91,501	\$102,703	
Greater than \$5 million							
CEO/Executive Director	38	\$254,852	\$162,077	\$187,271	\$216,812	\$274,994	\$401,196
Top Development Position	12	\$143,772		\$118,865	\$144,058	\$154,348	
Top Finance Position	26	\$136,327	\$79,251	\$92,674	\$118,478	\$172,327	\$235,362
Top Marketing Position	5	\$138,908			\$111,734		
Top Operations Position	6	\$166,395			\$152,119		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$55,291		\$43,328	\$56,612	\$62,991	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$122,207			\$123,105		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$149,940			\$146,500		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	43	\$61,304	\$25,915	\$39,423	\$52,600	\$77,000	\$96,451
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	\$91,312	\$42,436	\$69,715	\$87,094	\$108,528	\$142,296
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$126,992	\$67,889	\$98,344	\$123,595	\$145,815	\$188,157
Top Operations Position	5	\$154,471			\$128,253		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
<b>Community Improvement, Capacity Building</b>							
Greater than \$5 million							
CEO/Executive Director	7	\$326,075			\$223,738		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	23	\$56,534	\$24,657	\$41,105	\$53,718	\$70,363	\$86,654
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$109,580		\$84,329	\$94,218	\$117,500	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$134,942		\$93,378	\$128,883	\$161,762	
Greater than \$5 million							
CEO/Executive Director	10	\$218,182		\$140,158	\$176,025	\$212,572	
Top Operations Position	6	\$142,458			\$123,185		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	37	\$54,904	\$25,192	\$40,110	\$52,000	\$71,311	\$83,866
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$85,951		\$62,804	\$78,943	\$112,170	
Between \$1 million and \$5 million							
CEO/Executive Director	30	\$127,070	\$65,313	\$94,940	\$115,749	\$151,410	\$184,241
Greater than \$5 million							
CEO/Executive Director	14	\$290,009		\$196,587	\$222,626	\$360,330	
Top Finance Position	6	\$145,938			\$145,229		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	98	\$53,738	\$23,852	\$33,093	\$49,955	\$67,937	\$90,285
Top Program Position	5	\$41,421			\$21,423		
Between \$500 thousand and \$1 million							
CEO/Executive Director	83	\$74,052	\$32,332	\$49,265	\$65,000	\$89,044	\$109,492
Top Administrative Position	5	\$63,843			\$71,429		
Top Finance Position	7	\$59,569			\$58,750		
Between \$1 million and \$5 million							
CEO/Executive Director	193	\$107,542	\$57,865	\$72,872	\$95,087	\$120,938	\$177,814
Top Administrative Position	9	\$83,716			\$69,868		
Top Business Position	7	\$71,371			\$71,000		
Top Education Position	5	\$78,141			\$60,348		
Top Finance Position	25	\$73,677	\$38,927	\$45,827	\$71,625	\$87,050	\$109,313
Top Operations Position	12	\$116,091		\$101,583	\$112,631	\$125,528	
Greater than \$5 million							
CEO/Executive Director	161	\$266,520	\$100,000	\$119,720	\$188,172	\$326,747	\$509,653
Top Administrative Position	13	\$186,185		\$113,442	\$208,400	\$249,039	
Top Business Position	6	\$206,798			\$136,770		
Top Development Position	21	\$147,601	\$105,436	\$115,259	\$145,542	\$185,122	\$198,608
Top Education Position	10	\$205,062		\$136,739	\$196,781	\$230,063	
Top Finance Position	73	\$168,609	\$78,585	\$102,438	\$134,771	\$181,628	\$284,067
Top Legal Position	6	\$286,010			\$202,126		
Top Marketing Position	7	\$152,311			\$148,801		
Top Operations Position	20	\$188,997	\$99,480	\$129,703	\$175,667	\$257,993	\$283,386
Top Technology Position	11	\$190,102		\$142,061	\$158,819	\$166,913	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$67,048		\$53,815	\$67,032	\$84,958	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$88,262			\$79,606		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$120,058		\$89,763	\$105,355	\$130,618	
Top Finance Position	7	\$83,397			\$76,368		
Greater than \$5 million							
CEO/Executive Director	14	\$233,854		\$162,721	\$195,152	\$258,863	
Top Finance Position	12	\$143,884		\$111,707	\$131,991	\$152,134	
Top Operations Position	7	\$132,132			\$115,452		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	34	\$51,298	\$26,474	\$34,266	\$49,183	\$65,625	\$78,701
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$92,586		\$66,581	\$83,462	\$111,162	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$127,210		\$95,753	\$115,919	\$148,157	
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$37,523		\$31,037	\$34,355	\$42,953	
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$90,646		\$59,579	\$94,464	\$109,919	
Greater than \$5 million							
CEO/Executive Director	18	\$129,257		\$104,973	\$131,709	\$144,069	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	47	\$49,250	\$22,630	\$29,515	\$47,499	\$62,304	\$78,944
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	\$96,518	\$68,644	\$85,729	\$90,425	\$103,781	\$138,448
Between \$1 million and \$5 million							
CEO/Executive Director	62	\$146,170	\$69,939	\$90,105	\$107,948	\$171,016	\$279,082
Top Administrative Position	5	\$111,111			\$110,689		
Top Development Position	6	\$177,400			\$145,072		
Top Finance Position	6	\$225,888			\$154,707		
Greater than \$5 million							
CEO/Executive Director	116	\$620,323	\$131,357	\$180,277	\$273,645	\$689,579	\$1,198,347
Top Administrative Position	28	\$164,339	\$108,414	\$131,185	\$145,933	\$206,068	\$226,585
Top Development Position	7	\$272,908			\$254,275		
Top Finance Position	91	\$261,544	\$77,221	\$110,226	\$163,194	\$260,339	\$586,749
Top Human Resources Position	24	\$279,538	\$114,342	\$135,354	\$228,493	\$413,293	\$529,117
Top Legal Position	13	\$396,966		\$234,989	\$339,255	\$514,211	
Top Operations Position	53	\$353,257	\$118,496	\$145,428	\$200,000	\$493,122	\$805,702
Top Technology Position	24	\$296,907	\$114,091	\$143,405	\$249,904	\$375,592	\$541,879
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	41	\$56,828	\$26,250	\$35,414	\$55,626	\$71,494	\$84,623
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$86,736	\$41,748	\$56,753	\$75,641	\$110,112	\$126,513
Between \$1 million and \$5 million							
CEO/Executive Director	62	\$107,506	\$59,005	\$67,939	\$97,013	\$128,873	\$168,164
Top Finance Position	13	\$85,447		\$57,697	\$63,821	\$107,304	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
<b>Housing, Shelter</b>							
Greater than \$5 million							
CEO/Executive Director	25	\$163,505	\$110,588	\$121,555	\$133,407	\$188,289	\$210,326
Top Finance Position	12	\$112,689		\$80,679	\$96,451	\$131,138	
Top Operations Position	6	\$142,535			\$97,585		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	205	\$47,761	\$23,224	\$31,400	\$44,884	\$57,500	\$73,715
Top Administrative Position	6	\$38,565			\$43,359		
Top Finance Position	5	\$35,648			\$32,680		
Between \$500 thousand and \$1 million							
CEO/Executive Director	107	\$69,948	\$31,032	\$49,564	\$64,670	\$81,677	\$108,160
Top Administrative Position	5	\$38,781			\$49,127		
Top Finance Position	7	\$45,903			\$43,077		
Between \$1 million and \$5 million							
CEO/Executive Director	221	\$99,993	\$57,893	\$73,233	\$92,569	\$121,033	\$145,238
Top Finance Position	52	\$74,484	\$36,568	\$51,023	\$72,663	\$92,009	\$107,161
Top Operations Position	15	\$92,327		\$76,724	\$90,001	\$102,963	



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
<b>Human Services – Multipurpose and Other</b>							
Greater than \$5 million							
CEO/Executive Director	212	\$209,122	\$103,914	\$131,906	\$175,102	\$252,552	\$339,051
Top Administrative Position	13	\$127,701		\$111,788	\$126,322	\$135,532	
Top Business Position	9	\$181,766			\$161,108		
Top Development Position	10	\$149,626		\$129,282	\$141,249	\$153,040	
Top Finance Position	133	\$133,032	\$76,382	\$90,381	\$114,268	\$154,023	\$224,122
Top Human Resources Position	17	\$159,098		\$128,526	\$143,802	\$171,061	
Top Marketing Position	14	\$150,408		\$116,008	\$134,870	\$145,146	
Top Operations Position	65	\$147,210	\$87,999	\$104,452	\$141,677	\$178,042	\$222,111
Top Program Position	7	\$119,086			\$120,965		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	22	\$35,588	\$19,145	\$21,374	\$31,363	\$40,949	\$61,647
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$82,893			\$72,781		
<b>Medical Research</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$74,570			\$45,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$49,459			\$40,164		
Greater than \$5 million							
CEO/Executive Director	5	\$173,889			\$181,888		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	43	\$53,241	\$24,200	\$31,974	\$44,303	\$65,513	\$98,252

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
<b>Mental Health, Crisis Intervention</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	\$81,682	\$37,280	\$65,161	\$80,399	\$105,050	\$120,528
Between \$1 million and \$5 million							
CEO/Executive Director	46	\$109,125	\$64,399	\$85,398	\$103,886	\$119,000	\$149,581
Top Finance Position	14	\$82,066		\$60,834	\$67,946	\$85,461	
Greater than \$5 million							
CEO/Executive Director	47	\$197,002	\$140,741	\$156,715	\$175,609	\$228,531	\$258,343
Top Finance Position	33	\$127,389	\$84,348	\$99,246	\$123,205	\$157,102	\$187,731
Top Operations Position	24	\$146,927	\$100,353	\$109,669	\$126,615	\$160,662	\$226,636
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	29	\$60,508	\$27,355	\$37,504	\$63,561	\$76,428	\$91,101
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$83,696		\$55,140	\$74,750	\$95,000	
Between \$1 million and \$5 million							
CEO/Executive Director	39	\$160,008	\$54,521	\$97,850	\$118,800	\$145,335	\$181,707
Top Finance Position	7	\$60,940			\$69,182		
Greater than \$5 million							
CEO/Executive Director	31	\$259,956	\$121,708	\$191,053	\$228,189	\$313,305	\$399,284
Top Development Position	6	\$160,585			\$156,441		
Top Finance Position	23	\$144,984	\$90,469	\$108,548	\$146,531	\$182,598	\$191,629
Top Operations Position	6	\$179,686			\$160,348		
<b>Public Safety, Disaster Preparedness and Relief</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$49,309			\$44,730		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
<b>Public Safety, Disaster Preparedness and Relief</b>							
Greater than \$5 million							
CEO/Executive Director	5	\$175,806			\$126,755		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	22	\$59,818	\$28,639	\$40,465	\$53,119	\$67,877	\$108,591
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$101,498			\$102,687		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$142,153		\$92,138	\$123,426	\$189,841	
Greater than \$5 million							
CEO/Executive Director	6	\$205,111			\$229,079		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	39	\$42,774	\$23,635	\$26,582	\$39,760	\$55,000	\$68,181
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$63,666		\$48,000	\$69,000	\$80,769	
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$124,428	\$58,890	\$68,854	\$114,768	\$157,316	\$197,696
Top Finance Position	6	\$56,676			\$46,100		
Greater than \$5 million							
CEO/Executive Director	10	\$389,117		\$183,049	\$273,735	\$502,212	
Top Finance Position	6	\$156,102			\$158,835		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	242	\$51,242	\$21,037	\$26,742	\$42,452	\$63,605	\$92,361
Top Finance Position	12	\$34,545		\$20,664	\$30,306	\$37,813	
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	\$83,914	\$50,707	\$59,150	\$78,604	\$100,776	\$120,013
Top Finance Position	5	\$61,251			\$58,700		
Between \$1 million and \$5 million							
CEO/Executive Director	33	\$126,053	\$44,635	\$75,000	\$117,669	\$163,000	\$208,563
Top Finance Position	5	\$96,598			\$102,474		
Greater than \$5 million							
CEO/Executive Director	6	\$162,629			\$156,104		
Top Finance Position	5	\$86,134			\$115,792		
Science and Technology Research Institutes, Services							
\$500 thousand or less							
CEO/Executive Director	5	\$72,134			\$61,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$69,962			\$54,276		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$163,991			\$162,779		
Top Finance Position	5	\$112,602			\$98,100		
Unknown							
\$500 thousand or less							
CEO/Executive Director	7	\$63,891			\$62,692		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$103,757			\$105,909		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	63	\$53,150	\$24,904	\$38,537	\$50,000	\$63,068	\$87,240
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	\$72,593	\$39,987	\$50,436	\$67,179	\$86,838	\$123,354
Between \$1 million and \$5 million							
CEO/Executive Director	55	\$120,730	\$63,249	\$86,444	\$116,434	\$145,260	\$178,746
Top Finance Position	10	\$71,931		\$57,120	\$66,637	\$90,575	
Top Operations Position	9	\$81,101			\$85,141		
Greater than \$5 million							
CEO/Executive Director	15	\$247,213		\$162,685	\$188,160	\$274,829	
Top Finance Position	10	\$125,272		\$76,234	\$113,042	\$175,706	
Top Operations Position	6	\$114,134			\$115,832		
<b>Georgia</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$40,459		\$27,215	\$37,065	\$55,101	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$57,532			\$54,450		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$99,550			\$79,688		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	72	\$49,830	\$30,065	\$35,000	\$44,571	\$56,969	\$74,004

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
<b>Arts, Culture and Humanities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$69,167	\$40,708	\$61,000	\$66,735	\$81,008	\$94,438
Between \$1 million and \$5 million							
CEO/Executive Director	43	\$105,576	\$51,522	\$69,845	\$92,700	\$133,236	\$172,534
Top Finance Position	5	\$77,457			\$65,000		
Greater than \$5 million							
CEO/Executive Director	10	\$302,980		\$203,172	\$256,876	\$421,303	
Top Finance Position	10	\$150,285		\$103,964	\$144,134	\$185,349	
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$53,876		\$30,981	\$45,913	\$68,250	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$130,847			\$110,668		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	29	\$58,555	\$39,806	\$43,365	\$50,000	\$66,108	\$93,058
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$85,173			\$73,604		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$137,313		\$82,987	\$116,169	\$181,323	
Top Finance Position	5	\$81,062			\$95,600		
Greater than \$5 million							
CEO/Executive Director	11	\$165,143		\$98,975	\$137,162	\$217,228	
Top Finance Position	7	\$132,646			\$127,700		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	22	\$48,667	\$27,346	\$33,622	\$44,371	\$58,207	\$78,806
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$80,457		\$62,789	\$70,050	\$83,690	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$133,623			\$125,795		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	23	\$57,799	\$25,000	\$36,930	\$49,834	\$82,237	\$95,182
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$100,381		\$66,725	\$93,692	\$133,973	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$116,716			\$74,770		
Greater than \$5 million							
CEO/Executive Director	6	\$333,437			\$339,971		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	60	\$47,639	\$19,921	\$27,375	\$45,590	\$59,375	\$74,730
Top Finance Position	6	\$31,762			\$33,250		
Between \$500 thousand and \$1 million							
CEO/Executive Director	46	\$87,074	\$31,030	\$52,150	\$78,611	\$115,327	\$135,576
Between \$1 million and \$5 million							
CEO/Executive Director	99	\$120,870	\$58,720	\$72,396	\$109,606	\$147,359	\$210,365
Top Administrative Position	5	\$73,194			\$72,834		
Top Finance Position	14	\$87,731		\$52,769	\$70,690	\$110,156	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	103	\$348,473	\$127,080	\$155,157	\$247,362	\$331,453	\$640,242
Top Administrative Position	8	\$124,361			\$123,395		
Top Business Position	14	\$145,988		\$118,614	\$138,493	\$152,628	
Top Development Position	27	\$156,381	\$114,136	\$120,270	\$141,484	\$178,522	\$222,821
Top Education Position	7	\$191,245			\$157,526		
Top Finance Position	62	\$156,862	\$87,690	\$110,105	\$138,472	\$170,742	\$246,603
Top Human Resources Position	5	\$191,495			\$136,515		
Top Legal Position	5	\$312,824			\$270,743		
Top Operations Position	18	\$233,676		\$131,315	\$166,269	\$225,680	
Top Technology Position	8	\$164,356			\$153,136		
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$55,685			\$55,500		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$94,720		\$63,946	\$78,678	\$117,414	
Greater than \$5 million							
CEO/Executive Director	8	\$420,504			\$315,218		
Top Finance Position	5	\$240,196			\$204,947		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	37	\$50,615	\$21,353	\$33,300	\$49,231	\$65,000	\$75,000
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$83,961		\$55,000	\$66,261	\$108,238	



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
<b>Environmental Quality, Protection and Beautification</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$139,690		\$108,871	\$122,056	\$169,452	
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$43,898		\$27,675	\$35,656	\$62,900	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$56,492			\$66,250		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$76,790			\$64,375		
Greater than \$5 million							
CEO/Executive Director	8	\$153,536			\$161,059		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	28	\$52,616	\$17,605	\$28,288	\$55,660	\$66,813	\$90,271
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$99,349	\$60,435	\$66,731	\$88,656	\$119,423	\$140,000
Between \$1 million and \$5 million							
CEO/Executive Director	42	\$164,174	\$64,214	\$82,718	\$104,151	\$135,018	\$182,368
Top Finance Position	10	\$144,133		\$55,625	\$77,409	\$121,831	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	72	\$487,867	\$135,067	\$181,565	\$292,728	\$599,131	\$1,226,283
Top Administrative Position	16	\$252,869		\$137,322	\$199,464	\$269,601	
Top Finance Position	51	\$264,952	\$97,719	\$119,279	\$205,663	\$331,778	\$547,238
Top Human Resources Position	6	\$397,873			\$337,328		
Top Legal Position	8	\$487,106			\$472,934		
Top Operations Position	26	\$454,042	\$139,228	\$197,193	\$295,602	\$507,387	\$997,771
Top Technology Position	5	\$305,978			\$246,361		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	40	\$44,199	\$18,686	\$32,316	\$43,208	\$57,000	\$65,601
Top Finance Position	5	\$43,717			\$44,239		
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$75,663		\$61,691	\$75,645	\$79,427	
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$130,703	\$74,717	\$84,694	\$96,996	\$142,699	\$204,711
Top Finance Position	5	\$103,136			\$93,538		
Greater than \$5 million							
CEO/Executive Director	7	\$289,242			\$217,127		
Top Finance Position	6	\$152,075			\$139,331		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	145	\$46,274	\$20,900	\$30,534	\$40,800	\$55,316	\$78,772
Between \$500 thousand and \$1 million							
CEO/Executive Director	74	\$72,220	\$42,173	\$50,100	\$70,138	\$87,240	\$105,424

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	113	\$103,953	\$65,046	\$74,220	\$94,700	\$125,678	\$147,605
Top Administrative Position	5	\$86,624			\$87,651		
Top Finance Position	22	\$66,740	\$41,486	\$45,906	\$59,937	\$86,722	\$98,884
Top Operations Position	6	\$72,068			\$81,246		
Greater than \$5 million							
CEO/Executive Director	55	\$181,492	\$85,546	\$112,567	\$144,077	\$209,162	\$278,918
Top Development Position	7	\$216,541			\$165,556		
Top Finance Position	27	\$146,202	\$59,265	\$86,602	\$107,206	\$154,035	\$245,503
Top Operations Position	13	\$190,819		\$113,095	\$138,382	\$245,494	
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	21	\$48,700	\$21,280	\$30,000	\$43,600	\$56,060	\$74,000
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$61,419			\$36,418		
<b>Medical Research</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$69,639			\$59,320		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	22	\$50,823	\$30,930	\$34,549	\$46,458	\$62,010	\$79,807
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$80,082		\$46,423	\$68,751	\$94,480	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$112,302		\$85,337	\$111,934	\$147,238	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
<b>Mental Health, Crisis Intervention</b>							
Greater than \$5 million							
CEO/Executive Director	10	\$184,741		\$132,472	\$182,348	\$210,956	
Top Finance Position	8	\$132,167			\$125,714		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	22	\$53,806	\$29,032	\$36,191	\$42,887	\$68,789	\$96,242
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$63,735		\$54,244	\$62,545	\$75,204	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$132,194		\$91,335	\$110,459	\$146,353	
Greater than \$5 million							
CEO/Executive Director	13	\$189,690		\$122,683	\$163,720	\$234,528	
Top Finance Position	5	\$176,722			\$177,632		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$49,664		\$28,019	\$45,000	\$60,159	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$115,056		\$79,000	\$94,050	\$141,265	
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	28	\$51,688	\$24,000	\$31,272	\$43,142	\$55,989	\$76,816
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$74,934		\$53,783	\$70,806	\$94,699	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$120,645		\$78,214	\$107,000	\$153,077	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
<b>Recreation, Sports, Leisure, Athletics</b>							
Greater than \$5 million							
CEO/Executive Director	5	\$212,747			\$244,196		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	160	\$59,900	\$23,990	\$32,585	\$54,542	\$75,750	\$98,121
Top Finance Position	12	\$38,351		\$24,775	\$26,393	\$44,469	
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	\$78,169	\$29,983	\$46,525	\$72,600	\$95,369	\$139,997
Between \$1 million and \$5 million							
CEO/Executive Director	37	\$109,867	\$51,942	\$74,850	\$100,000	\$140,000	\$195,454
Top Finance Position	11	\$67,259		\$40,590	\$52,254	\$91,169	
Top Operations Position	5	\$73,984			\$88,800		
Greater than \$5 million							
CEO/Executive Director	12	\$217,122		\$146,138	\$207,440	\$266,559	
Top Finance Position	7	\$215,757			\$189,868		
<b>Science and Technology Research Institutes, Services</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$62,570			\$58,026		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	51	\$45,054	\$25,000	\$31,705	\$40,000	\$55,416	\$71,049
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$67,678		\$55,180	\$60,000	\$82,613	
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$121,396		\$83,448	\$108,020	\$152,912	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
Youth Development							
Greater than \$5 million							
CEO/Executive Director	9	\$374,858			\$315,613		
<b>Hawaii</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	24	\$51,427	\$26,950	\$35,028	\$48,875	\$67,686	\$75,333
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$67,975		\$51,239	\$65,766	\$84,834	
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$94,682	\$60,000	\$69,223	\$91,220	\$110,892	\$147,812
Greater than \$5 million							
CEO/Executive Director	5	\$124,949			\$92,181		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	6	\$76,481			\$71,341		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$92,297			\$89,089		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$121,721			\$132,961		
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$90,668			\$87,881		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Hawaii</b>							
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$52,941		\$31,200	\$60,376	\$65,897	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$65,235		\$54,562	\$60,543	\$74,280	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$103,941		\$84,773	\$96,698	\$131,250	
Greater than \$5 million							
CEO/Executive Director	19	\$257,035		\$145,010	\$195,351	\$253,258	
Top Finance Position	12	\$138,608		\$81,835	\$104,951	\$157,913	
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$58,883		\$50,000	\$59,657	\$69,541	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$79,298			\$77,459		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$102,722			\$107,811		
<b>Food, Agriculture and Nutrition</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$61,585			\$65,811		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$60,479			\$63,870		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$93,583			\$87,716		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Hawaii</b>							
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$161,385		\$96,175	\$136,177	\$158,039	
Top Finance Position	7	\$70,562			\$79,368		
Greater than \$5 million							
CEO/Executive Director	20	\$359,874	\$158,166	\$190,763	\$215,789	\$380,804	\$537,557
Top Finance Position	16	\$246,752		\$133,750	\$153,286	\$227,719	
Top Operations Position	6	\$202,325			\$147,889		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$117,768			\$109,130		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	20	\$68,454	\$27,519	\$48,926	\$59,500	\$77,478	\$107,552
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$74,180			\$80,865		
Between \$1 million and \$5 million							
CEO/Executive Director	36	\$98,669	\$65,535	\$77,870	\$94,260	\$113,897	\$134,301
Top Finance Position	5	\$72,921			\$86,758		
Top Operations Position	5	\$86,915			\$92,282		
Greater than \$5 million							
CEO/Executive Director	16	\$169,297		\$108,585	\$170,393	\$238,180	
Top Finance Position	11	\$103,270		\$85,687	\$102,706	\$117,895	
Top Operations Position	5	\$142,215			\$153,768		



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Hawaii</b>							
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$51,290		\$30,006	\$54,792	\$67,655	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$90,684			\$83,390		
Top Finance Position	5	\$94,479			\$113,319		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$35,241			\$27,452		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$111,643			\$114,617		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$57,276		\$26,326	\$31,200	\$91,070	
<b>Unknown</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$87,797			\$99,104		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$50,464			\$54,646		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$113,150			\$103,393		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Idaho</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	17	\$43,030		\$27,548	\$39,551	\$46,420	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$97,101			\$116,169		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	6	\$41,523			\$30,674		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	5	\$45,606			\$45,321		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	11	\$52,379		\$31,927	\$40,949	\$53,449	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$71,149		\$56,598	\$74,521	\$80,455	
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$92,530	\$49,735	\$62,667	\$104,595	\$116,723	\$127,895
Top Administrative Position	14	\$85,735		\$73,603	\$82,837	\$99,921	
Greater than \$5 million							
CEO/Executive Director	6	\$165,399			\$156,672		
Environmental Quality, Protection and Beautification							
\$500 thousand or less							
CEO/Executive Director	13	\$48,669		\$38,750	\$49,500	\$55,758	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$61,243			\$65,000		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Idaho</b>							
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$47,617			\$50,000		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$131,187			\$120,280		
Greater than \$5 million							
CEO/Executive Director	13	\$310,449		\$155,366	\$189,015	\$294,007	
Top Finance Position	12	\$238,100		\$99,623	\$141,330	\$174,710	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	18	\$43,403		\$24,000	\$40,196	\$50,778	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$64,250		\$52,024	\$55,157	\$62,812	
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$99,777		\$65,307	\$85,074	\$104,602	
Greater than \$5 million							
CEO/Executive Director	8	\$106,747			\$107,909		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$34,929			\$24,873		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$48,383		\$29,956	\$48,238	\$59,196	
<b>Unknown</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$46,421			\$40,597		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Idaho</b>							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	9	\$42,656			\$38,872		
<b>Illinois</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	24	\$40,272	\$18,126	\$24,750	\$38,968	\$48,466	\$68,982
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$78,227			\$77,510		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$80,467		\$53,961	\$70,341	\$80,000	
Greater than \$5 million							
CEO/Executive Director	5	\$275,223			\$209,675		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	135	\$48,765	\$23,471	\$30,584	\$41,799	\$60,181	\$77,168
Between \$500 thousand and \$1 million							
CEO/Executive Director	48	\$84,210	\$45,224	\$55,175	\$79,619	\$93,594	\$133,982
Between \$1 million and \$5 million							
CEO/Executive Director	60	\$116,519	\$66,331	\$76,011	\$100,841	\$134,919	\$180,233
Top Finance Position	8	\$94,640			\$88,991		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
<b>Arts, Culture and Humanities</b>							
Greater than \$5 million							
CEO/Executive Director	28	\$378,189	\$160,314	\$205,469	\$317,950	\$472,303	\$691,040
Top Administrative Position	7	\$264,794			\$207,654		
Top Development Position	16	\$186,721		\$133,256	\$182,073	\$212,682	
Top Finance Position	18	\$185,336		\$124,805	\$192,232	\$209,675	
Top Marketing Position	8	\$192,454			\$190,143		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$50,773		\$34,048	\$48,000	\$67,292	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$89,639		\$75,701	\$89,608	\$98,936	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$142,895		\$88,230	\$130,000	\$177,500	
Greater than \$5 million							
CEO/Executive Director	6	\$206,338			\$204,801		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	54	\$67,001	\$33,680	\$49,030	\$63,722	\$74,300	\$108,707
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$92,361		\$66,075	\$77,201	\$119,635	
Between \$1 million and \$5 million							
CEO/Executive Director	54	\$126,151	\$71,174	\$84,836	\$106,240	\$142,910	\$207,024

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
<b>Community Improvement, Capacity Building</b>							
Greater than \$5 million							
CEO/Executive Director	19	\$360,820		\$135,049	\$250,172	\$418,838	
Top Finance Position	8	\$143,890			\$144,407		
Top Operations Position	8	\$258,084			\$254,619		
Top Technology Position	5	\$170,158			\$164,970		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	26	\$56,027	\$30,920	\$41,265	\$51,916	\$64,603	\$83,058
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$89,015			\$77,419		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$147,442		\$100,782	\$125,075	\$162,599	
Greater than \$5 million							
CEO/Executive Director	9	\$203,872			\$170,251		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	23	\$63,683	\$17,800	\$39,157	\$66,155	\$83,993	\$106,339
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$101,628		\$79,848	\$87,138	\$119,504	
Between \$1 million and \$5 million							
CEO/Executive Director	40	\$160,569	\$67,968	\$100,205	\$140,670	\$198,593	\$278,027

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
Greater than \$5 million							
CEO/Executive Director	28	\$433,339	\$162,745	\$176,914	\$381,833	\$588,337	\$755,788
Top Finance Position	16	\$274,027		\$132,449	\$231,635	\$344,658	
Top Operations Position	6	\$412,301			\$399,437		
Top Technology Position	7	\$242,957			\$217,789		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	86	\$56,156	\$25,000	\$38,774	\$52,622	\$67,407	\$86,490
Between \$500 thousand and \$1 million							
CEO/Executive Director	72	\$84,332	\$42,188	\$54,641	\$76,435	\$105,058	\$136,891
Top Administrative Position	5	\$69,141			\$55,160		
Top Finance Position	7	\$35,444			\$31,154		
Between \$1 million and \$5 million							
CEO/Executive Director	156	\$136,244	\$58,395	\$84,173	\$120,654	\$157,567	\$214,806
Top Administrative Position	9	\$75,804			\$76,311		
Top Education Position	6	\$93,363			\$86,961		
Top Finance Position	19	\$76,781		\$39,660	\$61,500	\$93,959	
Top Operations Position	9	\$118,971			\$98,648		
Top Program Position	6	\$95,885			\$99,675		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	151	\$326,804	\$119,150	\$155,801	\$240,593	\$384,807	\$528,666
Top Administrative Position	10	\$204,311		\$141,245	\$192,025	\$256,430	
Top Business Position	9	\$164,707			\$157,393		
Top Development Position	30	\$204,046	\$106,761	\$133,190	\$182,882	\$220,275	\$259,353
Top Education Position	26	\$163,166	\$104,907	\$128,508	\$149,211	\$192,292	\$207,098
Top Finance Position	81	\$169,240	\$79,000	\$108,712	\$147,294	\$193,881	\$278,400
Top Human Resources Position	7	\$265,224			\$272,426		
Top Legal Position	8	\$536,752			\$273,694		
Top Marketing Position	7	\$223,444			\$228,008		
Top Operations Position	30	\$160,415	\$105,441	\$114,728	\$151,117	\$185,327	\$239,434
Top PR/Communications Position	11	\$223,481		\$128,430	\$208,170	\$268,249	
Top Technology Position	17	\$194,595		\$124,054	\$162,761	\$186,470	
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$65,343		\$37,413	\$68,772	\$89,642	
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$94,269		\$63,864	\$77,998	\$115,000	
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$128,139	\$67,072	\$85,662	\$103,378	\$153,825	\$204,650
Top Finance Position	5	\$105,756			\$99,148		
Greater than \$5 million							
CEO/Executive Director	7	\$244,378			\$197,613		
Top Finance Position	6	\$128,709			\$129,177		



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	22	\$63,837	\$32,174	\$52,720	\$61,762	\$81,250	\$91,668
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$82,562		\$65,688	\$72,784	\$99,340	
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$135,306		\$114,183	\$131,179	\$155,219	
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$54,153		\$33,250	\$55,971	\$62,100	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$103,316		\$65,518	\$84,584	\$125,393	
Greater than \$5 million							
CEO/Executive Director	10	\$222,509		\$114,087	\$180,889	\$292,284	
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	30	\$73,820	\$35,869	\$44,160	\$65,584	\$96,242	\$122,329
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$87,084	\$53,149	\$59,975	\$67,914	\$94,674	\$125,040
Between \$1 million and \$5 million							
CEO/Executive Director	42	\$123,679	\$73,378	\$81,437	\$98,440	\$140,635	\$209,786
Top Administrative Position	8	\$92,735			\$89,968		
Top Development Position	5	\$96,825			\$112,201		
Top Finance Position	6	\$90,382			\$93,036		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	132	\$571,726	\$134,778	\$183,435	\$293,767	\$578,919	\$1,505,827
Top Administrative Position	20	\$188,001	\$102,447	\$105,808	\$138,283	\$178,774	\$326,323
Top Business Position	6	\$288,111			\$242,205		
Top Development Position	9	\$172,875			\$137,993		
Top Finance Position	107	\$315,948	\$89,090	\$124,576	\$202,713	\$385,137	\$644,093
Top Human Resources Position	22	\$333,485	\$191,134	\$221,159	\$308,688	\$378,136	\$435,590
Top Legal Position	12	\$377,813		\$227,661	\$270,048	\$469,446	
Top Marketing Position	10	\$299,813		\$158,248	\$184,006	\$219,174	
Top Operations Position	59	\$342,398	\$110,898	\$145,287	\$244,608	\$384,303	\$706,742
Top Technology Position	21	\$335,168	\$123,313	\$168,235	\$247,487	\$418,590	\$702,025
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	21	\$43,144	\$25,854	\$29,625	\$40,243	\$51,369	\$71,493
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$72,494		\$54,525	\$66,500	\$90,009	
Between \$1 million and \$5 million							
CEO/Executive Director	59	\$102,451	\$69,004	\$76,862	\$96,488	\$118,121	\$144,389
Top Finance Position	6	\$111,040			\$117,928		
Greater than \$5 million							
CEO/Executive Director	22	\$238,805	\$98,713	\$115,723	\$196,262	\$315,529	\$484,612
Top Finance Position	9	\$195,178			\$182,663		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	174	\$45,072	\$21,653	\$30,069	\$40,148	\$55,913	\$71,899
Top Finance Position	5	\$30,634			\$23,972		
Between \$500 thousand and \$1 million							
CEO/Executive Director	104	\$70,749	\$42,257	\$52,991	\$64,044	\$77,406	\$95,267
Top Finance Position	6	\$48,909			\$44,262		
Between \$1 million and \$5 million							
CEO/Executive Director	238	\$100,977	\$57,213	\$72,857	\$94,238	\$117,147	\$145,812
Top Administrative Position	6	\$88,665			\$87,518		
Top Finance Position	42	\$68,899	\$37,946	\$51,050	\$73,791	\$83,667	\$95,397
Top Operations Position	12	\$88,775		\$70,819	\$93,145	\$105,659	
Top Program Position	5	\$52,743			\$52,789		
Greater than \$5 million							
CEO/Executive Director	189	\$193,777	\$100,184	\$119,487	\$162,271	\$212,124	\$301,462
Top Administrative Position	7	\$118,011			\$116,526		
Top Business Position	6	\$201,169			\$129,707		
Top Development Position	13	\$148,547		\$140,579	\$159,143	\$173,096	
Top Finance Position	98	\$141,974	\$66,913	\$97,400	\$125,100	\$152,461	\$181,392
Top Human Resources Position	14	\$205,742		\$131,152	\$152,066	\$209,452	
Top Marketing Position	8	\$146,116			\$137,190		
Top Operations Position	30	\$164,524	\$99,017	\$119,343	\$141,766	\$205,277	\$235,382
Top Program Position	23	\$128,482	\$102,481	\$109,422	\$114,954	\$138,915	\$171,548
Top Technology Position	8	\$166,732			\$131,914		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$45,581		\$25,860	\$38,136	\$60,108	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
<b>International, Foreign Affairs and National Security</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$53,576			\$57,161		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$107,948		\$65,812	\$86,703	\$114,705	
Greater than \$5 million							
CEO/Executive Director	11	\$222,383		\$156,323	\$198,383	\$234,507	
Top Finance Position	5	\$126,746			\$136,800		
<b>Medical Research</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$86,344			\$82,498		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$151,903		\$92,574	\$158,570	\$185,624	
Greater than \$5 million							
CEO/Executive Director	6	\$296,745			\$256,354		
Top Finance Position	5	\$176,229			\$159,484		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	28	\$48,487	\$21,834	\$37,608	\$49,090	\$58,719	\$69,035
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	\$78,628	\$42,659	\$64,015	\$75,647	\$95,168	\$108,010
Between \$1 million and \$5 million							
CEO/Executive Director	58	\$110,658	\$64,006	\$88,528	\$99,793	\$142,800	\$157,176
Top Finance Position	9	\$85,936			\$82,103		
Top Operations Position	6	\$93,342			\$89,407		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
<b>Mental Health, Crisis Intervention</b>							
Greater than \$5 million							
CEO/Executive Director	31	\$229,557	\$125,548	\$160,647	\$201,327	\$270,829	\$299,051
Top Finance Position	18	\$137,036		\$96,926	\$123,061	\$160,210	
Top Operations Position	6	\$138,020			\$141,484		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	29	\$56,883	\$22,666	\$28,615	\$52,000	\$65,450	\$91,638
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$83,156			\$59,996		
Between \$1 million and \$5 million							
CEO/Executive Director	33	\$128,609	\$78,475	\$104,359	\$124,860	\$150,000	\$184,436
Top Finance Position	6	\$100,059			\$114,581		
Greater than \$5 million							
CEO/Executive Director	14	\$300,148		\$149,060	\$225,720	\$450,558	
Top Development Position	5	\$203,387			\$214,936		
Top Finance Position	7	\$199,931			\$198,382		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$50,417		\$37,213	\$47,778	\$67,524	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$124,389		\$93,202	\$118,235	\$144,844	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$153,800		\$120,132	\$154,500	\$189,238	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$37,211		\$25,809	\$31,570	\$43,225	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$71,046		\$54,373	\$67,240	\$85,617	
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$131,303	\$69,175	\$85,393	\$107,167	\$148,021	\$235,203
Top Finance Position	5	\$93,389			\$95,840		
Greater than \$5 million							
CEO/Executive Director	5	\$775,147			\$270,458		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	92	\$51,706	\$21,024	\$34,615	\$47,783	\$65,747	\$86,570
Top Finance Position	7	\$23,917			\$18,400		
Between \$500 thousand and \$1 million							
CEO/Executive Director	38	\$79,210	\$34,785	\$52,760	\$74,118	\$105,852	\$132,008
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$99,115	\$52,231	\$69,680	\$103,557	\$125,343	\$140,562
Greater than \$5 million							
CEO/Executive Director	12	\$226,352		\$126,436	\$155,783	\$221,139	
Top Finance Position	5	\$101,070			\$87,419		
<b>Science and Technology Research Institutes, Services</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$69,056			\$67,083		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$142,717			\$128,343		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
Science and Technology Research Institutes, Services							
Greater than \$5 million							
CEO/Executive Director	6	\$410,214			\$242,098		
Top Finance Position	5	\$213,569			\$145,046		
Unknown							
\$500 thousand or less							
CEO/Executive Director	5	\$60,411			\$46,750		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	46	\$55,977	\$28,540	\$36,422	\$54,576	\$66,986	\$92,728
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$80,542	\$47,412	\$58,437	\$81,516	\$97,977	\$111,355
Between \$1 million and \$5 million							
CEO/Executive Director	43	\$123,578	\$73,262	\$85,333	\$108,186	\$147,552	\$188,761
Greater than \$5 million							
CEO/Executive Director	6	\$269,516			\$212,712		
<b>Indiana</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	21	\$35,433	\$19,800	\$29,265	\$34,553	\$45,000	\$49,209
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$87,666			\$86,036		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	67	\$43,458	\$22,046	\$30,994	\$42,311	\$51,825	\$68,500
Top Administrative Position	5	\$41,475			\$38,898		
Between \$500 thousand and \$1 million							
CEO/Executive Director	39	\$69,853	\$33,374	\$47,716	\$66,340	\$86,039	\$107,244
Between \$1 million and \$5 million							
CEO/Executive Director	29	\$116,193	\$51,834	\$86,344	\$108,560	\$141,108	\$177,018
Top Finance Position	5	\$88,659			\$62,479		
Greater than \$5 million							
CEO/Executive Director	11	\$279,240		\$195,906	\$208,841	\$270,531	
Top Finance Position	9	\$154,864			\$144,180		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$70,254			\$58,646		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	59	\$60,823	\$31,016	\$40,670	\$53,487	\$77,612	\$92,904
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$85,884		\$74,799	\$81,260	\$96,417	
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$111,745	\$60,312	\$79,316	\$99,441	\$124,108	\$170,354
Greater than \$5 million							
CEO/Executive Director	5	\$115,395			\$115,458		



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	18	\$53,419		\$41,573	\$45,232	\$63,208	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$64,911			\$62,819		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$81,233			\$79,100		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	24	\$53,316	\$23,861	\$35,987	\$55,253	\$67,925	\$79,065
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$57,612			\$52,667		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$126,063			\$128,698		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	55	\$54,208	\$24,480	\$34,213	\$47,250	\$72,859	\$85,533
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$88,053		\$65,893	\$86,651	\$99,483	
Between \$1 million and \$5 million							
CEO/Executive Director	59	\$99,879	\$56,428	\$65,689	\$93,520	\$115,109	\$151,593
Top Finance Position	14	\$73,680		\$54,867	\$61,114	\$83,877	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	72	\$283,712	\$96,696	\$140,002	\$238,747	\$379,223	\$548,368
Top Administrative Position	9	\$179,630			\$160,717		
Top Business Position	7	\$148,902			\$156,497		
Top Development Position	21	\$176,573	\$120,988	\$134,238	\$169,549	\$187,857	\$270,745
Top Education Position	11	\$149,302		\$130,566	\$153,490	\$171,448	
Top Finance Position	43	\$154,848	\$68,541	\$95,701	\$131,651	\$196,654	\$277,629
Top Operations Position	6	\$139,796			\$121,487		
Top Technology Position	6	\$177,073			\$179,939		
<b>Employment, Job-Related</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$98,961			\$80,593		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$100,099			\$106,574		
Greater than \$5 million							
CEO/Executive Director	12	\$130,445		\$100,657	\$122,619	\$139,608	
Top Finance Position	7	\$89,125			\$86,177		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$58,604		\$43,902	\$52,119	\$72,810	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$77,771			\$81,768		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$83,394			\$72,076		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$45,742		\$32,472	\$44,867	\$51,200	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$78,295			\$73,028		
Greater than \$5 million							
CEO/Executive Director	10	\$116,314		\$74,949	\$86,680	\$102,092	
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	26	\$55,248	\$30,406	\$34,541	\$49,004	\$73,013	\$92,902
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$83,731		\$58,410	\$81,196	\$93,862	
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$138,089	\$59,492	\$81,737	\$98,568	\$150,514	\$182,457
Greater than \$5 million							
CEO/Executive Director	73	\$413,543	\$107,515	\$168,390	\$251,529	\$391,383	\$815,493
Top Administrative Position	15	\$338,705		\$223,366	\$247,112	\$356,551	
Top Development Position	5	\$152,984			\$161,860		
Top Finance Position	61	\$215,567	\$76,253	\$96,540	\$140,957	\$283,444	\$445,867
Top Human Resources Position	9	\$237,051			\$156,319		
Top Operations Position	28	\$263,908	\$86,934	\$128,961	\$201,984	\$315,331	\$491,286
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	18	\$40,062		\$27,420	\$40,402	\$51,201	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$70,105			\$69,000		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$92,594	\$67,334	\$72,118	\$86,238	\$108,297	\$116,003
Greater than \$5 million							
CEO/Executive Director	8	\$221,093			\$171,477		
Top Finance Position	5	\$152,793			\$98,074		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	115	\$47,395	\$26,264	\$32,020	\$43,616	\$58,162	\$68,542
Top Finance Position	7	\$32,147			\$31,378		
Between \$500 thousand and \$1 million							
CEO/Executive Director	76	\$58,587	\$28,900	\$43,851	\$59,377	\$71,342	\$81,423
Between \$1 million and \$5 million							
CEO/Executive Director	130	\$88,440	\$54,980	\$67,923	\$85,332	\$107,447	\$126,354
Top Finance Position	23	\$67,815	\$37,768	\$52,275	\$70,023	\$83,364	\$95,129
Top Operations Position	9	\$70,068			\$72,415		
Greater than \$5 million							
CEO/Executive Director	95	\$164,699	\$97,297	\$119,365	\$152,796	\$185,889	\$242,431
Top Development Position	5	\$105,775			\$117,184		
Top Finance Position	54	\$105,034	\$67,952	\$85,245	\$101,297	\$123,746	\$148,175
Top Marketing Position	5	\$135,279			\$137,770		
Top Operations Position	16	\$130,049		\$101,006	\$126,598	\$158,984	
Top Program Position	5	\$112,845			\$118,201		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$55,604		\$30,576	\$43,000	\$65,815	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
<b>International, Foreign Affairs and National Security</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$69,792			\$70,180		
<b>Medical Research</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$60,613			\$40,000		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	28	\$46,558	\$27,020	\$36,712	\$46,181	\$57,170	\$66,104
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$58,045			\$53,346		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$108,571			\$113,560		
Greater than \$5 million							
CEO/Executive Director	21	\$259,964	\$146,880	\$164,323	\$222,974	\$285,416	\$401,019
Top Finance Position	16	\$153,048		\$107,093	\$130,622	\$178,045	
Top Operations Position	8	\$141,856			\$136,310		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	26	\$44,296	\$30,879	\$35,360	\$41,955	\$50,198	\$56,925
Between \$500 thousand and \$1 million							
CEO/Executive Director	36	\$70,886	\$36,787	\$46,812	\$65,588	\$88,945	\$106,151
Between \$1 million and \$5 million							
CEO/Executive Director	54	\$98,205	\$62,477	\$75,321	\$86,157	\$128,010	\$140,971
Top Finance Position	5	\$66,233			\$67,627		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Greater than \$5 million							
CEO/Executive Director	7	\$414,022			\$227,522		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$61,699		\$44,010	\$55,045	\$76,544	
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	18	\$47,912		\$35,784	\$46,137	\$66,322	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$61,585		\$38,909	\$46,731	\$77,282	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$103,191		\$85,914	\$99,381	\$107,697	
Greater than \$5 million							
CEO/Executive Director	9	\$660,260			\$325,707		
Top Finance Position	5	\$120,870			\$135,800		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	74	\$40,918	\$18,455	\$23,829	\$40,475	\$52,044	\$68,247
Top Finance Position	5	\$53,256			\$39,230		
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$84,648		\$64,330	\$76,055	\$111,620	
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$99,643		\$81,144	\$88,753	\$129,182	
Greater than \$5 million							
CEO/Executive Director	7	\$163,988			\$142,490		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	45	\$44,860	\$25,971	\$35,308	\$42,925	\$55,000	\$64,317
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$66,927	\$48,500	\$55,000	\$60,866	\$71,447	\$95,365
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$123,183	\$82,786	\$106,630	\$118,500	\$140,576	\$159,704
Greater than \$5 million							
CEO/Executive Director	10	\$194,775		\$147,905	\$166,033	\$215,651	
<b>Iowa</b>							
Animal-Related							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$60,133			\$52,806		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	42	\$45,931	\$23,210	\$27,807	\$35,002	\$58,484	\$78,620
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$70,919		\$46,722	\$71,750	\$80,318	
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$100,790	\$41,705	\$72,186	\$98,768	\$131,856	\$152,106
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	8	\$58,272			\$64,267		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Iowa</b>							
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	20	\$50,786	\$19,732	\$36,398	\$52,004	\$64,083	\$75,123
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$82,106			\$74,910		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$94,319			\$86,418		
Greater than \$5 million							
CEO/Executive Director	8	\$98,839			\$99,846		
Top Finance Position	7	\$77,124			\$77,556		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$57,654			\$56,634		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$56,030			\$40,625		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	20	\$49,637	\$24,034	\$32,643	\$46,125	\$61,670	\$74,754
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$105,922		\$54,570	\$64,771	\$110,811	
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$137,211		\$81,074	\$117,513	\$177,338	



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Iowa</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	37	\$283,229	\$96,432	\$219,699	\$268,693	\$338,739	\$448,305
Top Business Position	6	\$183,324			\$180,777		
Top Development Position	15	\$176,614		\$132,736	\$186,377	\$203,321	
Top Education Position	8	\$154,989			\$149,594		
Top Finance Position	21	\$183,671	\$51,600	\$130,352	\$178,098	\$240,105	\$269,121
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$101,285			\$98,001		
Greater than \$5 million							
CEO/Executive Director	6	\$160,094			\$151,811		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$56,957		\$40,168	\$59,540	\$62,921	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$77,302			\$80,026		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$104,887			\$101,371		
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$41,277			\$34,787		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$116,740			\$111,610		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Iowa</b>							
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$63,502			\$51,528		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$82,478			\$75,756		
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$200,360		\$96,019	\$135,250	\$175,053	
Top Administrative Position	8	\$72,468			\$74,348		
Top Finance Position	6	\$219,355			\$166,703		
Greater than \$5 million							
CEO/Executive Director	50	\$301,925	\$123,591	\$147,628	\$210,888	\$377,150	\$629,102
Top Administrative Position	11	\$152,071		\$113,484	\$134,882	\$175,913	
Top Finance Position	46	\$230,273	\$84,806	\$107,906	\$144,737	\$275,606	\$466,182
Top Human Resources Position	6	\$245,268			\$186,345		
Top Operations Position	17	\$242,082		\$100,372	\$208,391	\$349,518	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$43,612		\$20,900	\$48,153	\$60,364	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$64,819			\$64,760		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$101,863		\$71,597	\$90,479	\$106,035	
Top Administrative Position	8	\$80,428			\$77,266		
Top Finance Position	7	\$65,257			\$57,107		
Greater than \$5 million							
CEO/Executive Director	12	\$157,536		\$131,162	\$151,473	\$184,283	
Top Finance Position	6	\$106,034			\$110,266		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Iowa</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	60	\$46,354	\$24,294	\$28,000	\$42,731	\$56,143	\$70,288
Top Administrative Position	7	\$38,329			\$31,263		
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	\$59,285	\$34,615	\$44,039	\$56,923	\$72,641	\$95,322
Between \$1 million and \$5 million							
CEO/Executive Director	62	\$81,796	\$53,873	\$64,330	\$81,851	\$95,584	\$109,212
Top Finance Position	11	\$71,849		\$40,919	\$48,594	\$66,939	
Greater than \$5 million							
CEO/Executive Director	64	\$171,063	\$100,172	\$116,306	\$151,268	\$194,860	\$217,587
Top Administrative Position	7	\$128,617			\$116,218		
Top Finance Position	39	\$106,054	\$61,284	\$72,582	\$96,705	\$109,156	\$152,728
Top Operations Position	6	\$148,020			\$132,256		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$56,563			\$55,000		
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$101,729		\$83,119	\$94,691	\$126,856	
Greater than \$5 million							
CEO/Executive Director	16	\$147,162		\$133,271	\$143,308	\$161,100	
Top Finance Position	8	\$106,261			\$96,814		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$33,790			\$24,000		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Iowa</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$69,343			\$59,533		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$84,367		\$68,000	\$83,182	\$100,908	
Greater than \$5 million							
CEO/Executive Director	6	\$188,275			\$184,309		
Top Finance Position	7	\$128,787			\$131,380		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$53,803		\$37,000	\$54,340	\$71,407	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$63,294			\$65,500		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$111,401		\$54,135	\$94,749	\$115,207	
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	31	\$50,869	\$24,377	\$36,000	\$49,114	\$67,935	\$75,806
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$92,817			\$77,706		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$46,489			\$52,823		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$74,416		\$61,382	\$74,028	\$85,405	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Iowa</b>							
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$103,092		\$71,092	\$92,647	\$134,015	
<b>Kansas</b>							
Animal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$75,866			\$72,015		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	31	\$42,585	\$26,895	\$31,266	\$40,000	\$50,105	\$66,050
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$78,984		\$64,682	\$73,491	\$86,587	
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$101,793	\$62,295	\$79,827	\$91,901	\$118,867	\$133,600
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	7	\$51,502			\$46,561		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	16	\$50,977		\$23,586	\$41,565	\$51,072	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$120,856			\$116,289		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas</b>							
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$52,854		\$48,637	\$55,570	\$59,250	
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$54,651		\$25,020	\$55,884	\$66,859	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$438,876			\$498,588		
Greater than \$5 million							
CEO/Executive Director	8	\$397,877			\$270,614		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	25	\$61,247	\$30,477	\$36,000	\$50,448	\$84,369	\$112,901
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$74,197	\$37,500	\$48,589	\$67,500	\$99,365	\$107,050
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$125,175	\$65,357	\$85,378	\$112,320	\$136,500	\$193,584
Greater than \$5 million							
CEO/Executive Director	32	\$251,041	\$109,309	\$149,035	\$187,535	\$276,332	\$454,115
Top Development Position	7	\$123,966			\$128,785		
Top Finance Position	19	\$142,933		\$80,704	\$101,099	\$131,504	
<b>Employment, Job-Related</b>							
Greater than \$5 million							
CEO/Executive Director	9	\$176,529			\$191,958		
Top Finance Position	6	\$137,135			\$111,223		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas</b>							
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$56,378			\$62,981		
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$41,090			\$31,400		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$74,676			\$65,862		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$53,499		\$36,297	\$42,019	\$51,002	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$80,826			\$87,403		
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$112,603	\$76,072	\$84,522	\$105,625	\$126,089	\$138,489
Top Administrative Position	20	\$74,197	\$55,370	\$59,137	\$68,659	\$85,005	\$90,215
Top Finance Position	15	\$87,771		\$58,610	\$67,972	\$98,099	
Greater than \$5 million							
CEO/Executive Director	45	\$309,412	\$125,751	\$158,065	\$215,227	\$320,859	\$643,637
Top Administrative Position	12	\$135,055		\$111,863	\$135,755	\$143,061	
Top Finance Position	40	\$192,391	\$91,377	\$118,149	\$154,676	\$210,727	\$348,911
Top Human Resources Position	5	\$252,956			\$245,741		
Top Operations Position	11	\$245,149		\$181,708	\$222,550	\$332,592	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$54,904			\$53,070		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas</b>							
<b>Housing, Shelter</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$64,965			\$64,494		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$80,455		\$57,485	\$80,475	\$96,832	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	41	\$47,475	\$18,800	\$34,212	\$46,000	\$64,171	\$73,140
Top Program Position	5	\$36,609			\$39,129		
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	\$60,371	\$38,925	\$48,395	\$55,316	\$74,038	\$80,609
Between \$1 million and \$5 million							
CEO/Executive Director	59	\$85,752	\$51,322	\$65,624	\$81,619	\$106,641	\$129,522
Top Administrative Position	5	\$73,780			\$62,795		
Top Finance Position	10	\$68,034		\$61,015	\$65,518	\$71,466	
Top Program Position	5	\$64,927			\$64,695		
Greater than \$5 million							
CEO/Executive Director	42	\$161,908	\$99,960	\$115,446	\$139,889	\$191,761	\$243,165
Top Administrative Position	7	\$91,845			\$104,945		
Top Finance Position	22	\$95,506	\$48,345	\$77,250	\$92,354	\$112,576	\$156,465
Top Operations Position	8	\$129,659			\$120,671		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$43,448			\$42,144		



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas</b>							
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$52,965			\$47,214		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$65,096			\$61,000		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$104,699		\$81,635	\$103,956	\$117,272	
Top Finance Position	5	\$75,885			\$78,858		
Greater than \$5 million							
CEO/Executive Director	23	\$160,663	\$103,233	\$123,076	\$148,224	\$203,326	\$215,566
Top Finance Position	17	\$106,497		\$87,900	\$108,733	\$114,601	
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$59,318		\$44,140	\$49,251	\$70,160	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$56,439			\$57,198		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$107,629		\$70,096	\$99,371	\$125,240	
Greater than \$5 million							
CEO/Executive Director	8	\$161,442			\$145,291		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$58,567		\$27,975	\$49,277	\$60,445	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$118,742			\$107,077		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	30	\$36,971	\$19,605	\$23,914	\$32,083	\$43,143	\$63,958
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$87,062			\$70,631		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	13	\$54,028		\$38,500	\$51,515	\$68,042	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$102,173			\$101,921		
<b>Kentucky</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	9	\$44,661			\$42,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$87,290			\$72,775		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	31	\$49,618	\$26,194	\$29,850	\$49,994	\$65,069	\$70,175
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$68,824			\$69,121		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$101,162		\$65,005	\$75,471	\$113,759	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kentucky</b>							
Arts, Culture and Humanities							
Greater than \$5 million							
CEO/Executive Director	9	\$223,488			\$219,967		
Top Finance Position	6	\$117,477			\$104,299		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	6	\$48,535			\$47,977		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	21	\$55,136	\$27,815	\$34,654	\$44,859	\$67,136	\$108,123
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$96,883			\$82,917		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$111,692			\$95,658		
Greater than \$5 million							
CEO/Executive Director	11	\$174,144		\$101,155	\$133,921	\$231,240	
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	8	\$53,713			\$48,398		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$104,285			\$103,045		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$123,523			\$126,121		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	9	\$49,911			\$50,355		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kentucky</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$96,190			\$90,968		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	22	\$49,811	\$26,737	\$39,228	\$47,788	\$63,678	\$77,200
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$76,479		\$67,621	\$77,250	\$85,680	
Between \$1 million and \$5 million							
CEO/Executive Director	37	\$99,208	\$49,390	\$62,880	\$82,898	\$113,545	\$193,130
Top Administrative Position	5	\$87,435			\$82,343		
Top Finance Position	6	\$75,155			\$68,560		
Greater than \$5 million							
CEO/Executive Director	28	\$260,147	\$141,397	\$178,198	\$265,626	\$320,085	\$378,535
Top Development Position	11	\$158,295		\$125,725	\$136,676	\$191,049	
Top Education Position	6	\$154,484			\$141,827		
Top Finance Position	20	\$117,769	\$72,991	\$80,641	\$105,659	\$131,059	\$170,354
Top Operations Position	5	\$127,415			\$124,449		
Top Technology Position	5	\$190,820			\$152,875		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$69,074			\$70,000		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$91,997			\$83,298		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kentucky</b>							
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$42,159		\$27,518	\$45,329	\$49,240	
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	26	\$50,050	\$29,362	\$33,421	\$42,274	\$61,824	\$71,823
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$84,510		\$67,136	\$75,274	\$98,549	
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$111,781		\$89,082	\$112,260	\$129,119	
Top Administrative Position	6	\$76,440			\$85,076		
Top Finance Position	6	\$79,379			\$76,516		
Greater than \$5 million							
CEO/Executive Director	49	\$374,474	\$127,380	\$144,815	\$218,403	\$428,133	\$724,952
Top Administrative Position	13	\$149,057		\$96,542	\$133,358	\$155,568	
Top Finance Position	40	\$186,775	\$68,060	\$117,316	\$142,290	\$219,330	\$348,259
Top Human Resources Position	5	\$319,241			\$359,693		
Top Operations Position	15	\$185,183		\$123,811	\$151,036	\$225,738	
Top Technology Position	6	\$228,556			\$190,107		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$46,706		\$38,084	\$47,212	\$51,652	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$80,565			\$71,724		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kentucky</b>							
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$83,312		\$61,248	\$72,221	\$92,321	
Top Finance Position	5	\$77,509			\$65,231		
Greater than \$5 million							
CEO/Executive Director	7	\$156,277			\$155,279		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	57	\$41,112	\$23,279	\$29,943	\$40,306	\$47,333	\$66,697
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	\$66,261	\$31,712	\$46,037	\$63,801	\$90,419	\$104,513
Between \$1 million and \$5 million							
CEO/Executive Director	56	\$92,435	\$54,674	\$65,331	\$89,902	\$117,995	\$139,786
Top Finance Position	5	\$50,657			\$45,866		
Greater than \$5 million							
CEO/Executive Director	42	\$168,247	\$89,202	\$116,605	\$136,666	\$174,509	\$289,766
Top Administrative Position	6	\$111,652			\$118,848		
Top Finance Position	27	\$119,186	\$70,016	\$82,798	\$110,914	\$148,621	\$182,703
Top Operations Position	6	\$153,400			\$146,309		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$61,724			\$45,669		
<b>Mental Health, Crisis Intervention</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$60,240			\$68,500		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kentucky</b>							
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$107,723		\$84,113	\$109,039	\$118,616	
Greater than \$5 million							
CEO/Executive Director	12	\$178,604		\$136,274	\$162,717	\$199,594	
Top Finance Position	8	\$138,929			\$146,642		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$44,603			\$43,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$65,058			\$62,810		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$102,980			\$107,701		
Greater than \$5 million							
CEO/Executive Director	5	\$174,981			\$158,248		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$57,023			\$32,333		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$182,857			\$174,816		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$57,431			\$65,572		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$112,083			\$115,735		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kentucky</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	43	\$42,814	\$19,351	\$26,991	\$43,054	\$55,104	\$62,892
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$69,084			\$61,888		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$58,516			\$60,400		
Unknown							
\$500 thousand or less							
CEO/Executive Director	7	\$40,269			\$35,650		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	11	\$43,263		\$30,200	\$41,457	\$57,815	
<b>Louisiana</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	46	\$44,763	\$24,375	\$31,225	\$41,835	\$57,869	\$63,440
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$82,740		\$61,143	\$75,601	\$86,178	
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$111,682	\$70,000	\$73,822	\$108,494	\$139,140	\$175,836
Greater than \$5 million							
CEO/Executive Director	7	\$224,271			\$153,182		



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Louisiana</b>							
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	18	\$76,796		\$23,543	\$51,981	\$85,620	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$91,898			\$88,374		
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$156,842		\$79,901	\$125,130	\$218,712	
Top Finance Position	6	\$107,475			\$108,238		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$53,183		\$44,403	\$58,846	\$66,116	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$82,467			\$66,406		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$97,490		\$84,615	\$87,448	\$108,000	
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$46,389			\$40,366		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$75,915		\$62,756	\$71,790	\$82,262	
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	32	\$58,348	\$25,665	\$31,499	\$49,173	\$76,998	\$95,810
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$81,278		\$61,849	\$70,198	\$92,086	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Louisiana</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	47	\$95,766	\$51,865	\$70,811	\$84,777	\$110,158	\$155,721
Top Finance Position	5	\$78,335			\$72,911		
Greater than \$5 million							
CEO/Executive Director	59	\$205,618	\$109,326	\$131,656	\$169,014	\$242,179	\$321,182
Top Administrative Position	7	\$166,110			\$106,000		
Top Development Position	8	\$165,482			\$140,335		
Top Education Position	6	\$180,261			\$172,804		
Top Finance Position	27	\$141,650	\$80,141	\$117,840	\$129,937	\$168,335	\$204,282
Top Operations Position	9	\$145,261			\$142,495		
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$73,514			\$65,000		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$140,623			\$113,004		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$61,522		\$52,500	\$63,488	\$76,156	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$75,470			\$78,210		
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$56,987			\$47,320		
Greater than \$5 million							
CEO/Executive Director	6	\$121,419			\$120,790		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Louisiana</b>							
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$57,211		\$35,893	\$50,000	\$67,216	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$84,602			\$88,511		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$152,977		\$91,499	\$105,708	\$147,681	
Top Finance Position	5	\$113,251			\$106,569		
Greater than \$5 million							
CEO/Executive Director	49	\$477,083	\$112,664	\$151,357	\$229,423	\$401,227	\$845,576
Top Administrative Position	7	\$121,948			\$115,845		
Top Finance Position	34	\$294,973	\$86,515	\$119,290	\$166,960	\$256,314	\$588,195
Top Human Resources Position	5	\$268,481			\$147,007		
Top Operations Position	20	\$314,638	\$86,536	\$151,379	\$285,788	\$357,059	\$549,159
Top Technology Position	7	\$250,952			\$249,594		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$48,591		\$31,837	\$44,006	\$54,053	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$65,849			\$61,149		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$97,379		\$74,830	\$81,250	\$125,226	
Greater than \$5 million							
CEO/Executive Director	5	\$203,729			\$115,445		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Louisiana</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	77	\$50,023	\$22,227	\$33,903	\$44,000	\$60,000	\$76,399
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	\$65,475	\$37,530	\$48,451	\$65,232	\$74,838	\$104,454
Between \$1 million and \$5 million							
CEO/Executive Director	57	\$92,942	\$51,642	\$68,024	\$89,315	\$105,340	\$139,521
Greater than \$5 million							
CEO/Executive Director	38	\$166,567	\$86,590	\$123,306	\$164,846	\$205,453	\$262,212
Top Finance Position	18	\$108,660		\$87,230	\$107,346	\$125,374	
Top Operations Position	5	\$122,504			\$113,758		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$54,950			\$52,647		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$94,762			\$79,308		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$88,366		\$79,121	\$82,212	\$91,539	
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$72,869			\$68,500		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$138,629		\$113,336	\$132,365	\$143,261	
Greater than \$5 million							
CEO/Executive Director	11	\$256,283		\$141,058	\$167,860	\$307,847	
Top Finance Position	6	\$149,921			\$148,237		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Louisiana</b>							
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$60,105			\$40,000		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$124,049			\$129,575		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	56	\$50,789	\$20,619	\$26,559	\$43,153	\$67,011	\$98,231
Top Finance Position	5	\$36,170			\$29,229		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$81,978			\$86,654		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$93,198			\$92,453		
<b>Unknown</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$37,296			\$35,043		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	18	\$52,637		\$48,902	\$53,804	\$59,521	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$72,485			\$70,824		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$119,740		\$94,077	\$100,929	\$125,549	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maine</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$40,128		\$24,082	\$38,305	\$49,377	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$104,417			\$97,245		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	44	\$45,351	\$24,604	\$34,052	\$42,207	\$55,203	\$64,316
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	\$69,750	\$39,188	\$55,601	\$67,890	\$76,730	\$91,894
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$125,037		\$80,694	\$118,323	\$157,529	
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$58,861			\$57,600		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$135,069			\$124,599		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$49,306			\$47,184		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$77,943			\$81,975		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$101,062			\$101,464		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maine</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$60,125			\$57,450		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	30	\$49,362	\$33,003	\$38,875	\$43,348	\$60,238	\$76,440
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$83,408		\$62,660	\$70,160	\$89,635	
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$113,653	\$76,179	\$88,744	\$118,289	\$138,924	\$154,226
Top Finance Position	7	\$72,974			\$72,613		
Greater than \$5 million							
CEO/Executive Director	32	\$265,127	\$117,547	\$166,851	\$221,272	\$308,173	\$495,523
Top Administrative Position	6	\$273,922			\$287,720		
Top Development Position	8	\$136,660			\$129,856		
Top Finance Position	19	\$175,288		\$107,386	\$150,150	\$180,449	
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	34	\$62,607	\$38,590	\$50,862	\$59,794	\$74,911	\$85,275
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$91,383		\$70,250	\$82,287	\$102,241	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$132,303			\$125,876		
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$38,693			\$38,800		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maine</b>							
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$50,004			\$47,400		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$62,512			\$71,710		
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$119,949	\$52,572	\$81,057	\$98,851	\$138,994	\$211,242
Top Finance Position	7	\$124,056			\$104,652		
Greater than \$5 million							
CEO/Executive Director	45	\$306,691	\$118,698	\$158,687	\$255,906	\$375,836	\$509,043
Top Administrative Position	7	\$122,676			\$116,583		
Top Finance Position	34	\$200,522	\$88,415	\$125,259	\$183,060	\$245,411	\$346,688
Top Operations Position	15	\$211,153		\$120,800	\$182,005	\$234,120	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$47,957			\$46,640		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$69,591			\$74,318		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$116,297			\$77,983		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	38	\$45,127	\$22,521	\$32,729	\$42,004	\$57,058	\$67,046
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$67,830		\$61,563	\$66,294	\$74,105	



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maine</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	44	\$89,876	\$56,054	\$71,472	\$92,510	\$105,591	\$113,203
Top Finance Position	8	\$62,358			\$47,531		
Greater than \$5 million							
CEO/Executive Director	38	\$138,532	\$92,946	\$102,159	\$125,283	\$162,532	\$197,194
Top Finance Position	24	\$93,396	\$39,749	\$68,559	\$88,378	\$120,927	\$135,295
Top Operations Position	11	\$109,312		\$95,441	\$103,235	\$121,105	
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$62,921			\$66,068		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$102,298		\$89,627	\$91,909	\$116,428	
Greater than \$5 million							
CEO/Executive Director	12	\$177,059		\$114,964	\$127,763	\$173,615	
Top Finance Position	8	\$128,778			\$110,015		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$97,625			\$103,217		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$49,423			\$53,244		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$86,054			\$94,329		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maine</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	10	\$53,483		\$40,205	\$48,694	\$62,535	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	7	\$49,209			\$50,500		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$79,438			\$77,657		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$108,739			\$113,925		
<b>Maryland</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	16	\$55,891		\$30,604	\$47,034	\$65,781	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$47,947			\$42,271		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$103,897		\$64,271	\$85,000	\$105,431	
Greater than \$5 million							
CEO/Executive Director	6	\$314,418			\$266,511		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	72	\$52,791	\$26,370	\$32,742	\$49,231	\$65,373	\$95,629
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	\$94,993	\$46,998	\$64,391	\$81,052	\$95,857	\$119,402

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
<b>Arts, Culture and Humanities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	46	\$128,963	\$60,450	\$81,419	\$116,854	\$149,788	\$239,713
Top Finance Position	8	\$100,746			\$87,138		
Top Operations Position	6	\$116,348			\$112,510		
Greater than \$5 million							
CEO/Executive Director	12	\$207,773		\$127,788	\$195,181	\$293,556	
Top Finance Position	8	\$123,783			\$123,871		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$65,786			\$70,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$107,916			\$103,000		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$133,028		\$99,278	\$127,749	\$144,815	
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	28	\$73,576	\$41,738	\$54,479	\$70,210	\$82,089	\$106,700
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$85,493		\$61,539	\$87,869	\$92,664	
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$161,157	\$80,295	\$109,311	\$144,009	\$212,383	\$256,056
Top Finance Position	8	\$119,744			\$103,616		
Greater than \$5 million							
CEO/Executive Director	18	\$180,328		\$111,567	\$184,963	\$235,870	
Top Finance Position	8	\$151,961			\$147,777		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$45,898		\$31,578	\$40,564	\$65,450	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$100,337			\$90,739		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$130,166		\$88,766	\$114,751	\$166,280	
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$68,828		\$48,113	\$60,524	\$100,167	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$105,524		\$91,000	\$100,142	\$104,750	
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$198,141	\$99,861	\$138,122	\$193,846	\$241,971	\$288,969
Top Finance Position	5	\$135,126			\$143,132		
Top Operations Position	7	\$124,711			\$126,473		
Greater than \$5 million							
CEO/Executive Director	16	\$319,462		\$152,760	\$259,635	\$381,754	
Top Development Position	6	\$150,638			\$137,986		
Top Finance Position	11	\$222,792		\$125,179	\$171,529	\$299,339	
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	57	\$57,372	\$24,950	\$43,213	\$51,802	\$69,504	\$85,000
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	\$90,014	\$41,774	\$50,498	\$79,731	\$105,789	\$165,260

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	84	\$132,374	\$64,255	\$86,755	\$121,709	\$172,567	\$221,295
Top Business Position	6	\$88,894			\$75,221		
Top Finance Position	10	\$74,646		\$59,447	\$67,585	\$81,696	
Greater than \$5 million							
CEO/Executive Director	89	\$298,848	\$124,153	\$162,464	\$263,618	\$392,508	\$476,549
Top Administrative Position	5	\$207,442			\$197,313		
Top Business Position	12	\$143,963		\$112,384	\$129,480	\$160,539	
Top Development Position	32	\$161,761	\$114,760	\$127,989	\$152,549	\$179,603	\$226,949
Top Education Position	10	\$132,871		\$118,895	\$133,151	\$146,025	
Top Finance Position	52	\$163,789	\$101,541	\$122,026	\$147,423	\$198,378	\$259,166
Top Human Resources Position	8	\$195,766			\$155,173		
Top Operations Position	19	\$175,089		\$130,012	\$157,595	\$219,773	
Top Technology Position	11	\$144,861		\$125,824	\$137,567	\$160,174	
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$144,390		\$103,478	\$139,526	\$184,131	
Greater than \$5 million							
CEO/Executive Director	15	\$241,968		\$125,898	\$233,197	\$297,754	
Top Finance Position	6	\$166,036			\$169,148		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	31	\$69,707	\$27,120	\$44,830	\$59,878	\$80,332	\$109,964
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$81,009		\$69,268	\$82,408	\$92,742	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
<b>Environmental Quality, Protection and Beautification</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$129,658	\$93,495	\$109,727	\$122,983	\$154,543	\$172,992
Greater than \$5 million							
CEO/Executive Director	8	\$190,978			\$208,230		
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$49,016			\$51,500		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$109,345			\$75,758		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	24	\$86,434	\$27,592	\$46,967	\$77,500	\$106,869	\$150,473
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$96,026			\$95,885		
Between \$1 million and \$5 million							
CEO/Executive Director	40	\$152,305	\$73,863	\$114,700	\$143,559	\$169,490	\$233,321
Top Finance Position	5	\$134,115			\$128,240		
Top Operations Position	6	\$167,471			\$155,708		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	79	\$615,071	\$157,219	\$213,345	\$422,911	\$771,484	\$1,107,094
Top Administrative Position	16	\$170,513		\$115,303	\$149,869	\$195,455	
Top Business Position	5	\$234,194			\$203,787		
Top Development Position	9	\$214,439			\$204,409		
Top Finance Position	62	\$333,392	\$109,211	\$149,611	\$226,316	\$405,984	\$542,057
Top Human Resources Position	19	\$250,040		\$179,513	\$214,671	\$294,620	
Top Operations Position	40	\$286,309	\$138,153	\$186,496	\$260,747	\$373,684	\$462,022
Top Program Position	5	\$185,116			\$154,931		
Top Technology Position	11	\$362,205		\$180,701	\$368,637	\$523,956	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	24	\$60,867	\$29,546	\$42,808	\$62,689	\$72,249	\$93,275
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$76,687			\$79,989		
Between \$1 million and \$5 million							
CEO/Executive Director	33	\$166,243	\$63,283	\$88,383	\$108,379	\$170,738	\$294,617
Top Finance Position	5	\$138,168			\$147,420		
Greater than \$5 million							
CEO/Executive Director	19	\$297,145		\$162,176	\$212,705	\$361,606	
Top Finance Position	8	\$213,410			\$171,797		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	84	\$54,818	\$22,887	\$36,000	\$49,436	\$68,960	\$86,038

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	52	\$84,572	\$45,663	\$59,633	\$77,250	\$99,850	\$128,602
Between \$1 million and \$5 million							
CEO/Executive Director	88	\$107,155	\$58,113	\$80,294	\$96,406	\$129,816	\$164,768
Top Administrative Position	5	\$89,853			\$83,649		
Top Finance Position	26	\$79,671	\$46,515	\$60,225	\$72,868	\$89,815	\$119,944
Greater than \$5 million							
CEO/Executive Director	113	\$195,205	\$101,402	\$130,086	\$172,602	\$229,833	\$300,201
Top Administrative Position	9	\$179,831			\$172,338		
Top Business Position	5	\$172,608			\$175,186		
Top Development Position	6	\$141,590			\$134,081		
Top Finance Position	76	\$134,061	\$77,104	\$94,748	\$114,403	\$165,368	\$203,614
Top Human Resources Position	15	\$138,585		\$120,810	\$136,802	\$154,119	
Top Marketing Position	7	\$166,552			\$139,384		
Top Operations Position	27	\$150,952	\$103,002	\$114,283	\$126,004	\$180,887	\$234,639
Top Program Position	5	\$130,563			\$119,888		
Top Technology Position	5	\$136,745			\$131,281		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$80,505		\$48,979	\$61,800	\$97,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$205,818			\$180,080		
Greater than \$5 million							
CEO/Executive Director	5	\$336,551			\$325,566		
Top Finance Position	5	\$247,735			\$276,694		



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
<b>Medical Research</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$76,057			\$70,000		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$241,415		\$150,723	\$202,664	\$349,231	
Top Finance Position	5	\$152,403			\$133,360		
Greater than \$5 million							
CEO/Executive Director	12	\$530,132		\$334,443	\$446,807	\$647,971	
Top Finance Position	9	\$272,169			\$233,384		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	21	\$56,148	\$21,611	\$28,850	\$50,320	\$68,500	\$109,488
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$94,243		\$81,852	\$97,178	\$107,131	
Between \$1 million and \$5 million							
CEO/Executive Director	36	\$127,091	\$82,486	\$99,527	\$116,344	\$148,378	\$179,073
Top Finance Position	10	\$98,897		\$84,385	\$106,408	\$118,650	
Greater than \$5 million							
CEO/Executive Director	28	\$251,664	\$129,682	\$149,791	\$210,137	\$288,993	\$389,328
Top Finance Position	12	\$145,835		\$100,371	\$148,809	\$189,700	
Top Operations Position	10	\$166,821		\$125,496	\$148,785	\$192,218	
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$40,883		\$32,693	\$38,438	\$49,800	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$109,675		\$69,381	\$92,408	\$125,267	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Greater than \$5 million							
CEO/Executive Director	10	\$277,108		\$141,406	\$235,061	\$315,287	
Top Finance Position	8	\$145,284			\$133,806		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$60,050		\$48,000	\$57,058	\$70,781	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$109,381			\$101,206		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$140,238		\$83,221	\$135,942	\$167,275	
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	23	\$52,695	\$18,804	\$23,601	\$50,877	\$71,738	\$80,722
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$71,605	\$37,000	\$43,000	\$75,000	\$94,659	\$100,000
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$108,393		\$83,353	\$90,957	\$139,471	
Greater than \$5 million							
CEO/Executive Director	6	\$202,164			\$212,064		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	36	\$53,048	\$22,720	\$35,684	\$44,295	\$66,431	\$86,588
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$76,894			\$81,050		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
Religion-Related, Spiritual Development							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$100,603			\$84,000		
Greater than \$5 million							
CEO/Executive Director	5	\$220,429			\$212,400		
Science and Technology Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$143,630			\$145,856		
Greater than \$5 million							
CEO/Executive Director	12	\$340,353		\$219,113	\$318,088	\$389,564	
Top Finance Position	8	\$174,982			\$161,487		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	38	\$53,910	\$19,041	\$31,840	\$52,788	\$76,017	\$84,586
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$92,455			\$86,187		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$110,336		\$86,355	\$109,722	\$130,336	
Greater than \$5 million							
CEO/Executive Director	6	\$392,304			\$444,092		
<b>Massachusetts</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	13	\$40,391		\$26,049	\$41,331	\$48,000	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
<b>Animal-Related</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$64,030			\$58,826		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$112,080			\$110,506		
Greater than \$5 million							
CEO/Executive Director	6	\$341,933			\$303,668		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	137	\$56,478	\$27,632	\$38,000	\$57,400	\$73,840	\$85,110
Top Finance Position	5	\$49,697			\$33,473		
Between \$500 thousand and \$1 million							
CEO/Executive Director	63	\$84,920	\$47,333	\$63,596	\$71,701	\$94,342	\$134,000
Between \$1 million and \$5 million							
CEO/Executive Director	94	\$119,635	\$58,607	\$83,487	\$114,197	\$141,986	\$187,460
Top Administrative Position	6	\$104,045			\$107,225		
Top Development Position	5	\$135,471			\$116,931		
Top Finance Position	14	\$88,202		\$61,652	\$73,356	\$98,802	
Greater than \$5 million							
CEO/Executive Director	39	\$349,529	\$161,078	\$217,866	\$278,099	\$379,880	\$649,645
Top Administrative Position	7	\$169,758			\$156,149		
Top Development Position	12	\$191,140		\$153,538	\$187,806	\$198,360	
Top Finance Position	21	\$181,746	\$94,006	\$117,760	\$159,899	\$219,863	\$299,717
Top Operations Position	8	\$244,794			\$211,280		
Top Technology Position	6	\$195,042			\$168,545		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$56,871		\$35,059	\$56,081	\$75,715	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$104,486		\$73,141	\$102,721	\$132,942	
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$145,404	\$86,723	\$100,879	\$119,457	\$149,263	\$209,956
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	39	\$59,846	\$27,107	\$41,602	\$58,662	\$68,008	\$87,454
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$108,571		\$62,549	\$112,047	\$156,892	
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$140,471	\$78,572	\$109,212	\$128,295	\$174,755	\$227,099
Top Finance Position	13	\$110,544		\$84,353	\$92,400	\$136,405	
Top Operations Position	5	\$141,214			\$144,460		
Greater than \$5 million							
CEO/Executive Director	10	\$220,457		\$149,177	\$163,339	\$283,590	
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	23	\$69,384	\$31,926	\$47,081	\$70,166	\$90,839	\$102,202
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$133,586		\$102,792	\$129,080	\$142,607	
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	18	\$58,953		\$45,750	\$58,458	\$74,500	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$124,219		\$99,484	\$103,268	\$143,942	
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$122,645		\$92,143	\$117,957	\$155,798	
Greater than \$5 million							
CEO/Executive Director	15	\$564,684		\$169,901	\$305,143	\$831,540	
Top Finance Position	9	\$516,547			\$523,188		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	122	\$59,352	\$25,477	\$37,249	\$57,610	\$74,273	\$90,980
Top Finance Position	8	\$61,652			\$49,139		
Top Program Position	7	\$50,183			\$44,917		
Between \$500 thousand and \$1 million							
CEO/Executive Director	69	\$90,400	\$45,978	\$60,683	\$79,305	\$110,586	\$159,191
Between \$1 million and \$5 million							
CEO/Executive Director	144	\$137,864	\$74,636	\$98,447	\$129,008	\$171,510	\$198,672
Top Administrative Position	5	\$139,866			\$97,641		
Top Business Position	9	\$91,493			\$94,611		
Top Development Position	5	\$156,960			\$147,416		
Top Finance Position	23	\$97,285	\$42,547	\$76,921	\$105,969	\$115,939	\$134,966
Top Operations Position	13	\$113,676		\$78,580	\$111,701	\$135,922	
Top Program Position	8	\$110,186			\$109,962		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	198	\$397,596	\$146,348	\$207,026	\$325,846	\$505,231	\$689,211
Top Administrative Position	17	\$253,783		\$152,420	\$241,124	\$313,552	
Top Business Position	13	\$207,026		\$129,842	\$191,873	\$272,860	
Top Development Position	82	\$213,038	\$129,759	\$147,893	\$183,685	\$260,318	\$337,359
Top Education Position	24	\$214,490	\$132,870	\$143,379	\$208,068	\$274,195	\$324,474
Top Facilities Position	12	\$179,240		\$136,722	\$154,559	\$181,731	
Top Finance Position	135	\$206,247	\$110,993	\$134,632	\$184,947	\$250,689	\$311,742
Top Human Resources Position	9	\$268,700			\$250,756		
Top Legal Position	15	\$287,690		\$196,902	\$239,595	\$316,388	
Top Marketing Position	13	\$202,433		\$162,643	\$187,112	\$217,628	
Top Operations Position	48	\$237,403	\$124,202	\$151,874	\$180,750	\$276,873	\$354,711
Top PR/Communications Position	13	\$178,868		\$135,797	\$169,901	\$197,251	
Top Program Position	12	\$203,181		\$144,563	\$165,255	\$263,073	
Top Technology Position	30	\$197,738	\$116,155	\$143,154	\$181,200	\$215,324	\$297,743
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$64,469		\$28,463	\$79,624	\$93,597	
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$124,135	\$63,212	\$94,422	\$103,099	\$129,519	\$156,209
Top Administrative Position	6	\$175,251			\$195,563		
Greater than \$5 million							
CEO/Executive Director	13	\$245,906		\$150,762	\$175,316	\$279,544	
Top Finance Position	10	\$168,129		\$115,504	\$138,596	\$213,055	
Top Operations Position	5	\$297,151			\$231,215		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	32	\$58,799	\$20,769	\$44,750	\$57,307	\$71,142	\$81,412
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	\$94,662	\$46,510	\$59,221	\$79,911	\$119,600	\$158,920
Between \$1 million and \$5 million							
CEO/Executive Director	29	\$162,792	\$116,251	\$133,548	\$156,735	\$191,466	\$227,695
Greater than \$5 million							
CEO/Executive Director	12	\$235,316		\$174,149	\$247,432	\$316,336	
Top Development Position	6	\$169,174			\$156,237		
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$62,433		\$41,437	\$62,531	\$79,480	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$66,637			\$79,220		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$109,963		\$76,425	\$92,100	\$142,871	
Greater than \$5 million							
CEO/Executive Director	6	\$196,021			\$168,142		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	23	\$64,941	\$25,793	\$43,364	\$64,728	\$83,300	\$88,111
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$100,307		\$79,434	\$104,723	\$119,589	



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	36	\$196,393	\$63,562	\$99,699	\$139,063	\$277,478	\$393,345
Top Finance Position	8	\$165,430			\$148,960		
Greater than \$5 million							
CEO/Executive Director	124	\$505,928	\$133,717	\$169,205	\$286,165	\$675,160	\$1,092,984
Top Administrative Position	31	\$149,029	\$116,633	\$126,257	\$140,912	\$161,817	\$189,534
Top Development Position	15	\$246,455		\$132,982	\$185,677	\$286,062	
Top Education Position	5	\$422,037			\$236,861		
Top Finance Position	91	\$336,706	\$111,897	\$144,207	\$226,464	\$394,584	\$641,278
Top Human Resources Position	25	\$319,343	\$170,802	\$195,979	\$282,954	\$350,097	\$507,231
Top Legal Position	6	\$473,141			\$287,589		
Top Operations Position	42	\$352,673	\$151,697	\$184,476	\$282,670	\$401,927	\$688,217
Top Program Position	5	\$234,063			\$239,424		
Top Technology Position	15	\$400,688		\$214,651	\$282,499	\$461,368	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	23	\$72,969	\$41,638	\$56,452	\$76,125	\$84,619	\$105,653
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$85,955	\$49,548	\$62,818	\$83,960	\$104,086	\$127,081
Between \$1 million and \$5 million							
CEO/Executive Director	47	\$127,615	\$81,989	\$96,333	\$120,345	\$162,234	\$178,715
Top Finance Position	10	\$97,069		\$69,305	\$104,568	\$113,718	
Greater than \$5 million							
CEO/Executive Director	32	\$209,699	\$124,093	\$141,485	\$181,356	\$228,814	\$302,519
Top Finance Position	15	\$174,022		\$124,245	\$139,083	\$186,900	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	106	\$59,613	\$29,000	\$37,313	\$54,012	\$71,870	\$95,799
Top Finance Position	5	\$35,671			\$35,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	63	\$78,420	\$53,038	\$60,594	\$75,929	\$92,668	\$116,604
Top Finance Position	6	\$48,149			\$40,548		
Between \$1 million and \$5 million							
CEO/Executive Director	171	\$113,600	\$70,000	\$84,347	\$104,755	\$131,247	\$170,832
Top Finance Position	26	\$79,464	\$29,703	\$51,982	\$74,390	\$101,414	\$120,571
Top Operations Position	7	\$82,777			\$80,827		
Greater than \$5 million							
CEO/Executive Director	190	\$212,698	\$114,199	\$140,477	\$180,885	\$255,657	\$366,625
Top Administrative Position	14	\$138,632		\$118,480	\$124,470	\$153,351	
Top Development Position	23	\$146,172	\$107,614	\$122,543	\$136,835	\$162,538	\$187,218
Top Facilities Position	5	\$140,826			\$142,148		
Top Finance Position	124	\$143,534	\$94,830	\$107,481	\$133,845	\$165,169	\$208,222
Top Human Resources Position	28	\$150,500	\$112,542	\$123,074	\$141,221	\$167,341	\$193,945
Top Marketing Position	6	\$142,140			\$143,157		
Top Operations Position	57	\$183,849	\$116,422	\$126,656	\$170,680	\$207,839	\$301,563
Top Program Position	19	\$145,406		\$112,500	\$142,808	\$171,409	
Top Technology Position	12	\$147,016		\$120,246	\$150,848	\$163,693	
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$52,142		\$28,439	\$38,714	\$62,427	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$93,932			\$95,181		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
<b>International, Foreign Affairs and National Security</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$167,366	\$76,794	\$103,260	\$120,490	\$176,497	\$316,208
Greater than \$5 million							
CEO/Executive Director	14	\$258,510		\$174,420	\$204,399	\$307,894	
Top Finance Position	6	\$157,550			\$145,072		
<b>Medical Research</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$108,767			\$101,122		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$163,839			\$171,857		
Greater than \$5 million							
CEO/Executive Director	9	\$398,125			\$271,307		
Top Finance Position	5	\$191,811			\$149,424		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$47,560		\$23,585	\$39,366	\$59,758	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$101,710			\$101,048		
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$109,137	\$88,181	\$96,600	\$103,330	\$124,305	\$137,898
Top Finance Position	5	\$90,359			\$86,522		
Greater than \$5 million							
CEO/Executive Director	31	\$200,228	\$106,934	\$147,409	\$185,256	\$254,266	\$309,587
Top Finance Position	21	\$140,754	\$75,850	\$100,681	\$137,457	\$147,004	\$213,906
Top Operations Position	16	\$151,482		\$132,618	\$145,073	\$168,237	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$62,924			\$60,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$93,698			\$110,400		
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$123,260	\$83,255	\$102,030	\$119,341	\$145,842	\$168,716
Top Finance Position	8	\$90,360			\$79,285		
Greater than \$5 million							
CEO/Executive Director	13	\$368,212		\$180,491	\$374,402	\$493,609	
Top Finance Position	10	\$216,843		\$151,302	\$176,536	\$274,531	
Top Operations Position	5	\$227,263			\$183,599		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$66,876		\$43,103	\$57,419	\$76,721	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$120,576			\$96,000		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$201,894		\$91,160	\$137,124	\$205,815	
Greater than \$5 million							
CEO/Executive Director	5	\$201,773			\$179,921		
Top Finance Position	5	\$303,947			\$183,940		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	20	\$58,518	\$31,800	\$42,775	\$56,440	\$72,365	\$80,547

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$85,379		\$50,048	\$77,643	\$109,873	
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$130,897	\$52,341	\$86,078	\$121,922	\$188,222	\$209,777
Greater than \$5 million							
CEO/Executive Director	11	\$239,235		\$165,672	\$244,972	\$286,300	
Top Finance Position	6	\$148,412			\$155,176		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	47	\$59,693	\$24,900	\$31,008	\$49,058	\$83,126	\$110,968
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$65,982			\$70,772		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$125,487		\$78,176	\$139,046	\$165,957	
Greater than \$5 million							
CEO/Executive Director	5	\$202,280			\$163,786		
<b>Science and Technology Research Institutes, Services</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$213,270			\$211,558		
Greater than \$5 million							
CEO/Executive Director	6	\$420,445			\$352,787		
Top Finance Position	5	\$225,090			\$164,245		
<b>Unknown</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$54,083			\$47,081		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	31	\$55,030	\$27,234	\$41,681	\$50,000	\$73,233	\$79,900
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$81,021	\$51,849	\$65,865	\$85,414	\$94,185	\$107,795
Between \$1 million and \$5 million							
CEO/Executive Director	62	\$121,342	\$73,291	\$88,183	\$107,996	\$151,151	\$178,482
Top Development Position	5	\$133,642			\$130,796		
Top Finance Position	7	\$87,289			\$89,667		
Greater than \$5 million							
CEO/Executive Director	14	\$270,000		\$202,969	\$250,348	\$331,395	
Top Development Position	5	\$210,340			\$199,406		
Top Finance Position	11	\$184,005		\$112,038	\$149,363	\$227,564	
Top Operations Position	9	\$222,367			\$192,425		
<b>Michigan</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	14	\$34,887		\$25,419	\$32,109	\$37,980	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$51,750			\$60,000		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$84,589			\$90,861		
Greater than \$5 million							
CEO/Executive Director	5	\$251,032			\$226,615		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	99	\$44,290	\$20,579	\$29,001	\$41,896	\$53,457	\$64,613
Between \$500 thousand and \$1 million							
CEO/Executive Director	36	\$70,983	\$42,111	\$47,991	\$65,329	\$91,796	\$106,082
Between \$1 million and \$5 million							
CEO/Executive Director	47	\$109,777	\$68,000	\$81,796	\$99,949	\$114,893	\$162,553
Top Finance Position	6	\$68,202			\$82,089		
Greater than \$5 million							
CEO/Executive Director	11	\$234,740		\$163,032	\$173,894	\$308,543	
Top Development Position	5	\$220,956			\$205,739		
Top Finance Position	7	\$151,220			\$112,730		
Top Operations Position	5	\$218,150			\$107,672		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$51,744		\$33,745	\$52,500	\$68,250	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$104,528			\$102,839		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$151,154			\$134,300		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	47	\$63,264	\$29,007	\$44,689	\$50,619	\$70,083	\$123,361
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$92,902		\$74,641	\$85,201	\$95,249	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
<b>Community Improvement, Capacity Building</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	29	\$167,293	\$74,222	\$116,788	\$138,458	\$198,913	\$265,453
Greater than \$5 million							
CEO/Executive Director	8	\$220,964			\$203,213		
Top Finance Position	5	\$149,796			\$155,451		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	23	\$49,456	\$32,364	\$41,591	\$47,483	\$58,965	\$68,706
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$75,697		\$64,375	\$77,100	\$88,918	
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$111,128		\$83,454	\$109,427	\$139,322	
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$60,770		\$38,422	\$58,304	\$65,439	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$84,706			\$88,711		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$122,598		\$79,756	\$125,024	\$161,284	
Greater than \$5 million							
CEO/Executive Director	5	\$177,267			\$159,409		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	63	\$55,228	\$25,565	\$35,000	\$49,850	\$65,381	\$88,804



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	\$77,680	\$34,237	\$51,917	\$65,014	\$106,857	\$118,705
Between \$1 million and \$5 million							
CEO/Executive Director	68	\$128,336	\$61,937	\$82,320	\$108,480	\$154,155	\$232,291
Top Administrative Position	8	\$79,268			\$69,659		
Top Development Position	5	\$78,827			\$77,034		
Top Finance Position	8	\$75,956			\$85,421		
Top Operations Position	5	\$90,677			\$77,874		
Greater than \$5 million							
CEO/Executive Director	73	\$274,473	\$113,504	\$151,075	\$219,312	\$354,106	\$517,047
Top Administrative Position	8	\$164,581			\$152,019		
Top Development Position	20	\$181,851	\$124,035	\$131,219	\$149,044	\$210,679	\$271,775
Top Education Position	11	\$159,841		\$134,001	\$149,469	\$175,969	
Top Finance Position	39	\$157,405	\$86,706	\$123,934	\$150,566	\$204,443	\$224,163
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$42,450			\$41,937		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$75,512			\$83,147		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$92,544		\$77,713	\$100,637	\$122,418	
Greater than \$5 million							
CEO/Executive Director	13	\$226,052		\$149,104	\$201,099	\$230,070	
Top Finance Position	7	\$132,395			\$127,298		
Top Operations Position	5	\$163,615			\$153,809		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	25	\$54,338	\$34,297	\$36,845	\$57,180	\$68,640	\$75,353
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$85,871		\$67,188	\$82,960	\$101,000	
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$125,281	\$88,389	\$94,534	\$112,520	\$140,386	\$177,085
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$45,911		\$37,254	\$43,909	\$62,437	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$60,763			\$61,992		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$131,584			\$111,121		
Greater than \$5 million							
CEO/Executive Director	10	\$143,204		\$112,928	\$148,222	\$159,638	
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	41	\$58,899	\$31,000	\$34,750	\$54,125	\$78,508	\$95,911
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$92,373		\$58,752	\$77,591	\$125,808	
Between \$1 million and \$5 million							
CEO/Executive Director	37	\$141,525	\$82,838	\$105,118	\$123,496	\$170,413	\$211,157
Top Finance Position	7	\$99,230			\$63,298		
Top Operations Position	5	\$136,657			\$102,736		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	111	\$515,719	\$137,798	\$181,297	\$269,968	\$427,150	\$1,068,647
Top Administrative Position	12	\$173,694		\$136,049	\$153,244	\$182,289	
Top Development Position	7	\$201,549			\$168,209		
Top Finance Position	81	\$241,301	\$85,684	\$122,554	\$166,815	\$246,156	\$356,477
Top Human Resources Position	18	\$288,539		\$131,971	\$213,925	\$329,786	
Top Operations Position	30	\$294,775	\$112,846	\$147,758	\$204,401	\$351,063	\$448,203
Top Technology Position	11	\$180,122		\$131,875	\$163,445	\$189,856	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	32	\$45,523	\$25,700	\$31,410	\$39,093	\$52,334	\$66,767
Top Administrative Position	6	\$44,399			\$48,278		
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$69,011	\$40,000	\$58,800	\$68,923	\$84,272	\$88,802
Top Administrative Position	5	\$54,677			\$52,926		
Between \$1 million and \$5 million							
CEO/Executive Director	47	\$101,068	\$65,063	\$76,667	\$88,400	\$113,278	\$138,989
Top Administrative Position	6	\$73,454			\$75,694		
Top Finance Position	6	\$82,458			\$79,185		
Greater than \$5 million							
CEO/Executive Director	11	\$176,124		\$137,226	\$186,154	\$209,256	
Top Finance Position	8	\$111,975			\$116,839		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	147	\$46,115	\$21,467	\$33,708	\$46,245	\$55,775	\$65,246
Top Administrative Position	5	\$27,781			\$29,768		
Top Finance Position	6	\$41,498			\$41,283		
Between \$500 thousand and \$1 million							
CEO/Executive Director	80	\$63,183	\$34,451	\$45,789	\$58,852	\$79,656	\$92,594
Top Finance Position	5	\$49,215			\$48,822		
Between \$1 million and \$5 million							
CEO/Executive Director	193	\$93,395	\$55,121	\$69,301	\$85,762	\$104,651	\$138,960
Top Finance Position	27	\$87,375	\$43,974	\$54,333	\$69,621	\$87,556	\$145,711
Greater than \$5 million							
CEO/Executive Director	155	\$172,919	\$99,147	\$116,084	\$146,826	\$206,481	\$283,229
Top Administrative Position	9	\$135,271			\$122,301		
Top Development Position	8	\$146,948			\$142,467		
Top Finance Position	80	\$119,884	\$67,148	\$83,103	\$105,976	\$153,184	\$180,855
Top Human Resources Position	9	\$122,413			\$125,314		
Top Operations Position	37	\$153,235	\$98,760	\$121,782	\$141,486	\$182,685	\$208,183
Top Program Position	7	\$127,216			\$130,588		
Top Technology Position	7	\$129,538			\$137,563		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$44,196		\$30,332	\$42,404	\$54,047	
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	24	\$53,391	\$30,794	\$36,266	\$58,480	\$68,047	\$72,752

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
<b>Mental Health, Crisis Intervention</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$88,403		\$64,733	\$90,290	\$103,479	
Between \$1 million and \$5 million							
CEO/Executive Director	32	\$107,881	\$73,445	\$79,112	\$102,067	\$118,198	\$179,747
Top Finance Position	7	\$72,223			\$65,281		
Greater than \$5 million							
CEO/Executive Director	24	\$222,271	\$111,687	\$153,868	\$195,160	\$268,195	\$360,218
Top Finance Position	12	\$143,192		\$92,472	\$142,551	\$174,393	
Top Operations Position	6	\$150,333			\$154,560		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	35	\$43,706	\$19,822	\$32,007	\$43,000	\$53,570	\$64,087
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$76,917		\$51,744	\$67,118	\$80,722	
Between \$1 million and \$5 million							
CEO/Executive Director	33	\$110,604	\$70,432	\$78,122	\$99,895	\$121,645	\$164,395
Top Finance Position	6	\$128,848			\$67,952		
Greater than \$5 million							
CEO/Executive Director	16	\$174,164		\$136,576	\$169,937	\$200,488	
Top Finance Position	8	\$122,351			\$127,384		
<b>Public Safety, Disaster Preparedness and Relief</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$48,378			\$42,000		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$73,169		\$47,740	\$63,509	\$89,566	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$79,323			\$69,007		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$160,076			\$131,628		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	23	\$47,471	\$21,294	\$34,062	\$44,993	\$65,250	\$74,027
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$64,680		\$56,880	\$59,312	\$67,585	
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$95,478	\$51,000	\$60,208	\$92,254	\$118,896	\$132,509
Greater than \$5 million							
CEO/Executive Director	5	\$269,685			\$250,387		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	76	\$45,707	\$22,130	\$26,920	\$43,729	\$61,115	\$74,474
Top Finance Position	6	\$25,833			\$20,135		
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$92,205		\$56,670	\$80,309	\$118,967	
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$91,368	\$35,445	\$70,575	\$92,938	\$114,698	\$133,346

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
Religion-Related, Spiritual Development							
Greater than \$5 million							
CEO/Executive Director	10	\$206,832		\$115,778	\$173,016	\$254,098	
Top Finance Position	5	\$149,593			\$170,866		
Social Science Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$186,384			\$141,655		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	35	\$47,441	\$23,303	\$28,935	\$40,622	\$61,154	\$72,819
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$64,318		\$51,787	\$60,909	\$77,035	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$109,694		\$77,016	\$97,332	\$122,505	
<b>Minnesota</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	16	\$37,362		\$23,457	\$36,573	\$52,392	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$61,399			\$58,309		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$97,269			\$96,561		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	120	\$46,027	\$23,820	\$29,189	\$45,080	\$55,338	\$70,761

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
<b>Arts, Culture and Humanities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	49	\$69,691	\$47,664	\$59,800	\$68,021	\$77,440	\$90,636
Between \$1 million and \$5 million							
CEO/Executive Director	57	\$103,226	\$47,238	\$73,000	\$92,976	\$117,736	\$165,493
Top Administrative Position	6	\$78,996			\$73,642		
Top Finance Position	8	\$73,194			\$70,291		
Greater than \$5 million							
CEO/Executive Director	20	\$281,485	\$154,832	\$196,380	\$232,905	\$337,305	\$439,659
Top Development Position	12	\$187,077		\$133,067	\$180,610	\$222,657	
Top Finance Position	13	\$152,968		\$113,470	\$128,716	\$152,678	
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$66,194		\$52,341	\$68,160	\$77,850	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$69,687		\$57,000	\$77,850	\$85,000	
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	54	\$58,968	\$33,692	\$43,202	\$56,384	\$70,514	\$81,837
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$94,210		\$61,413	\$99,985	\$121,040	
Between \$1 million and \$5 million							
CEO/Executive Director	30	\$135,888	\$66,486	\$86,854	\$129,004	\$162,705	\$209,125
Top Finance Position	7	\$103,708			\$99,505		



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
<b>Community Improvement, Capacity Building</b>							
Greater than \$5 million							
CEO/Executive Director	14	\$235,677		\$110,549	\$142,242	\$361,541	
Top Finance Position	6	\$144,532			\$109,695		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	21	\$67,651	\$39,410	\$51,235	\$66,300	\$81,108	\$102,111
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$81,450		\$70,743	\$82,610	\$91,755	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$104,201		\$97,135	\$103,484	\$114,271	
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$63,484		\$45,817	\$64,016	\$82,686	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$87,031			\$96,484		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$117,879		\$75,914	\$109,333	\$132,620	
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	45	\$48,453	\$25,400	\$30,000	\$45,160	\$61,776	\$79,231
Top Administrative Position	6	\$48,040			\$50,964		
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	\$75,437	\$38,258	\$54,726	\$68,189	\$83,368	\$125,977

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	117	\$98,027	\$48,408	\$67,308	\$93,243	\$118,160	\$142,173
Top Administrative Position	7	\$66,982			\$67,308		
Top Business Position	9	\$47,516			\$49,429		
Top Finance Position	34	\$61,391	\$36,836	\$43,497	\$53,998	\$69,001	\$84,546
Top Operations Position	10	\$81,270		\$55,427	\$84,865	\$91,040	
Greater than \$5 million							
CEO/Executive Director	83	\$232,478	\$105,399	\$126,568	\$157,633	\$274,167	\$451,954
Top Administrative Position	8	\$166,383			\$135,899		
Top Business Position	6	\$115,439			\$88,865		
Top Development Position	16	\$179,750		\$152,952	\$166,954	\$204,476	
Top Education Position	5	\$180,719			\$190,171		
Top Finance Position	33	\$178,126	\$55,356	\$99,790	\$129,477	\$202,319	\$306,150
Top Operations Position	8	\$168,618			\$164,297		
<b>Employment, Job-Related</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$89,808			\$89,463		
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$115,771	\$67,824	\$76,264	\$108,696	\$130,390	\$175,590
Top Finance Position	6	\$80,582			\$69,156		
Greater than \$5 million							
CEO/Executive Director	12	\$158,799		\$114,255	\$146,187	\$157,906	
Top Finance Position	8	\$99,396			\$85,870		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$57,720		\$46,397	\$56,167	\$71,627	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$82,607		\$61,500	\$82,000	\$98,214	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$123,136		\$105,023	\$118,589	\$136,440	
Top Finance Position	7	\$67,089			\$71,590		
Greater than \$5 million							
CEO/Executive Director	5	\$171,691			\$162,150		
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$56,546			\$52,638		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$68,289			\$68,081		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$100,684		\$70,583	\$96,500	\$107,874	
Greater than \$5 million							
CEO/Executive Director	7	\$130,501			\$97,661		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	29	\$62,977	\$30,134	\$48,300	\$60,000	\$80,850	\$90,868
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$90,062		\$71,907	\$80,553	\$110,410	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$133,333	\$74,376	\$94,496	\$121,164	\$172,124	\$199,582
Top Administrative Position	6	\$82,314			\$77,058		
Greater than \$5 million							
CEO/Executive Director	80	\$405,578	\$133,786	\$160,082	\$273,143	\$459,470	\$882,644
Top Administrative Position	27	\$179,626	\$97,120	\$116,263	\$139,712	\$172,167	\$293,063
Top Development Position	7	\$140,982			\$138,357		
Top Finance Position	69	\$280,650	\$70,572	\$108,269	\$170,760	\$295,734	\$554,804
Top Human Resources Position	15	\$277,266		\$141,275	\$177,430	\$424,924	
Top Legal Position	5	\$421,433			\$436,010		
Top Operations Position	28	\$321,911	\$123,511	\$156,932	\$216,099	\$397,538	\$568,287
Top Technology Position	11	\$286,923		\$172,593	\$236,757	\$368,334	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	21	\$51,672	\$34,000	\$34,800	\$44,140	\$53,355	\$91,610
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$77,798		\$57,253	\$75,574	\$88,147	
Between \$1 million and \$5 million							
CEO/Executive Director	30	\$112,170	\$68,967	\$79,296	\$97,057	\$123,327	\$165,895
Greater than \$5 million							
CEO/Executive Director	21	\$185,151	\$115,504	\$145,582	\$185,936	\$238,236	\$261,800
Top Administrative Position	5	\$103,957			\$78,162		
Top Finance Position	16	\$124,796		\$93,974	\$116,295	\$162,727	
Top Operations Position	5	\$181,068			\$162,630		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	118	\$47,411	\$23,443	\$32,087	\$45,833	\$56,336	\$69,684
Between \$500 thousand and \$1 million							
CEO/Executive Director	59	\$71,634	\$42,872	\$52,737	\$66,159	\$87,168	\$107,151
Between \$1 million and \$5 million							
CEO/Executive Director	144	\$97,122	\$63,233	\$76,065	\$96,175	\$112,233	\$131,078
Top Administrative Position	9	\$58,391			\$47,211		
Top Finance Position	28	\$72,512	\$42,798	\$58,028	\$68,511	\$84,702	\$107,178
Greater than \$5 million							
CEO/Executive Director	112	\$172,913	\$98,110	\$110,837	\$150,332	\$199,435	\$257,684
Top Administrative Position	13	\$120,421		\$102,155	\$126,974	\$132,285	
Top Development Position	8	\$143,930			\$141,648		
Top Finance Position	65	\$106,181	\$52,469	\$78,694	\$99,283	\$132,285	\$162,612
Top Human Resources Position	6	\$191,179			\$163,892		
Top Operations Position	18	\$154,680		\$111,414	\$132,844	\$175,714	
Top Technology Position	5	\$136,402			\$146,874		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$36,166		\$20,269	\$28,383	\$52,866	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$54,082			\$48,169		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$111,659		\$95,462	\$110,895	\$127,529	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	21	\$64,426	\$34,548	\$45,460	\$59,192	\$84,630	\$99,600
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$79,640			\$71,943		
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$122,350	\$74,413	\$87,198	\$105,586	\$132,508	\$173,630
Top Finance Position	6	\$76,917			\$76,809		
Greater than \$5 million							
CEO/Executive Director	29	\$183,345	\$117,820	\$143,266	\$172,223	\$206,525	\$272,957
Top Administrative Position	6	\$153,984			\$152,831		
Top Development Position	6	\$132,656			\$123,066		
Top Finance Position	19	\$123,442		\$106,795	\$120,043	\$143,210	
Top Operations Position	7	\$158,863			\$133,778		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	30	\$50,792	\$28,450	\$40,540	\$45,875	\$57,169	\$72,237
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$68,852		\$54,707	\$64,600	\$83,794	
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$139,437	\$69,868	\$108,062	\$131,606	\$174,884	\$219,614
Top Finance Position	6	\$105,754			\$97,125		
Greater than \$5 million							
CEO/Executive Director	12	\$196,517		\$147,175	\$170,027	\$210,306	
Top Finance Position	7	\$155,981			\$125,849		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$55,234		\$38,156	\$45,036	\$75,942	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$78,638			\$70,024		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$138,840		\$94,433	\$119,732	\$190,440	
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	26	\$48,937	\$26,760	\$35,468	\$51,113	\$59,875	\$70,504
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$64,810		\$50,800	\$56,833	\$87,736	
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$85,460	\$48,654	\$62,782	\$80,505	\$102,989	\$131,406
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	74	\$49,375	\$23,202	\$29,535	\$44,700	\$63,560	\$84,521
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$90,954			\$85,500		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$114,656		\$80,452	\$100,208	\$141,880	
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	36	\$52,539	\$22,457	\$32,620	\$51,323	\$66,235	\$77,836
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$77,684		\$56,574	\$68,327	\$88,499	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
<b>Youth Development</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$132,183	\$80,900	\$104,851	\$119,769	\$161,336	\$179,844
Top Finance Position	6	\$95,997			\$91,563		
Greater than \$5 million							
CEO/Executive Director	6	\$206,468			\$148,745		
Top Finance Position	6	\$118,595			\$107,842		
<b>Mississippi</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	18	\$40,753		\$32,739	\$40,000	\$45,230	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$82,355			\$85,113		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$116,463		\$65,921	\$90,692	\$123,600	
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$65,516			\$67,832		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	18	\$43,938		\$22,062	\$43,003	\$54,173	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$122,272			\$76,941		
Top Finance Position	5	\$65,048			\$56,794		



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Mississippi</b>							
<b>Community Improvement, Capacity Building</b>							
Greater than \$5 million							
CEO/Executive Director	9	\$209,303			\$203,201		
Top Finance Position	6	\$116,184			\$112,727		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$42,835			\$45,115		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$41,588		\$32,030	\$38,115	\$52,950	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$61,505		\$33,778	\$51,276	\$90,041	
Between \$1 million and \$5 million							
CEO/Executive Director	33	\$100,016	\$51,390	\$67,023	\$85,000	\$119,500	\$165,972
Greater than \$5 million							
CEO/Executive Director	18	\$247,077		\$159,788	\$211,356	\$309,449	
Top Finance Position	7	\$111,022			\$87,500		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$43,537			\$39,200		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$48,465		\$27,750	\$44,217	\$68,351	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$105,423		\$68,975	\$80,898	\$143,126	
Top Finance Position	5	\$67,459			\$50,210		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Mississippi</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	28	\$253,227	\$100,982	\$150,464	\$196,103	\$276,807	\$445,462
Top Administrative Position	6	\$153,508			\$145,075		
Top Finance Position	26	\$147,209	\$79,046	\$91,835	\$114,115	\$159,869	\$235,577
Top Operations Position	5	\$241,917			\$167,158		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$42,496			\$37,304		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$98,341			\$68,837		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	33	\$37,312	\$19,151	\$24,240	\$33,798	\$43,500	\$61,142
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$68,507	\$36,180	\$50,185	\$62,845	\$79,854	\$104,164
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$97,952	\$43,485	\$60,777	\$96,553	\$120,959	\$132,661
Greater than \$5 million							
CEO/Executive Director	16	\$150,140		\$85,429	\$119,056	\$193,707	
Top Finance Position	9	\$114,271			\$109,531		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$41,326			\$44,374		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$81,395			\$72,147		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Mississippi</b>							
Philanthropy, Voluntarism and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	11	\$40,753		\$25,732	\$37,158	\$45,015	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$98,299			\$94,420		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	32	\$50,612	\$27,253	\$35,875	\$44,208	\$60,881	\$84,370
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$51,749			\$41,760		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$79,300			\$73,114		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	8	\$39,832			\$43,401		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$83,530			\$77,562		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$120,456			\$113,510		
<b>Missouri</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	9	\$40,007			\$32,485		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$47,916			\$44,987		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
<b>Animal-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$103,603			\$81,389		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	65	\$41,258	\$20,000	\$27,885	\$41,542	\$53,030	\$62,415
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$78,519		\$60,568	\$77,377	\$89,645	
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$112,908	\$50,822	\$79,341	\$99,535	\$139,296	\$194,745
Top Finance Position	7	\$79,376			\$73,529		
Greater than \$5 million							
CEO/Executive Director	20	\$280,387	\$171,625	\$200,957	\$247,276	\$352,024	\$439,694
Top Development Position	9	\$128,655			\$125,746		
Top Finance Position	10	\$144,379		\$104,584	\$150,986	\$175,687	
Top Operations Position	6	\$207,382			\$159,953		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$73,195			\$67,258		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$110,817			\$110,000		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	35	\$56,845	\$26,994	\$35,571	\$47,289	\$60,500	\$96,067
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$115,023		\$86,954	\$104,633	\$134,456	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
<b>Community Improvement, Capacity Building</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$156,075	\$57,823	\$94,446	\$118,579	\$163,968	\$312,966
Greater than \$5 million							
CEO/Executive Director	7	\$428,455			\$109,159		
Top Finance Position	6	\$323,514			\$83,901		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$58,718		\$39,955	\$42,959	\$52,961	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$101,501		\$62,284	\$96,974	\$109,530	
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$54,997		\$41,000	\$59,760	\$63,796	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$83,229			\$85,372		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$117,713		\$102,318	\$114,390	\$130,903	
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	41	\$56,997	\$29,333	\$43,000	\$57,107	\$72,000	\$81,226
Top Administrative Position	7	\$32,276			\$30,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	\$73,268	\$27,893	\$43,702	\$68,522	\$98,097	\$136,354
Top Administrative Position	5	\$40,877			\$40,424		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	61	\$124,025	\$64,541	\$75,935	\$114,352	\$159,458	\$195,314
Top Finance Position	8	\$64,504			\$61,025		
Greater than \$5 million							
CEO/Executive Director	65	\$274,563	\$106,749	\$154,972	\$227,948	\$337,028	\$527,020
Top Administrative Position	13	\$169,766		\$154,497	\$170,112	\$185,480	
Top Business Position	6	\$111,110			\$113,057		
Top Development Position	10	\$213,021		\$159,161	\$194,459	\$242,550	
Top Education Position	7	\$154,042			\$180,646		
Top Finance Position	35	\$185,983	\$97,821	\$129,268	\$165,795	\$205,308	\$288,635
Top Operations Position	8	\$203,080			\$134,252		
Top Technology Position	11	\$155,924		\$121,822	\$147,968	\$180,819	
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$41,179		\$26,957	\$38,252	\$42,071	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$70,687			\$56,715		
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$95,670	\$48,001	\$73,521	\$90,982	\$113,059	\$148,144
Greater than \$5 million							
CEO/Executive Director	5	\$217,032			\$199,765		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$58,641		\$49,265	\$57,989	\$71,626	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
<b>Environmental Quality, Protection and Beautification</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$62,920			\$64,774		
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$54,490			\$49,975		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$77,287			\$80,026		
Greater than \$5 million							
CEO/Executive Director	9	\$144,100			\$140,721		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	23	\$62,677	\$25,729	\$39,150	\$61,448	\$80,138	\$108,664
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$90,859	\$55,683	\$76,716	\$90,620	\$105,994	\$120,982
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$135,077	\$77,776	\$88,340	\$109,244	\$164,007	\$220,688
Top Administrative Position	9	\$82,774			\$82,915		
Top Finance Position	9	\$100,406			\$97,034		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	68	\$622,315	\$125,642	\$173,796	\$265,136	\$450,618	\$1,133,152
Top Administrative Position	10	\$199,055		\$100,155	\$156,580	\$215,836	
Top Finance Position	50	\$370,567	\$72,412	\$117,895	\$201,245	\$300,182	\$555,412
Top Human Resources Position	13	\$298,849		\$202,999	\$244,963	\$327,789	
Top Legal Position	5	\$549,929			\$334,685		
Top Operations Position	29	\$450,193	\$116,722	\$141,424	\$195,227	\$350,869	\$849,708
Top Technology Position	11	\$266,449		\$148,058	\$169,873	\$283,400	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$80,667		\$60,101	\$73,813	\$87,510	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$76,179		\$53,993	\$66,708	\$85,818	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$106,160		\$85,848	\$99,639	\$111,369	
Top Finance Position	5	\$77,775			\$84,500		
Greater than \$5 million							
CEO/Executive Director	9	\$126,393			\$119,897		
Top Finance Position	6	\$82,399			\$85,760		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	97	\$45,837	\$21,963	\$30,000	\$41,898	\$55,000	\$73,453
Top Administrative Position	10	\$32,015		\$26,366	\$32,417	\$38,438	
Between \$500 thousand and \$1 million							
CEO/Executive Director	57	\$61,931	\$34,209	\$47,054	\$60,000	\$75,000	\$91,649



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	125	\$99,511	\$58,968	\$73,478	\$93,581	\$114,340	\$152,027
Top Administrative Position	6	\$88,143			\$60,118		
Top Finance Position	21	\$76,465	\$43,021	\$58,550	\$73,249	\$98,463	\$110,679
Top Operations Position	10	\$87,138		\$73,054	\$78,230	\$106,843	
Greater than \$5 million							
CEO/Executive Director	72	\$180,785	\$83,877	\$109,041	\$145,714	\$191,293	\$315,934
Top Development Position	7	\$127,541			\$125,295		
Top Finance Position	40	\$118,241	\$58,170	\$74,278	\$111,383	\$132,477	\$192,613
Top Human Resources Position	6	\$163,887			\$176,893		
Top Operations Position	14	\$150,767		\$118,172	\$137,347	\$159,500	
Top Program Position	5	\$135,902			\$122,874		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$36,606		\$35,174	\$37,635	\$41,798	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$91,260			\$81,446		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$43,309			\$44,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$75,961		\$55,344	\$72,063	\$85,795	
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$100,737	\$57,171	\$80,374	\$104,744	\$120,566	\$152,683

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
<b>Mental Health, Crisis Intervention</b>							
Greater than \$5 million							
CEO/Executive Director	27	\$250,140	\$108,654	\$129,420	\$167,970	\$286,012	\$410,177
Top Finance Position	16	\$140,043		\$95,667	\$111,104	\$134,391	
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$64,142		\$37,191	\$45,250	\$80,063	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$126,931		\$91,042	\$118,842	\$149,741	
Greater than \$5 million							
CEO/Executive Director	8	\$240,470			\$240,445		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$69,431			\$66,224		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$60,355			\$65,589		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$108,263			\$114,926		
Greater than \$5 million							
CEO/Executive Director	5	\$156,744			\$176,072		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$46,309		\$34,400	\$39,848	\$53,649	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$54,501			\$43,850		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$109,137		\$60,124	\$73,849	\$139,070	
Greater than \$5 million							
CEO/Executive Director	7	\$199,674			\$132,665		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	89	\$50,955	\$22,083	\$28,000	\$42,539	\$67,251	\$84,987
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$62,113		\$37,937	\$50,117	\$71,002	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$118,333		\$68,817	\$84,899	\$106,255	
Top Finance Position	5	\$88,236			\$69,630		
Greater than \$5 million							
CEO/Executive Director	6	\$148,216			\$127,582		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$47,130		\$34,840	\$41,250	\$60,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$70,063			\$71,545		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$132,093		\$82,987	\$106,659	\$142,284	
Greater than \$5 million							
CEO/Executive Director	10	\$223,588		\$144,598	\$228,233	\$264,734	
Top Finance Position	7	\$106,764			\$108,792		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Montana</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$43,595		\$27,600	\$42,500	\$57,427	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$51,887			\$49,768		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$94,928			\$97,000		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	39	\$43,163	\$22,180	\$30,279	\$42,626	\$50,746	\$65,592
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$73,950		\$60,334	\$70,133	\$91,950	
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$50,285		\$39,449	\$48,055	\$58,682	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$97,227			\$80,760		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$50,109		\$37,942	\$47,990	\$57,561	
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$46,329		\$33,216	\$42,047	\$54,338	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$59,487		\$43,914	\$50,024	\$64,290	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Montana</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$91,995		\$56,868	\$72,860	\$105,764	
Greater than \$5 million							
CEO/Executive Director	13	\$171,314		\$117,821	\$136,735	\$238,974	
Top Finance Position	6	\$131,974			\$126,295		
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$77,218			\$71,778		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	28	\$50,827	\$26,439	\$39,875	\$45,480	\$56,517	\$78,546
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$70,481		\$55,458	\$68,417	\$77,291	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$116,372		\$96,218	\$103,402	\$123,808	
<b>Food, Agriculture and Nutrition</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$74,487			\$56,022		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$53,994			\$46,970		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$81,725		\$71,610	\$78,959	\$87,795	
Top Finance Position	7	\$67,427			\$70,587		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Montana</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	24	\$345,705	\$99,562	\$129,040	\$151,395	\$318,519	\$978,051
Top Finance Position	29	\$171,046	\$65,173	\$87,462	\$112,378	\$153,644	\$407,281
Top Operations Position	8	\$225,705			\$160,195		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$43,721			\$42,368		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$64,952			\$62,195		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$64,840			\$65,520		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	39	\$45,810	\$32,458	\$35,901	\$39,905	\$49,794	\$60,864
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$52,991		\$42,711	\$47,840	\$57,262	
Between \$1 million and \$5 million							
CEO/Executive Director	38	\$76,951	\$50,845	\$58,383	\$74,304	\$93,458	\$107,143
Top Finance Position	7	\$45,627			\$45,654		
Greater than \$5 million							
CEO/Executive Director	16	\$114,779		\$79,619	\$91,472	\$112,060	
Top Finance Position	14	\$83,780		\$60,295	\$72,249	\$87,412	
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$55,669			\$66,361		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Montana</b>							
<b>Mental Health, Crisis Intervention</b>							
Greater than \$5 million							
CEO/Executive Director	8	\$108,903			\$112,414		
Top Finance Position	8	\$90,974			\$79,725		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$47,599			\$51,889		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$67,893			\$57,552		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$74,087			\$56,540		
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$62,521			\$66,250		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$71,003		\$23,528	\$43,714	\$84,352	
<b>Unknown</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$49,762			\$53,730		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$50,200		\$37,613	\$47,286	\$60,842	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nebraska</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	31	\$47,056	\$26,000	\$32,126	\$41,500	\$58,193	\$70,840
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$64,867		\$46,397	\$70,440	\$76,542	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$104,221		\$77,717	\$98,999	\$115,901	
Greater than \$5 million							
CEO/Executive Director	5	\$265,396			\$186,052		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$48,693		\$41,661	\$49,042	\$58,649	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$76,526			\$72,000		
Greater than \$5 million							
CEO/Executive Director	5	\$182,578			\$145,543		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$49,146		\$36,730	\$39,038	\$63,490	
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$61,799			\$59,124		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$65,159		\$53,238	\$65,342	\$80,346	



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nebraska</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$86,925			\$97,084		
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$109,785	\$33,502	\$70,107	\$82,495	\$127,475	\$171,489
Greater than \$5 million							
CEO/Executive Director	13	\$268,747		\$115,519	\$324,316	\$357,375	
Top Finance Position	10	\$164,106		\$144,693	\$161,795	\$204,417	
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$61,620			\$61,500		
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$45,145			\$44,000		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$50,730			\$45,900		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$78,308			\$77,797		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$133,945		\$100,000	\$124,255	\$130,568	
Greater than \$5 million							
CEO/Executive Director	41	\$388,048	\$125,345	\$182,077	\$286,365	\$522,348	\$770,030
Top Finance Position	31	\$206,819	\$104,288	\$128,188	\$150,560	\$197,053	\$294,414
Top Human Resources Position	5	\$286,448			\$168,061		
Top Operations Position	9	\$299,899			\$145,208		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nebraska</b>							
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$47,816			\$47,725		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$109,145			\$106,529		
Greater than \$5 million							
CEO/Executive Director	7	\$213,119			\$151,017		
Top Finance Position	5	\$148,467			\$97,876		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	47	\$44,825	\$25,414	\$32,138	\$42,000	\$54,578	\$64,775
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$61,499		\$45,598	\$58,490	\$70,795	
Between \$1 million and \$5 million							
CEO/Executive Director	47	\$89,268	\$49,445	\$69,974	\$87,812	\$103,113	\$120,355
Top Finance Position	8	\$79,188			\$70,398		
Greater than \$5 million							
CEO/Executive Director	22	\$191,731	\$102,527	\$127,826	\$157,836	\$206,632	\$332,760
Top Finance Position	15	\$118,629		\$79,375	\$110,559	\$124,932	
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$48,533			\$45,940		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$61,129			\$63,675		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$107,738			\$103,817		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nebraska</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$52,730		\$35,261	\$46,020	\$71,157	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$74,755			\$78,078		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$119,929		\$81,372	\$97,182	\$118,848	
Greater than \$5 million							
CEO/Executive Director	6	\$236,909			\$226,873		
Top Finance Position	5	\$128,326			\$120,342		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$45,804			\$50,239		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$47,153			\$38,400		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$97,064			\$81,700		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$47,734		\$39,939	\$45,568	\$57,455	
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$41,180		\$32,064	\$39,972	\$48,304	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$124,989			\$124,200		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nevada</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$45,901		\$26,375	\$36,390	\$46,799	
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$41,368		\$29,390	\$35,065	\$54,413	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$130,349		\$83,411	\$124,187	\$165,180	
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$57,225			\$56,000		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$63,025		\$30,795	\$51,917	\$98,228	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$69,456			\$65,110		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$121,152		\$76,999	\$104,853	\$154,019	
Greater than \$5 million							
CEO/Executive Director	7	\$266,427			\$213,571		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$36,469			\$42,500		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nevada</b>							
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$70,477			\$66,832		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$127,560			\$115,830		
Greater than \$5 million							
CEO/Executive Director	10	\$238,333		\$195,398	\$217,065	\$264,785	
Top Finance Position	10	\$165,406		\$124,136	\$144,345	\$182,447	
Top Operations Position	5	\$180,914			\$159,101		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$112,044			\$109,592		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	24	\$45,618	\$23,007	\$38,850	\$45,026	\$54,850	\$69,799
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$76,144		\$54,980	\$76,650	\$92,506	
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$114,505	\$61,371	\$86,830	\$116,606	\$142,760	\$183,047
Top Finance Position	6	\$65,142			\$69,220		
Greater than \$5 million							
CEO/Executive Director	13	\$190,466		\$137,465	\$165,448	\$227,619	
Top Finance Position	6	\$120,316			\$92,103		
Top Operations Position	5	\$163,004			\$178,930		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nevada</b>							
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$55,280			\$48,336		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$99,490			\$77,513		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$109,581			\$103,954		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$42,338			\$40,067		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$33,777		\$25,008	\$27,570	\$46,407	
<b>Youth Development</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$97,443			\$107,771		
<b>New Hampshire</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$38,406			\$40,296		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$88,012			\$92,100		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Hampshire</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	28	\$50,543	\$17,960	\$31,418	\$47,896	\$58,174	\$71,911
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$65,073		\$59,191	\$67,500	\$73,134	
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$108,367		\$97,422	\$115,406	\$125,708	
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$73,062			\$61,052		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$57,880			\$58,648		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	23	\$53,335	\$23,317	\$31,348	\$43,207	\$69,895	\$78,738
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$97,886		\$66,005	\$77,615	\$107,946	
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$108,349	\$43,406	\$71,655	\$98,772	\$135,570	\$165,128
Top Finance Position	5	\$100,307			\$72,500		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Hampshire</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	25	\$362,716	\$135,121	\$200,769	\$316,862	\$418,978	\$524,393
Top Development Position	10	\$196,948		\$165,619	\$188,651	\$225,187	
Top Education Position	5	\$186,901			\$162,189		
Top Finance Position	18	\$198,242		\$154,383	\$179,757	\$209,739	
Top Operations Position	5	\$203,484			\$195,415		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$62,924		\$27,609	\$64,717	\$91,679	
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$60,056			\$59,587		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$109,793		\$85,472	\$100,569	\$132,711	
Top Finance Position	10	\$78,940		\$56,670	\$62,824	\$98,264	
Greater than \$5 million							
CEO/Executive Director	31	\$370,572	\$123,617	\$152,270	\$206,616	\$497,915	\$969,747
Top Finance Position	29	\$224,995	\$94,697	\$119,790	\$133,044	\$291,607	\$538,697
Top Human Resources Position	5	\$302,628			\$275,542		
Top Operations Position	5	\$432,169			\$417,423		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$52,704		\$45,379	\$51,114	\$57,749	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$137,026			\$124,712		



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Hampshire</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	42	\$45,574	\$25,301	\$33,297	\$39,998	\$56,402	\$72,607
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$64,830	\$39,374	\$48,178	\$61,158	\$79,102	\$98,924
Between \$1 million and \$5 million							
CEO/Executive Director	36	\$97,441	\$57,963	\$70,008	\$91,577	\$120,514	\$132,529
Greater than \$5 million							
CEO/Executive Director	24	\$169,941	\$113,046	\$125,739	\$160,780	\$204,968	\$244,288
Top Finance Position	18	\$128,507		\$96,226	\$117,348	\$147,341	
Top Human Resources Position	5	\$139,106			\$139,286		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$42,755			\$41,493		
Greater than \$5 million							
CEO/Executive Director	9	\$161,846			\$161,580		
Top Finance Position	6	\$102,035			\$117,201		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$75,966			\$71,500		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$48,904		\$38,479	\$49,814	\$54,970	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$135,281			\$130,197		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Hampshire</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	11	\$48,115		\$26,891	\$48,400	\$60,264	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	\$51,857			\$58,513		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$145,028			\$143,064		
<b>New Jersey</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	10	\$37,125		\$25,875	\$32,896	\$45,843	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$76,383			\$78,000		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$91,130		\$80,137	\$102,891	\$105,758	
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	65	\$48,247	\$22,700	\$31,548	\$43,750	\$61,886	\$78,672
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	\$87,894	\$50,309	\$60,686	\$79,401	\$101,317	\$138,885
Between \$1 million and \$5 million							
CEO/Executive Director	29	\$114,785	\$57,734	\$86,511	\$104,000	\$135,000	\$153,291

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
<b>Arts, Culture and Humanities</b>							
Greater than \$5 million							
CEO/Executive Director	15	\$264,360		\$166,888	\$188,711	\$255,797	
Top Finance Position	8	\$117,857			\$118,642		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$54,079			\$45,205		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	33	\$61,285	\$29,059	\$45,158	\$58,105	\$78,502	\$90,062
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$97,542		\$71,886	\$92,625	\$107,948	
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$185,016	\$80,071	\$118,461	\$143,921	\$187,337	\$331,265
Top Finance Position	7	\$125,759			\$118,500		
Greater than \$5 million							
CEO/Executive Director	10	\$193,638		\$120,198	\$192,110	\$243,071	
Top Finance Position	8	\$140,914			\$133,222		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$54,472			\$56,627		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$120,947			\$123,042		
Greater than \$5 million							
CEO/Executive Director	6	\$183,487			\$176,008		
Top Legal Position	5	\$156,899			\$154,498		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	21	\$50,043	\$22,000	\$31,972	\$44,415	\$59,800	\$94,766
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$102,674		\$67,253	\$103,120	\$121,843	
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$123,925		\$84,770	\$119,622	\$150,323	
Greater than \$5 million							
CEO/Executive Director	11	\$237,865		\$143,669	\$170,427	\$195,440	
Top Finance Position	6	\$182,147			\$142,737		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	50	\$51,894	\$24,997	\$30,000	\$46,902	\$66,990	\$89,020
Top Finance Position	6	\$37,798			\$39,316		
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	\$85,438	\$39,397	\$54,611	\$79,331	\$107,533	\$128,646
Between \$1 million and \$5 million							
CEO/Executive Director	89	\$144,139	\$66,692	\$101,009	\$125,606	\$170,031	\$251,528
Top Business Position	6	\$96,503			\$92,917		
Top Finance Position	9	\$86,904			\$105,750		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	116	\$291,633	\$110,912	\$156,374	\$238,978	\$385,759	\$516,937
Top Administrative Position	11	\$224,335		\$182,221	\$216,984	\$274,841	
Top Business Position	18	\$154,672		\$102,074	\$152,651	\$208,139	
Top Development Position	27	\$210,771	\$136,160	\$154,398	\$191,846	\$259,261	\$315,000
Top Education Position	16	\$169,740		\$128,948	\$156,350	\$189,899	
Top Facilities Position	9	\$169,034			\$159,894		
Top Finance Position	46	\$207,844	\$97,182	\$143,882	\$197,651	\$245,078	\$332,395
Top Legal Position	6	\$309,258			\$272,660		
Top Operations Position	13	\$202,004		\$141,479	\$167,074	\$243,147	
Top Technology Position	10	\$195,480		\$129,781	\$154,030	\$246,748	
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$55,422			\$61,000		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$128,193			\$110,264		
Greater than \$5 million							
CEO/Executive Director	11	\$182,422		\$110,255	\$162,514	\$196,934	
Top Finance Position	7	\$138,164			\$128,589		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$55,597		\$34,000	\$51,081	\$63,246	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$90,495			\$87,495		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
<b>Environmental Quality, Protection and Beautification</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$139,491		\$128,248	\$138,964	\$151,273	
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$63,623			\$60,720		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$95,171		\$76,607	\$91,891	\$123,080	
Greater than \$5 million							
CEO/Executive Director	5	\$154,291			\$162,435		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$46,372		\$21,445	\$43,081	\$54,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$116,286		\$73,327	\$90,750	\$110,921	
Between \$1 million and \$5 million							
CEO/Executive Director	35	\$156,287	\$77,010	\$99,625	\$139,689	\$183,026	\$288,486
Top Finance Position	6	\$82,410			\$74,329		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	68	\$568,480	\$151,166	\$212,810	\$351,569	\$831,012	\$1,246,590
Top Administrative Position	11	\$204,479		\$139,342	\$150,261	\$266,012	
Top Development Position	8	\$322,840			\$260,149		
Top Education Position	5	\$254,946			\$133,364		
Top Finance Position	50	\$407,920	\$119,722	\$160,822	\$247,346	\$532,925	\$813,050
Top Human Resources Position	28	\$353,444	\$143,941	\$263,313	\$327,371	\$430,674	\$497,219
Top Legal Position	9	\$490,421			\$532,767		
Top Operations Position	24	\$355,407	\$161,241	\$214,494	\$306,056	\$440,722	\$561,016
Top Technology Position	17	\$342,461		\$226,313	\$314,901	\$418,320	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$64,090		\$46,250	\$62,023	\$75,582	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$83,830		\$65,460	\$85,608	\$93,138	
Between \$1 million and \$5 million							
CEO/Executive Director	33	\$133,610	\$78,580	\$87,000	\$111,624	\$134,497	\$160,944
Greater than \$5 million							
CEO/Executive Director	10	\$155,190		\$129,224	\$148,165	\$176,931	
Top Finance Position	7	\$121,794			\$116,338		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	80	\$50,303	\$21,953	\$30,244	\$46,920	\$68,539	\$79,903
Between \$500 thousand and \$1 million							
CEO/Executive Director	63	\$81,638	\$46,876	\$58,643	\$82,896	\$97,657	\$108,983

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	170	\$121,527	\$72,198	\$88,552	\$110,518	\$141,111	\$168,777
Top Finance Position	32	\$95,318	\$58,475	\$69,638	\$79,544	\$99,525	\$176,637
Top Operations Position	7	\$93,685			\$94,618		
Greater than \$5 million							
CEO/Executive Director	130	\$214,769	\$120,426	\$136,707	\$183,236	\$227,353	\$348,361
Top Administrative Position	6	\$155,966			\$149,901		
Top Business Position	5	\$159,093			\$166,816		
Top Development Position	7	\$123,917			\$123,513		
Top Finance Position	79	\$136,116	\$86,862	\$99,906	\$122,462	\$161,489	\$205,419
Top Human Resources Position	16	\$143,235		\$127,811	\$130,630	\$161,403	
Top Marketing Position	8	\$137,016			\$137,294		
Top Operations Position	30	\$161,079	\$104,978	\$120,920	\$156,476	\$179,413	\$236,058
Top Program Position	6	\$163,623			\$137,393		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$61,612			\$50,600		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$63,923			\$60,615		
<b>Medical Research</b>							
Greater than \$5 million							
CEO/Executive Director	5	\$453,667			\$529,870		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$50,463		\$35,400	\$58,000	\$62,501	



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
<b>Mental Health, Crisis Intervention</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$92,571		\$71,432	\$98,583	\$114,681	
Between \$1 million and \$5 million							
CEO/Executive Director	36	\$139,865	\$89,020	\$99,823	\$115,966	\$147,602	\$213,745
Top Finance Position	7	\$85,561			\$84,360		
Greater than \$5 million							
CEO/Executive Director	49	\$195,800	\$119,809	\$137,799	\$165,991	\$214,610	\$285,671
Top Finance Position	37	\$142,263	\$92,378	\$102,327	\$123,450	\$156,695	\$199,596
Top Operations Position	16	\$124,241		\$120,427	\$126,492	\$135,370	
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$62,252		\$45,651	\$50,534	\$81,839	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$115,637			\$107,257		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$120,528		\$77,228	\$126,918	\$159,179	
Greater than \$5 million							
CEO/Executive Director	6	\$225,035			\$236,258		
Top Finance Position	5	\$144,807			\$139,602		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$70,186			\$70,327		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$51,323		\$46,484	\$51,666	\$59,889	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$76,169			\$70,900		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$156,170		\$88,021	\$131,101	\$186,619	
Greater than \$5 million							
CEO/Executive Director	10	\$420,488		\$193,644	\$259,721	\$285,732	
Top Finance Position	6	\$130,652			\$108,300		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	50	\$40,772	\$17,949	\$24,530	\$34,200	\$51,250	\$73,957
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$58,103		\$40,084	\$53,000	\$79,348	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$122,463		\$73,102	\$100,066	\$148,530	
Top Finance Position	5	\$80,250			\$79,583		
Greater than \$5 million							
CEO/Executive Director	6	\$177,265			\$192,859		
<b>Science and Technology Research Institutes, Services</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$148,103			\$155,160		
<b>Unknown</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$54,479			\$46,953		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$55,494		\$28,525	\$57,188	\$77,725	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$76,814		\$70,541	\$74,254	\$83,000	
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$126,613	\$84,300	\$93,915	\$115,158	\$140,175	\$192,143
<b>New Mexico</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$39,992		\$30,573	\$42,916	\$49,973	
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	36	\$47,436	\$20,137	\$28,200	\$45,000	\$58,875	\$72,957
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$76,545		\$51,433	\$65,777	\$88,244	
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$121,014	\$64,744	\$68,047	\$115,085	\$165,985	\$181,566
Top Finance Position	5	\$90,948			\$95,526		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$52,846		\$39,929	\$45,628	\$67,699	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$95,664		\$71,900	\$88,088	\$122,800	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Mexico</b>							
<b>Community Improvement, Capacity Building</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$130,493			\$134,576		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$57,430			\$61,956		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$39,469			\$38,029		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	32	\$48,580	\$28,653	\$35,422	\$45,000	\$54,343	\$79,477
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$62,477		\$45,559	\$52,916	\$76,185	
Between \$1 million and \$5 million							
CEO/Executive Director	32	\$122,828	\$58,200	\$74,815	\$103,256	\$164,505	\$201,459
Top Finance Position	5	\$98,721			\$110,819		
Greater than \$5 million							
CEO/Executive Director	17	\$188,761		\$96,800	\$174,185	\$250,352	
Top Finance Position	12	\$133,499		\$88,907	\$110,342	\$150,842	
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$52,782		\$48,050	\$50,651	\$54,742	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$84,611			\$74,250		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Mexico</b>							
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$46,199			\$48,136		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$72,496			\$72,140		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$67,707			\$64,988		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$85,668			\$78,103		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$97,441		\$77,523	\$89,675	\$118,563	
Greater than \$5 million							
CEO/Executive Director	19	\$254,936		\$164,769	\$199,228	\$280,790	
Top Finance Position	16	\$194,170		\$105,184	\$123,765	\$217,693	
Top Operations Position	10	\$221,623		\$96,811	\$138,407	\$268,866	
<b>Housing, Shelter</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$47,642			\$44,429		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$109,791		\$65,541	\$103,226	\$124,718	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	40	\$50,028	\$26,799	\$40,321	\$45,597	\$60,553	\$72,238
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$59,526	\$39,900	\$51,000	\$61,259	\$73,465	\$76,404

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Mexico</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	48	\$84,917	\$41,410	\$68,580	\$82,058	\$102,709	\$125,924
Top Administrative Position	5	\$40,964			\$36,235		
Top Finance Position	14	\$61,679		\$48,077	\$63,500	\$76,235	
Greater than \$5 million							
CEO/Executive Director	18	\$117,619		\$91,753	\$107,878	\$141,875	
Top Finance Position	7	\$92,891			\$95,722		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$72,292		\$51,229	\$69,007	\$95,338	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$74,767			\$69,000		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$87,502			\$85,634		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$49,884			\$49,793		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$62,671			\$51,593		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$78,404			\$80,241		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$50,270			\$53,158		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Mexico</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	12	\$38,507		\$20,783	\$30,642	\$47,475	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$79,282			\$57,085		
Unknown							
\$500 thousand or less							
CEO/Executive Director	5	\$46,146			\$47,040		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	13	\$50,486		\$36,000	\$53,547	\$58,486	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$90,077			\$82,721		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$103,243			\$101,420		
<b>New York</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	24	\$40,710	\$21,890	\$30,745	\$40,000	\$49,125	\$60,460
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$70,153		\$55,648	\$66,893	\$85,001	
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$112,257	\$50,505	\$83,672	\$97,658	\$125,694	\$155,734

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Animal-Related</b>							
Greater than \$5 million							
CEO/Executive Director	19	\$300,818		\$138,840	\$204,110	\$356,049	
Top Finance Position	9	\$179,829			\$180,313		
Top Operations Position	8	\$240,532			\$215,998		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	367	\$50,654	\$21,560	\$32,093	\$47,229	\$62,392	\$81,812
Top Administrative Position	7	\$34,027			\$29,332		
Top Finance Position	17	\$47,016		\$31,875	\$45,247	\$55,166	
Top Operations Position	5	\$37,113			\$21,840		
Between \$500 thousand and \$1 million							
CEO/Executive Director	175	\$78,036	\$30,246	\$51,243	\$72,650	\$98,214	\$120,242
Top Finance Position	10	\$55,709		\$43,501	\$51,626	\$63,860	
Between \$1 million and \$5 million							
CEO/Executive Director	311	\$145,301	\$70,784	\$94,016	\$133,600	\$182,255	\$236,960
Top Administrative Position	8	\$113,203			\$105,607		
Top Development Position	18	\$136,170		\$112,675	\$133,783	\$159,531	
Top Finance Position	52	\$104,701	\$53,902	\$71,719	\$102,896	\$135,786	\$159,600
Top Operations Position	9	\$178,921			\$138,021		
Top Program Position	6	\$140,064			\$127,562		



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Arts, Culture and Humanities</b>							
Greater than \$5 million							
CEO/Executive Director	138	\$366,275	\$163,842	\$216,517	\$291,274	\$421,071	\$585,852
Top Administrative Position	26	\$259,551	\$118,450	\$127,693	\$181,052	\$243,404	\$312,442
Top Development Position	53	\$201,978	\$128,966	\$147,799	\$181,758	\$238,076	\$316,722
Top Education Position	8	\$161,172			\$153,177		
Top Finance Position	81	\$192,512	\$91,760	\$128,242	\$174,822	\$242,616	\$304,736
Top Human Resources Position	9	\$161,616			\$139,940		
Top Legal Position	11	\$309,983		\$201,751	\$241,830	\$414,197	
Top Marketing Position	21	\$173,831	\$122,048	\$129,118	\$159,389	\$211,507	\$241,213
Top Operations Position	33	\$285,505	\$119,266	\$147,130	\$201,635	\$336,364	\$431,874
Top PR/Communications Position	13	\$183,408		\$128,333	\$158,319	\$212,659	
Top Program Position	7	\$164,200			\$163,808		
Top Technology Position	14	\$175,622		\$136,461	\$150,467	\$195,113	
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	22	\$66,539	\$40,337	\$48,572	\$69,551	\$81,910	\$96,653
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$106,786		\$70,096	\$80,556	\$124,153	
Between \$1 million and \$5 million							
CEO/Executive Director	53	\$148,869	\$70,258	\$110,000	\$137,781	\$199,471	\$232,466
Top Finance Position	7	\$122,491			\$118,196		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Civil Rights, Social Action, Advocacy</b>							
Greater than \$5 million							
CEO/Executive Director	24	\$242,488	\$133,822	\$197,342	\$245,460	\$279,683	\$329,163
Top Development Position	9	\$188,908			\$170,173		
Top Finance Position	14	\$169,784		\$125,954	\$162,160	\$196,576	
Top Legal Position	13	\$221,294		\$154,176	\$206,812	\$252,305	
Top Operations Position	8	\$168,036			\$171,470		
Top PR/Communications Position	5	\$212,277			\$145,987		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	105	\$61,088	\$27,027	\$37,925	\$56,539	\$77,538	\$95,424
Top Finance Position	5	\$58,584			\$68,576		
Between \$500 thousand and \$1 million							
CEO/Executive Director	71	\$108,594	\$59,680	\$78,706	\$97,170	\$122,666	\$177,116
Between \$1 million and \$5 million							
CEO/Executive Director	102	\$159,740	\$72,183	\$104,612	\$145,390	\$202,569	\$264,963
Top Finance Position	25	\$107,396	\$45,692	\$70,650	\$108,888	\$125,194	\$165,677
Top Operations Position	10	\$138,058		\$121,708	\$129,853	\$153,943	
Top Program Position	7	\$146,312			\$146,898		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Community Improvement, Capacity Building</b>							
Greater than \$5 million							
CEO/Executive Director	53	\$322,697	\$112,366	\$176,793	\$240,447	\$336,385	\$461,733
Top Administrative Position	10	\$207,802		\$135,104	\$145,981	\$246,963	
Top Development Position	9	\$165,099			\$149,001		
Top Finance Position	39	\$185,376	\$94,099	\$117,993	\$179,185	\$235,709	\$277,794
Top Legal Position	7	\$264,079			\$211,644		
Top Marketing Position	6	\$228,523			\$233,361		
Top Operations Position	12	\$184,287		\$141,889	\$178,657	\$223,874	
Top Program Position	8	\$178,423			\$159,835		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	28	\$65,295	\$19,522	\$33,032	\$59,594	\$82,726	\$104,862
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$89,400	\$54,593	\$72,188	\$88,644	\$97,382	\$143,941
Between \$1 million and \$5 million							
CEO/Executive Director	38	\$129,110	\$63,531	\$88,882	\$124,367	\$168,050	\$222,285
Top Finance Position	8	\$115,991			\$114,157		
Top Legal Position	9	\$129,855			\$127,564		
Greater than \$5 million							
CEO/Executive Director	33	\$211,984	\$131,037	\$140,428	\$195,520	\$227,984	\$305,298
Top Finance Position	19	\$143,683		\$94,410	\$133,031	\$168,859	
Top Legal Position	22	\$168,588	\$124,828	\$137,955	\$157,485	\$175,588	\$206,298
Top Program Position	7	\$165,310			\$169,472		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	47	\$59,554	\$27,015	\$37,770	\$61,304	\$74,885	\$90,000
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	\$96,419	\$48,292	\$61,898	\$87,347	\$127,570	\$145,400
Between \$1 million and \$5 million							
CEO/Executive Director	54	\$170,297	\$72,740	\$94,352	\$122,950	\$182,460	\$265,232
Top Development Position	5	\$165,846			\$172,891		
Top Finance Position	12	\$162,563		\$70,576	\$107,471	\$194,430	
Greater than \$5 million							
CEO/Executive Director	68	\$349,375	\$141,901	\$193,105	\$293,390	\$400,074	\$537,937
Top Administrative Position	6	\$240,327			\$235,233		
Top Development Position	12	\$215,580		\$148,453	\$167,236	\$262,817	
Top Finance Position	43	\$191,078	\$100,686	\$119,039	\$155,954	\$219,330	\$286,140
Top Human Resources Position	9	\$166,515			\$145,675		
Top Operations Position	17	\$202,777		\$155,397	\$173,725	\$257,961	
Top Program Position	6	\$147,753			\$147,992		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	152	\$61,857	\$27,303	\$38,228	\$54,750	\$72,000	\$101,021
Top Finance Position	5	\$38,964			\$38,721		
Between \$500 thousand and \$1 million							
CEO/Executive Director	110	\$98,340	\$46,647	\$60,859	\$84,039	\$107,426	\$162,285
Top Finance Position	8	\$94,956			\$100,478		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	306	\$145,017	\$75,803	\$96,931	\$134,905	\$176,131	\$223,405
Top Administrative Position	18	\$99,257		\$65,719	\$100,691	\$121,853	
Top Business Position	12	\$99,285		\$78,141	\$81,176	\$114,627	
Top Development Position	8	\$123,383			\$119,748		
Top Education Position	10	\$137,336		\$116,163	\$131,104	\$162,246	
Top Finance Position	56	\$92,130	\$40,215	\$58,846	\$91,686	\$119,596	\$146,694
Top Operations Position	26	\$123,820	\$72,480	\$88,258	\$116,446	\$147,397	\$172,988
Top Program Position	11	\$134,854		\$125,485	\$143,694	\$147,139	
Greater than \$5 million							
CEO/Executive Director	460	\$342,363	\$136,914	\$172,097	\$238,631	\$383,093	\$686,840
Top Administrative Position	55	\$208,981	\$127,148	\$152,396	\$201,296	\$242,094	\$306,678
Top Business Position	32	\$163,591	\$105,661	\$116,888	\$149,545	\$199,590	\$230,758
Top Development Position	92	\$212,227	\$117,253	\$149,675	\$204,200	\$261,199	\$298,854
Top Education Position	51	\$197,293	\$131,611	\$157,720	\$186,152	\$234,667	\$295,048
Top Facilities Position	19	\$220,194		\$168,839	\$215,282	\$235,256	
Top Finance Position	267	\$213,469	\$102,227	\$131,050	\$185,719	\$261,890	\$362,419
Top Human Resources Position	22	\$188,778	\$122,729	\$133,595	\$168,323	\$212,019	\$246,571
Top Legal Position	22	\$316,417	\$163,545	\$181,984	\$257,852	\$462,088	\$570,168
Top Marketing Position	10	\$214,224		\$160,198	\$181,300	\$230,252	
Top Operations Position	90	\$206,248	\$107,268	\$130,005	\$177,972	\$226,659	\$323,313
Top PR/Communications Position	14	\$202,439		\$153,393	\$201,415	\$239,258	
Top Program Position	26	\$177,641	\$111,014	\$133,338	\$166,518	\$216,763	\$268,004
Top Technology Position	53	\$234,401	\$136,167	\$159,150	\$201,804	\$254,558	\$348,491

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$62,896		\$33,000	\$47,962	\$84,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$90,312			\$93,756		
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$134,012	\$83,162	\$109,595	\$138,097	\$164,447	\$178,194
Top Education Position	6	\$175,176			\$143,421		
Top Finance Position	5	\$75,134			\$75,592		
Greater than \$5 million							
CEO/Executive Director	29	\$230,851	\$133,470	\$168,891	\$216,061	\$267,424	\$317,812
Top Administrative Position	5	\$157,154			\$148,594		
Top Finance Position	22	\$156,366	\$97,806	\$134,371	\$143,599	\$188,977	\$221,297
Top Operations Position	10	\$165,988		\$135,546	\$156,331	\$183,079	
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	50	\$60,957	\$23,527	\$38,437	\$56,880	\$74,263	\$99,098
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	\$80,935	\$45,989	\$65,177	\$77,356	\$97,417	\$100,620
Between \$1 million and \$5 million							
CEO/Executive Director	53	\$156,109	\$74,862	\$98,654	\$135,445	\$206,592	\$256,199
Top Development Position	6	\$128,203			\$137,223		
Top Finance Position	6	\$88,682			\$85,261		
Top Operations Position	5	\$87,316			\$73,308		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Environmental Quality, Protection and Beautification</b>							
Greater than \$5 million							
CEO/Executive Director	17	\$375,576		\$231,596	\$278,683	\$513,992	
Top Development Position	8	\$219,558			\$189,856		
Top Finance Position	9	\$219,984			\$140,609		
Top PR/Communications Position	5	\$192,447			\$156,611		
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	30	\$44,527	\$21,861	\$30,000	\$42,303	\$54,937	\$75,158
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$75,643		\$62,776	\$72,056	\$87,550	
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$102,066	\$60,722	\$73,572	\$100,334	\$123,781	\$143,843
Greater than \$5 million							
CEO/Executive Director	17	\$222,546		\$151,362	\$203,572	\$289,554	
Top Development Position	6	\$190,880			\$179,074		
Top Finance Position	9	\$131,022			\$106,037		
Top Operations Position	5	\$157,669			\$112,720		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	60	\$61,164	\$25,706	\$34,754	\$59,792	\$73,667	\$98,051
Between \$500 thousand and \$1 million							
CEO/Executive Director	40	\$118,307	\$44,794	\$76,620	\$93,317	\$137,382	\$222,259

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	105	\$159,236	\$68,858	\$105,478	\$134,058	\$180,496	\$236,967
Top Administrative Position	8	\$162,678			\$145,554		
Top Development Position	8	\$139,616			\$125,710		
Top Finance Position	25	\$151,929	\$56,720	\$81,766	\$137,275	\$215,775	\$289,893
Top Operations Position	10	\$104,898		\$73,154	\$104,098	\$136,797	
Top Program Position	5	\$138,610			\$146,839		
Greater than \$5 million							
CEO/Executive Director	300	\$581,194	\$132,554	\$185,779	\$309,622	\$585,052	\$1,098,160
Top Administrative Position	82	\$244,762	\$119,353	\$149,959	\$200,348	\$274,696	\$436,730
Top Business Position	13	\$327,108		\$131,549	\$348,227	\$463,450	
Top Development Position	26	\$247,928	\$134,200	\$148,674	\$193,421	\$253,851	\$410,757
Top Education Position	5	\$398,041			\$242,533		
Top Facilities Position	8	\$207,292			\$207,105		
Top Finance Position	250	\$333,272	\$110,258	\$146,383	\$224,396	\$365,703	\$643,206
Top Human Resources Position	52	\$288,439	\$123,395	\$161,224	\$209,371	\$336,223	\$478,462
Top Legal Position	24	\$435,797	\$203,485	\$257,067	\$401,863	\$513,796	\$717,747
Top Marketing Position	8	\$272,680			\$222,607		
Top Operations Position	100	\$424,969	\$144,416	\$191,411	\$267,209	\$436,808	\$634,736
Top PR/Communications Position	11	\$284,248		\$156,447	\$240,585	\$278,822	
Top Program Position	14	\$164,331		\$117,151	\$145,777	\$186,829	
Top Technology Position	33	\$284,128	\$147,725	\$179,935	\$220,991	\$301,538	\$524,750
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	38	\$58,228	\$24,081	\$40,948	\$56,899	\$72,832	\$88,300



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Housing, Shelter</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	44	\$78,604	\$40,070	\$52,323	\$66,651	\$91,235	\$129,404
Top Finance Position	6	\$59,920			\$51,220		
Between \$1 million and \$5 million							
CEO/Executive Director	99	\$121,723	\$56,124	\$73,478	\$104,154	\$145,286	\$193,742
Top Administrative Position	5	\$84,779			\$67,028		
Top Finance Position	24	\$101,665	\$60,823	\$77,112	\$101,596	\$124,070	\$149,010
Top Operations Position	8	\$137,763			\$153,088		
Top Program Position	5	\$100,041			\$118,294		
Greater than \$5 million							
CEO/Executive Director	59	\$222,123	\$113,244	\$136,585	\$182,551	\$267,328	\$367,303
Top Administrative Position	8	\$135,748			\$126,071		
Top Development Position	5	\$145,241			\$126,282		
Top Finance Position	33	\$172,451	\$83,467	\$105,186	\$156,934	\$216,083	\$237,390
Top Operations Position	18	\$185,854		\$138,640	\$151,933	\$193,808	
Top Program Position	6	\$150,518			\$143,541		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	193	\$54,044	\$24,067	\$35,184	\$49,999	\$69,680	\$88,173
Top Finance Position	6	\$30,774			\$25,671		
Top Program Position	6	\$59,002			\$61,355		
Between \$500 thousand and \$1 million							
CEO/Executive Director	151	\$77,737	\$44,889	\$54,183	\$69,163	\$88,511	\$129,389
Top Administrative Position	5	\$59,539			\$60,200		
Top Finance Position	9	\$63,105			\$49,940		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	377	\$121,786	\$62,461	\$78,690	\$106,520	\$143,969	\$190,308
Top Administrative Position	10	\$93,358		\$80,625	\$93,735	\$104,987	
Top Development Position	10	\$143,818		\$101,150	\$121,685	\$170,822	
Top Finance Position	73	\$87,848	\$49,454	\$63,825	\$78,213	\$100,424	\$129,798
Top Operations Position	11	\$147,910		\$81,709	\$115,000	\$201,404	
Top Program Position	13	\$98,141		\$67,143	\$79,056	\$115,664	
Greater than \$5 million							
CEO/Executive Director	418	\$231,549	\$114,585	\$152,844	\$204,767	\$269,196	\$368,963
Top Administrative Position	24	\$173,929	\$126,117	\$141,432	\$166,499	\$197,224	\$207,534
Top Business Position	5	\$159,354			\$153,195		
Top Development Position	42	\$173,233	\$125,730	\$134,551	\$156,218	\$194,327	\$224,711
Top Education Position	5	\$128,074			\$125,627		
Top Facilities Position	9	\$136,426			\$139,319		
Top Finance Position	289	\$149,487	\$83,792	\$104,062	\$138,311	\$176,228	\$228,196
Top Human Resources Position	49	\$150,644	\$112,913	\$127,658	\$143,839	\$170,433	\$207,288
Top Legal Position	12	\$167,771		\$149,101	\$171,210	\$183,745	
Top Marketing Position	6	\$136,154			\$131,712		
Top Operations Position	100	\$174,500	\$106,526	\$141,126	\$165,473	\$216,886	\$254,780
Top Program Position	55	\$162,423	\$106,488	\$124,544	\$158,468	\$198,095	\$214,965
Top Technology Position	30	\$143,952	\$117,983	\$122,271	\$136,424	\$156,939	\$175,084
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	47	\$62,863	\$23,565	\$31,505	\$57,153	\$84,560	\$104,681
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	\$95,199	\$40,318	\$58,157	\$81,315	\$103,207	\$154,125

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>International, Foreign Affairs and National Security</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	71	\$163,329	\$53,402	\$94,500	\$143,331	\$187,094	\$287,026
Top Administrative Position	7	\$192,470			\$207,861		
Top Development Position	10	\$125,943		\$110,722	\$114,126	\$166,395	
Top Finance Position	10	\$126,898		\$35,684	\$131,076	\$179,351	
Top Operations Position	6	\$110,848			\$126,388		
Greater than \$5 million							
CEO/Executive Director	50	\$307,419	\$151,694	\$203,578	\$283,345	\$393,800	\$493,907
Top Development Position	16	\$206,554		\$170,835	\$195,704	\$224,986	
Top Finance Position	30	\$225,069	\$144,218	\$161,928	\$191,066	\$258,212	\$408,179
Top Human Resources Position	5	\$260,014			\$256,683		
Top Legal Position	6	\$253,484			\$232,074		
Top Operations Position	16	\$225,011		\$181,721	\$205,949	\$251,241	
Top PR/Communications Position	8	\$164,666			\$156,323		
Top Program Position	6	\$171,856			\$159,012		
Top Technology Position	6	\$189,387			\$167,740		
<b>Medical Research</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$71,789			\$63,736		
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$182,054	\$73,254	\$119,445	\$146,459	\$239,828	\$331,718
Greater than \$5 million							
CEO/Executive Director	22	\$591,354	\$199,238	\$382,224	\$537,077	\$665,101	\$873,518
Top Development Position	9	\$199,004			\$196,904		
Top Finance Position	15	\$267,613		\$142,089	\$279,256	\$368,204	
Top Operations Position	6	\$475,572			\$277,945		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	34	\$63,807	\$35,628	\$44,393	\$54,473	\$71,612	\$110,414
Between \$500 thousand and \$1 million							
CEO/Executive Director	47	\$78,737	\$48,960	\$61,139	\$78,828	\$92,500	\$113,170
Between \$1 million and \$5 million							
CEO/Executive Director	88	\$119,076	\$70,631	\$89,766	\$104,733	\$143,187	\$179,494
Top Finance Position	31	\$101,464	\$45,717	\$76,805	\$95,452	\$122,355	\$149,206
Top Operations Position	9	\$106,096			\$93,800		
Greater than \$5 million							
CEO/Executive Director	119	\$235,536	\$122,883	\$146,117	\$195,748	\$279,391	\$405,596
Top Administrative Position	16	\$192,630		\$148,214	\$184,670	\$232,690	
Top Development Position	5	\$182,871			\$179,502		
Top Finance Position	78	\$159,310	\$85,226	\$109,573	\$136,491	\$187,668	\$251,595
Top Human Resources Position	7	\$131,525			\$138,947		
Top Legal Position	6	\$223,490			\$188,659		
Top Operations Position	26	\$188,671	\$116,052	\$144,469	\$171,606	\$198,408	\$304,674
Top Program Position	10	\$173,374		\$127,838	\$155,270	\$184,547	
Top Technology Position	9	\$173,154			\$169,566		
<b>Mutual/Membership Benefit Organizations, Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$259,110			\$268,678		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	46	\$60,068	\$29,568	\$38,873	\$52,400	\$72,000	\$100,958

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	\$98,070	\$49,556	\$68,477	\$93,329	\$126,455	\$155,109
Between \$1 million and \$5 million							
CEO/Executive Director	61	\$149,922	\$76,863	\$88,000	\$124,144	\$187,367	\$246,676
Top Finance Position	11	\$97,576		\$78,051	\$92,877	\$108,533	
Top Operations Position	6	\$140,968			\$148,877		
Greater than \$5 million							
CEO/Executive Director	46	\$343,935	\$156,865	\$206,544	\$266,778	\$393,213	\$605,039
Top Development Position	14	\$202,457		\$161,357	\$175,264	\$193,577	
Top Finance Position	29	\$209,825	\$76,647	\$101,708	\$181,119	\$242,996	\$342,863
Top Marketing Position	5	\$291,489			\$307,706		
Top Operations Position	12	\$173,289		\$120,337	\$167,323	\$222,366	
Top Program Position	7	\$249,486			\$188,497		
<b>Public Safety, Disaster Preparedness and Relief</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$63,315			\$62,331		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$147,489			\$118,489		
Greater than \$5 million							
CEO/Executive Director	6	\$250,360			\$202,009		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	24	\$85,890	\$22,249	\$44,039	\$66,981	\$113,556	\$183,293
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$96,311		\$58,767	\$93,181	\$125,531	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Public, Society Benefit – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$178,612	\$92,908	\$102,820	\$159,836	\$227,832	\$273,735
Top Finance Position	8	\$126,094			\$120,903		
Greater than \$5 million							
CEO/Executive Director	23	\$408,015	\$150,117	\$249,875	\$291,761	\$520,892	\$643,467
Top Finance Position	14	\$290,438		\$168,972	\$309,857	\$355,920	
Top Operations Position	10	\$343,349		\$168,250	\$269,612	\$341,253	
Top Technology Position	6	\$219,169			\$180,816		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	44	\$52,419	\$25,160	\$34,250	\$46,808	\$75,400	\$83,285
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	\$93,544	\$42,435	\$65,000	\$78,340	\$110,252	\$165,572
Between \$1 million and \$5 million							
CEO/Executive Director	38	\$134,618	\$81,866	\$94,488	\$126,434	\$171,114	\$198,530
Greater than \$5 million							
CEO/Executive Director	18	\$271,228		\$188,689	\$227,500	\$261,055	
Top Development Position	5	\$209,623			\$182,470		
Top Finance Position	10	\$172,648		\$114,351	\$132,012	\$198,733	
Top Operations Position	9	\$264,715			\$159,814		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	110	\$52,953	\$19,950	\$29,573	\$40,030	\$65,873	\$96,250
Top Finance Position	6	\$38,690			\$37,870		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Religion-Related, Spiritual Development</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	29	\$95,225	\$47,375	\$60,452	\$80,000	\$110,829	\$152,253
Between \$1 million and \$5 million							
CEO/Executive Director	51	\$134,104	\$32,640	\$61,282	\$108,830	\$192,746	\$251,304
Top Finance Position	9	\$69,546			\$59,711		
Top Operations Position	8	\$147,890			\$147,406		
Greater than \$5 million							
CEO/Executive Director	22	\$301,119	\$97,861	\$154,778	\$230,248	\$275,024	\$417,575
Top Finance Position	9	\$210,415			\$170,870		
<b>Science and Technology Research Institutes, Services</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$170,532			\$156,104		
Greater than \$5 million							
CEO/Executive Director	12	\$475,346		\$317,029	\$434,907	\$649,510	
Top Operations Position	5	\$829,935			\$483,907		
<b>Social Science Research Institutes, Services</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$58,496			\$50,000		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$185,938		\$94,545	\$154,022	\$201,356	
Greater than \$5 million							
CEO/Executive Director	5	\$463,795			\$418,294		
<b>Unknown</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$61,417			\$62,000		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Unknown</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$98,883			\$97,308		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	68	\$55,204	\$22,055	\$33,683	\$52,982	\$70,053	\$87,805
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	\$86,284	\$56,208	\$65,250	\$83,972	\$99,182	\$124,866
Between \$1 million and \$5 million							
CEO/Executive Director	85	\$136,483	\$83,200	\$98,654	\$126,928	\$163,419	\$202,647
Top Finance Position	9	\$113,994			\$97,640		
Top Operations Position	5	\$115,797			\$119,609		
Greater than \$5 million							
CEO/Executive Director	35	\$304,287	\$147,591	\$178,029	\$277,922	\$347,435	\$459,189
Top Administrative Position	7	\$236,000			\$122,181		
Top Development Position	14	\$228,865		\$146,904	\$158,166	\$194,589	
Top Finance Position	25	\$166,054	\$96,517	\$112,142	\$142,528	\$180,640	\$257,639
Top Operations Position	12	\$213,219		\$173,071	\$192,048	\$213,909	
Top Program Position	6	\$167,966			\$185,535		
<b>North Carolina</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$40,639		\$33,844	\$39,593	\$46,148	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$60,899		\$48,531	\$62,700	\$67,451	



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
<b>Animal-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$96,919			\$75,595		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	116	\$45,391	\$23,034	\$31,700	\$44,322	\$55,241	\$70,978
Between \$500 thousand and \$1 million							
CEO/Executive Director	39	\$80,080	\$38,795	\$52,875	\$71,010	\$84,786	\$120,402
Between \$1 million and \$5 million							
CEO/Executive Director	39	\$109,943	\$64,613	\$78,264	\$106,006	\$127,213	\$172,266
Greater than \$5 million							
CEO/Executive Director	18	\$242,498		\$168,322	\$208,930	\$252,765	
Top Development Position	5	\$129,566			\$129,468		
Top Finance Position	8	\$118,747			\$134,987		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$56,529		\$36,875	\$46,078	\$72,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$66,928			\$65,870		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	57	\$65,539	\$30,000	\$43,534	\$64,834	\$72,910	\$98,565
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	\$85,037	\$40,952	\$53,662	\$70,150	\$115,967	\$125,982
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$126,669	\$77,700	\$92,501	\$108,595	\$150,647	\$197,764

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
<b>Community Improvement, Capacity Building</b>							
Greater than \$5 million							
CEO/Executive Director	16	\$241,548		\$97,779	\$127,146	\$192,641	
Top Finance Position	9	\$103,139			\$99,951		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	29	\$45,883	\$29,849	\$36,988	\$41,777	\$51,692	\$64,920
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$63,218		\$50,081	\$55,558	\$60,977	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$115,879		\$74,776	\$90,804	\$127,891	
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	24	\$58,815	\$45,026	\$50,245	\$57,720	\$67,518	\$73,862
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$62,159		\$42,311	\$50,922	\$80,167	
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$110,773	\$64,151	\$76,265	\$111,774	\$126,153	\$166,199
Greater than \$5 million							
CEO/Executive Director	9	\$222,840			\$142,139		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	79	\$50,847	\$22,676	\$35,425	\$47,840	\$61,559	\$81,875
Top Finance Position	6	\$28,736			\$29,663		
Between \$500 thousand and \$1 million							
CEO/Executive Director	69	\$73,097	\$33,913	\$47,650	\$64,431	\$87,203	\$110,807

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	150	\$100,149	\$53,457	\$68,715	\$89,413	\$115,048	\$167,210
Top Administrative Position	8	\$70,195			\$69,650		
Top Finance Position	21	\$73,326	\$45,000	\$51,693	\$62,374	\$79,876	\$91,981
Top Operations Position	8	\$99,432			\$83,115		
Greater than \$5 million							
CEO/Executive Director	113	\$293,666	\$105,881	\$127,707	\$207,248	\$340,237	\$441,661
Top Administrative Position	9	\$140,120			\$134,619		
Top Business Position	8	\$169,165			\$134,768		
Top Development Position	25	\$168,403	\$74,225	\$106,895	\$157,999	\$183,252	\$239,815
Top Education Position	9	\$123,155			\$132,182		
Top Finance Position	52	\$159,526	\$77,290	\$109,929	\$139,172	\$175,041	\$225,613
Top Operations Position	5	\$122,428			\$108,835		
Top Technology Position	6	\$132,149			\$130,739		
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$44,868		\$31,125	\$43,436	\$54,750	
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$105,690		\$69,077	\$106,139	\$123,320	
Greater than \$5 million							
CEO/Executive Director	8	\$197,384			\$161,439		
Top Finance Position	5	\$134,723			\$121,416		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	26	\$64,798	\$34,030	\$37,257	\$53,637	\$71,850	\$97,286

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
<b>Environmental Quality, Protection and Beautification</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$80,767		\$59,805	\$74,250	\$87,154	
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$99,242	\$63,291	\$86,416	\$96,460	\$115,557	\$131,906
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	18	\$40,359		\$31,474	\$41,104	\$45,232	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$59,407		\$42,620	\$63,833	\$75,911	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$99,028			\$96,542		
Greater than \$5 million							
CEO/Executive Director	6	\$157,497			\$161,696		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	40	\$58,576	\$26,289	\$40,574	\$54,951	\$70,292	\$85,564
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$70,697		\$54,502	\$68,627	\$85,022	
Between \$1 million and \$5 million							
CEO/Executive Director	51	\$113,047	\$53,120	\$75,104	\$108,150	\$144,891	\$165,672
Top Finance Position	12	\$79,169		\$55,789	\$79,542	\$97,656	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	72	\$423,597	\$116,876	\$169,569	\$258,995	\$483,952	\$772,545
Top Administrative Position	7	\$465,134			\$184,844		
Top Finance Position	47	\$304,041	\$103,434	\$130,583	\$172,386	\$297,247	\$650,084
Top Human Resources Position	10	\$480,580		\$343,659	\$408,258	\$584,183	
Top Operations Position	21	\$392,843	\$117,580	\$141,332	\$240,598	\$573,714	\$734,158
Top Technology Position	10	\$426,403		\$213,186	\$471,254	\$516,465	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	34	\$47,043	\$26,768	\$32,546	\$44,884	\$53,964	\$64,644
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$75,723	\$41,912	\$51,240	\$63,626	\$79,357	\$118,482
Between \$1 million and \$5 million							
CEO/Executive Director	36	\$94,968	\$52,153	\$68,048	\$89,174	\$111,008	\$143,747
Top Finance Position	6	\$82,229			\$74,083		
Greater than \$5 million							
CEO/Executive Director	13	\$204,164		\$110,585	\$186,110	\$236,058	
Top Finance Position	10	\$146,282		\$104,069	\$158,198	\$191,385	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	183	\$48,011	\$23,574	\$33,934	\$47,702	\$57,807	\$71,616
Top Administrative Position	5	\$50,182			\$39,600		
Top Operations Position	5	\$22,127			\$22,530		
Top Program Position	6	\$36,310			\$36,914		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	78	\$69,277	\$36,909	\$47,728	\$64,348	\$77,818	\$114,571
Between \$1 million and \$5 million							
CEO/Executive Director	143	\$95,648	\$60,958	\$70,999	\$88,205	\$110,654	\$130,981
Top Finance Position	21	\$83,042	\$54,011	\$60,423	\$75,534	\$89,280	\$139,953
Greater than \$5 million							
CEO/Executive Director	99	\$195,114	\$108,829	\$130,071	\$164,080	\$225,289	\$328,457
Top Administrative Position	5	\$113,716			\$109,273		
Top Finance Position	59	\$136,588	\$76,039	\$91,898	\$114,893	\$176,645	\$214,989
Top Human Resources Position	7	\$112,231			\$124,672		
Top Marketing Position	10	\$140,406		\$127,368	\$141,131	\$155,500	
Top Operations Position	20	\$171,038	\$96,071	\$111,916	\$132,783	\$199,933	\$250,362
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$67,368		\$42,439	\$54,000	\$70,241	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$92,437			\$60,135		
<b>Medical Research</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$74,987			\$66,354		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$114,028			\$94,500		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	31	\$49,052	\$21,000	\$36,000	\$44,487	\$56,918	\$73,233

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
<b>Mental Health, Crisis Intervention</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$62,623		\$49,220	\$56,501	\$67,275	
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$109,906	\$68,000	\$79,357	\$94,380	\$125,896	\$164,080
Greater than \$5 million							
CEO/Executive Director	18	\$222,864		\$152,984	\$198,693	\$250,978	
Top Finance Position	12	\$114,630		\$103,206	\$112,890	\$125,617	
Top Operations Position	5	\$153,711			\$143,179		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	27	\$56,963	\$24,632	\$38,538	\$47,500	\$55,639	\$80,359
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$78,980		\$65,954	\$82,525	\$91,384	
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$109,816	\$70,086	\$77,179	\$89,281	\$106,300	\$175,977
Top Finance Position	5	\$60,096			\$50,168		
Greater than \$5 million							
CEO/Executive Director	13	\$255,576		\$196,338	\$212,461	\$249,765	
Top Finance Position	8	\$133,125			\$140,678		
<b>Public Safety, Disaster Preparedness and Relief</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$37,330		\$28,693	\$36,813	\$39,539	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$85,131			\$74,785		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
<b>Public Safety, Disaster Preparedness and Relief</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$69,003			\$75,206		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$59,787		\$30,775	\$49,917	\$85,217	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$110,643		\$63,025	\$86,500	\$117,241	
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	41	\$51,614	\$24,000	\$30,482	\$46,020	\$66,703	\$86,479
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$102,064		\$72,573	\$81,606	\$110,567	
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$116,177	\$55,222	\$61,200	\$104,667	\$141,314	\$178,526
Greater than \$5 million							
CEO/Executive Director	7	\$636,070			\$252,600		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	134	\$55,065	\$20,945	\$30,000	\$44,760	\$71,370	\$100,549
Top Finance Position	8	\$33,646			\$31,093		
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	\$70,333	\$41,238	\$45,581	\$62,813	\$89,213	\$109,066
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$99,924	\$53,718	\$66,946	\$88,000	\$112,266	\$156,527



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
Religion-Related, Spiritual Development							
Greater than \$5 million							
CEO/Executive Director	6	\$186,643			\$170,623		
Top Finance Position	5	\$102,135			\$117,417		
Science and Technology Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$160,129			\$157,737		
Greater than \$5 million							
CEO/Executive Director	5	\$263,389			\$300,211		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	46	\$49,840	\$29,330	\$34,650	\$42,633	\$57,654	\$84,328
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$65,611		\$56,729	\$68,111	\$80,613	
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$118,338	\$65,907	\$76,212	\$105,007	\$152,280	\$198,854
Greater than \$5 million							
CEO/Executive Director	6	\$155,440			\$146,472		
<b>North Dakota</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	18	\$39,961		\$29,720	\$35,178	\$49,852	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$70,085			\$63,555		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Dakota</b>							
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$55,048			\$49,039		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$111,534			\$115,000		
Greater than \$5 million							
CEO/Executive Director	9	\$158,106			\$134,200		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$53,125			\$46,339		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$147,243			\$111,047		
Top Administrative Position	5	\$99,883			\$97,862		
Top Finance Position	6	\$80,724			\$78,316		
Greater than \$5 million							
CEO/Executive Director	19	\$281,354		\$129,138	\$177,763	\$297,733	
Top Administrative Position	13	\$146,141		\$107,831	\$123,654	\$159,570	
Top Finance Position	26	\$178,133	\$63,430	\$81,048	\$97,309	\$154,121	\$388,471
Top Operations Position	6	\$478,645			\$407,632		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$52,133			\$57,040		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$73,387			\$66,685		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Dakota</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$41,416		\$36,183	\$39,588	\$44,029	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$69,971			\$73,110		
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$94,365	\$70,260	\$76,000	\$94,997	\$104,248	\$125,939
Top Finance Position	6	\$80,462			\$74,463		
Greater than \$5 million							
CEO/Executive Director	17	\$172,991		\$142,153	\$173,728	\$191,704	
Top Finance Position	13	\$109,144		\$97,061	\$107,636	\$124,627	
Top Operations Position	8	\$138,141			\$147,855		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$122,903			\$105,701		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$121,585			\$116,045		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$53,102			\$56,218		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$55,449		\$45,778	\$57,081	\$70,681	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	20	\$40,561	\$21,780	\$30,748	\$40,881	\$48,603	\$58,902
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$47,507		\$37,639	\$43,217	\$54,435	
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$90,552		\$62,400	\$88,018	\$100,000	
Greater than \$5 million							
CEO/Executive Director	5	\$283,260			\$324,058		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	120	\$47,061	\$24,147	\$31,903	\$45,227	\$55,592	\$76,121
Between \$500 thousand and \$1 million							
CEO/Executive Director	44	\$76,322	\$45,802	\$52,896	\$75,849	\$93,182	\$112,658
Between \$1 million and \$5 million							
CEO/Executive Director	60	\$101,384	\$55,990	\$73,015	\$96,311	\$118,025	\$164,785
Top Finance Position	6	\$62,870			\$66,953		
Greater than \$5 million							
CEO/Executive Director	40	\$314,291	\$140,536	\$202,677	\$277,353	\$403,478	\$531,896
Top Development Position	10	\$180,623		\$130,911	\$141,596	\$236,819	
Top Finance Position	25	\$155,388	\$87,666	\$106,083	\$141,670	\$184,878	\$224,786
Top Marketing Position	5	\$138,425			\$142,709		
Top Operations Position	10	\$178,313		\$137,085	\$180,354	\$187,427	
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$51,173		\$32,923	\$45,000	\$65,667	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
<b>Civil Rights, Social Action, Advocacy</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$77,039			\$68,776		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$124,723			\$126,003		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	66	\$59,535	\$20,841	\$39,734	\$54,970	\$75,627	\$98,958
Between \$500 thousand and \$1 million							
CEO/Executive Director	41	\$96,699	\$56,846	\$76,702	\$92,582	\$112,707	\$138,978
Top Finance Position	5	\$63,588			\$63,459		
Between \$1 million and \$5 million							
CEO/Executive Director	43	\$151,192	\$72,650	\$87,792	\$128,189	\$176,154	\$227,455
Top Finance Position	10	\$104,169		\$75,206	\$91,547	\$140,415	
Greater than \$5 million							
CEO/Executive Director	31	\$263,609	\$92,682	\$107,177	\$204,714	\$330,043	\$545,526
Top Finance Position	17	\$126,450		\$72,162	\$98,154	\$159,911	
Top Operations Position	6	\$135,674			\$98,432		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	28	\$61,718	\$39,270	\$43,806	\$59,977	\$78,661	\$87,943
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$109,962			\$102,953		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$89,772		\$69,696	\$90,892	\$96,923	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
<b>Crime, Legal-Related</b>							
Greater than \$5 million							
CEO/Executive Director	9	\$244,723			\$150,703		
Top Finance Position	5	\$126,900			\$111,293		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	30	\$54,764	\$26,435	\$34,303	\$48,265	\$69,325	\$90,973
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$97,702		\$71,552	\$92,620	\$118,082	
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$115,747	\$65,119	\$77,390	\$103,795	\$141,433	\$154,393
Greater than \$5 million							
CEO/Executive Director	6	\$554,891			\$184,515		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	89	\$55,589	\$23,351	\$33,300	\$54,080	\$73,385	\$94,418
Top Administrative Position	6	\$34,169			\$28,616		
Top Finance Position	7	\$30,784			\$29,500		
Between \$500 thousand and \$1 million							
CEO/Executive Director	49	\$85,583	\$36,423	\$54,186	\$75,833	\$98,065	\$143,331
Top Administrative Position	5	\$46,632			\$47,433		
Between \$1 million and \$5 million							
CEO/Executive Director	114	\$111,104	\$54,318	\$67,983	\$99,337	\$133,415	\$186,278
Top Administrative Position	17	\$92,870		\$63,298	\$81,380	\$117,800	
Top Finance Position	23	\$65,678	\$34,873	\$44,125	\$60,767	\$90,924	\$102,349
Top Operations Position	11	\$78,197		\$43,046	\$67,772	\$99,464	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	97	\$291,440	\$110,834	\$161,650	\$233,717	\$383,950	\$479,690
Top Administrative Position	16	\$187,040		\$148,122	\$189,595	\$211,510	
Top Business Position	9	\$199,604			\$199,298		
Top Development Position	31	\$178,461	\$128,792	\$133,011	\$149,855	\$210,685	\$267,459
Top Education Position	14	\$158,755		\$133,421	\$142,421	\$171,970	
Top Facilities Position	6	\$167,310			\$162,609		
Top Finance Position	71	\$157,974	\$83,709	\$109,930	\$152,091	\$193,397	\$236,597
Top Human Resources Position	7	\$172,859			\$140,346		
Top Legal Position	5	\$185,565			\$184,189		
Top Operations Position	8	\$130,580			\$133,181		
Top Technology Position	11	\$188,078		\$148,442	\$167,054	\$197,486	
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$61,902		\$38,669	\$57,061	\$74,588	
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$107,146	\$69,332	\$75,795	\$88,298	\$101,894	\$192,373
Top Finance Position	8	\$90,159			\$83,413		
Greater than \$5 million							
CEO/Executive Director	10	\$162,969		\$109,268	\$125,785	\$150,150	
Top Finance Position	6	\$138,009			\$110,780		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	28	\$57,495	\$30,808	\$44,337	\$54,374	\$66,395	\$89,012

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
<b>Environmental Quality, Protection and Beautification</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$78,692			\$75,626		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$123,072		\$89,093	\$105,215	\$173,482	
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	18	\$44,326		\$29,182	\$36,483	\$43,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$54,164		\$43,666	\$49,094	\$63,739	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$83,307		\$57,750	\$87,392	\$105,960	
Top Finance Position	5	\$40,488			\$19,638		
Greater than \$5 million							
CEO/Executive Director	12	\$158,624		\$95,652	\$162,827	\$214,893	
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	48	\$51,870	\$23,299	\$31,613	\$49,001	\$64,317	\$82,900
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	\$93,686	\$46,818	\$64,798	\$80,018	\$118,165	\$144,634
Between \$1 million and \$5 million							
CEO/Executive Director	60	\$129,725	\$68,800	\$81,596	\$107,559	\$167,456	\$229,804
Top Finance Position	20	\$111,665	\$67,270	\$75,950	\$88,408	\$125,293	\$174,403



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	118	\$508,430	\$119,728	\$161,172	\$270,224	\$473,426	\$899,537
Top Administrative Position	16	\$218,052		\$121,122	\$130,817	\$218,703	
Top Development Position	8	\$251,200			\$131,814		
Top Finance Position	81	\$263,710	\$94,741	\$110,600	\$186,440	\$280,981	\$499,424
Top Human Resources Position	23	\$283,812	\$140,309	\$169,496	\$208,940	\$297,797	\$522,895
Top Legal Position	12	\$558,692		\$312,855	\$378,126	\$817,490	
Top Operations Position	39	\$350,303	\$100,817	\$123,985	\$180,198	\$354,864	\$578,157
Top Technology Position	16	\$350,451		\$182,551	\$247,568	\$464,841	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	40	\$50,916	\$22,300	\$34,499	\$48,752	\$64,714	\$80,998
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	\$71,795	\$49,543	\$58,574	\$66,422	\$77,459	\$106,158
Between \$1 million and \$5 million							
CEO/Executive Director	50	\$102,986	\$63,432	\$76,735	\$97,711	\$120,799	\$148,762
Top Finance Position	13	\$83,939		\$75,852	\$82,646	\$94,721	
Top Operations Position	5	\$69,750			\$61,200		
Greater than \$5 million							
CEO/Executive Director	24	\$253,916	\$86,150	\$118,505	\$194,639	\$290,291	\$510,469
Top Development Position	5	\$212,586			\$126,972		
Top Finance Position	16	\$152,484		\$124,867	\$146,069	\$175,973	
Top Operations Position	6	\$220,652			\$137,574		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	191	\$43,565	\$21,175	\$30,000	\$40,560	\$53,674	\$70,331
Top Administrative Position	7	\$42,928			\$37,200		
Top Finance Position	5	\$28,155			\$28,440		
Top Program Position	7	\$35,189			\$34,378		
Between \$500 thousand and \$1 million							
CEO/Executive Director	91	\$64,197	\$41,600	\$47,988	\$62,000	\$75,416	\$90,200
Top Administrative Position	5	\$37,933			\$38,164		
Top Finance Position	7	\$40,339			\$39,500		
Between \$1 million and \$5 million							
CEO/Executive Director	199	\$94,775	\$56,568	\$69,303	\$89,104	\$111,756	\$143,456
Top Administrative Position	6	\$96,262			\$88,410		
Top Business Position	5	\$44,273			\$51,962		
Top Finance Position	47	\$67,149	\$34,925	\$46,983	\$67,775	\$80,983	\$96,941
Top Operations Position	13	\$89,652		\$68,586	\$87,398	\$104,155	
Greater than \$5 million							
CEO/Executive Director	172	\$190,040	\$91,393	\$119,157	\$167,365	\$225,899	\$302,378
Top Administrative Position	16	\$141,069		\$114,364	\$126,367	\$157,835	
Top Development Position	9	\$113,794			\$129,415		
Top Finance Position	107	\$120,749	\$69,023	\$83,787	\$107,760	\$141,255	\$185,720
Top Human Resources Position	12	\$132,635		\$111,446	\$121,875	\$137,943	
Top Operations Position	46	\$142,630	\$81,703	\$100,559	\$135,436	\$162,570	\$209,112
Top Program Position	9	\$131,146			\$128,781		
Top Technology Position	6	\$156,798			\$133,053		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$84,231		\$27,750	\$66,479	\$94,918	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$87,570			\$88,811		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$175,846			\$123,362		
<b>Medical Research</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$113,349			\$115,024		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	43	\$50,089	\$24,447	\$35,111	\$52,469	\$61,662	\$68,094
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$73,029		\$57,510	\$73,217	\$79,868	
Between \$1 million and \$5 million							
CEO/Executive Director	76	\$102,038	\$68,199	\$81,497	\$98,531	\$116,699	\$134,204
Top Finance Position	21	\$66,391	\$37,833	\$57,783	\$67,919	\$74,917	\$97,211
Greater than \$5 million							
CEO/Executive Director	62	\$168,345	\$102,314	\$119,299	\$144,903	\$196,431	\$271,946
Top Finance Position	41	\$111,819	\$56,948	\$90,342	\$101,730	\$127,387	\$171,428
Top Operations Position	16	\$132,696		\$99,307	\$126,023	\$153,743	
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	37	\$44,969	\$26,065	\$31,838	\$41,500	\$57,135	\$72,953

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$76,778		\$64,010	\$71,556	\$80,941	
Between \$1 million and \$5 million							
CEO/Executive Director	43	\$114,755	\$74,506	\$86,201	\$110,121	\$128,271	\$161,229
Top Finance Position	12	\$85,033		\$67,611	\$87,973	\$94,692	
Greater than \$5 million							
CEO/Executive Director	32	\$311,714	\$116,720	\$156,925	\$215,565	\$403,538	\$577,235
Top Development Position	8	\$188,316			\$171,369		
Top Finance Position	20	\$156,371	\$88,259	\$118,068	\$148,516	\$170,783	\$270,239
Top Operations Position	7	\$149,593			\$140,435		
<b>Public Safety, Disaster Preparedness and Relief</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$40,984			\$38,240		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$62,056		\$50,364	\$59,853	\$70,231	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$77,866			\$59,868		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$91,000		\$57,333	\$86,000	\$98,781	
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	31	\$49,392	\$26,000	\$34,010	\$48,720	\$66,008	\$76,174
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$79,985		\$55,162	\$65,027	\$95,754	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$107,227		\$73,000	\$88,414	\$120,249	
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	108	\$46,851	\$22,156	\$30,991	\$43,760	\$57,450	\$78,943
Top Administrative Position	6	\$33,234			\$32,907		
Top Finance Position	6	\$37,377			\$26,713		
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$80,609	\$41,775	\$59,790	\$88,096	\$98,515	\$113,034
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$105,115	\$59,759	\$64,426	\$74,649	\$107,474	\$246,174
Greater than \$5 million							
CEO/Executive Director	5	\$160,796			\$128,596		
Top Finance Position	5	\$96,021			\$81,379		
<b>Social Science Research Institutes, Services</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$104,825		\$69,691	\$72,370	\$82,003	
<b>Unknown</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$49,617			\$56,708		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	46	\$52,445	\$24,750	\$37,575	\$49,331	\$62,987	\$83,676
Top Program Position	6	\$31,573			\$30,050		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
Youth Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$75,154		\$61,788	\$72,666	\$88,344	
Between \$1 million and \$5 million							
CEO/Executive Director	29	\$131,712	\$75,618	\$91,238	\$128,874	\$156,358	\$192,252
<b>Oklahoma</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	5	\$29,303			\$22,905		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$50,297			\$50,000		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	30	\$44,814	\$22,403	\$28,940	\$42,623	\$64,468	\$68,673
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$77,384		\$60,000	\$81,381	\$92,058	
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$105,057		\$80,449	\$98,969	\$130,728	
Greater than \$5 million							
CEO/Executive Director	7	\$259,282			\$222,393		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	9	\$50,679			\$49,162		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oklahoma</b>							
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$50,131		\$37,653	\$45,585	\$54,764	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$125,718			\$120,330		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$182,768			\$170,642		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$59,635		\$36,000	\$46,572	\$88,758	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$70,855			\$65,515		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$41,017			\$45,400		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$98,609			\$89,628		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	24	\$54,803	\$25,884	\$32,589	\$52,556	\$67,825	\$80,180
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$49,742		\$36,456	\$50,264	\$64,896	
Between \$1 million and \$5 million							
CEO/Executive Director	29	\$102,600	\$62,719	\$69,628	\$101,729	\$124,923	\$142,976

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oklahoma</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	21	\$298,758	\$149,413	\$172,676	\$246,158	\$309,220	\$491,500
Top Development Position	5	\$144,064			\$129,537		
Top Finance Position	17	\$119,614		\$84,750	\$111,027	\$138,308	
Top Operations Position	5	\$166,632			\$169,473		
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$77,926			\$71,125		
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$41,406			\$41,250		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$41,737		\$30,516	\$44,950	\$51,015	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$73,395			\$61,885		
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$118,639	\$74,791	\$101,566	\$117,109	\$137,533	\$173,639
Greater than \$5 million							
CEO/Executive Director	27	\$364,266	\$106,126	\$132,890	\$214,077	\$350,348	\$473,283
Top Finance Position	17	\$203,726		\$120,853	\$156,039	\$206,088	
Top Operations Position	11	\$385,875		\$165,309	\$234,348	\$364,042	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$43,095			\$42,230		



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oklahoma</b>							
<b>Housing, Shelter</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$68,339			\$61,712		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$73,257			\$64,000		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	62	\$44,320	\$21,191	\$32,773	\$43,200	\$52,307	\$69,763
Between \$500 thousand and \$1 million							
CEO/Executive Director	43	\$60,511	\$39,389	\$49,792	\$56,411	\$70,812	\$87,871
Between \$1 million and \$5 million							
CEO/Executive Director	82	\$84,929	\$47,119	\$66,638	\$86,054	\$102,410	\$117,878
Top Finance Position	5	\$97,737			\$80,576		
Greater than \$5 million							
CEO/Executive Director	33	\$173,627	\$85,031	\$110,075	\$155,415	\$221,824	\$289,912
Top Finance Position	14	\$104,304		\$87,194	\$105,223	\$123,282	
Top Operations Position	7	\$116,963			\$103,280		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$38,159		\$29,931	\$33,299	\$46,626	
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$55,157		\$40,992	\$58,029	\$73,810	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$55,696			\$52,217		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oklahoma</b>							
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$98,600		\$76,631	\$88,366	\$106,782	
Greater than \$5 million							
CEO/Executive Director	12	\$221,994		\$123,637	\$171,376	\$300,379	
Top Finance Position	8	\$159,188			\$110,348		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$45,897			\$42,083		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$90,503			\$94,202		
Greater than \$5 million							
CEO/Executive Director	5	\$384,351			\$350,919		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$52,745			\$59,674		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$48,123			\$45,435		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$69,734			\$60,081		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	99	\$55,971	\$18,838	\$27,035	\$47,800	\$68,604	\$111,087
Top Finance Position	8	\$35,449			\$30,900		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oklahoma</b>							
Religion-Related, Spiritual Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$91,368		\$62,300	\$75,001	\$111,288	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$107,524		\$64,021	\$100,000	\$146,724	
Top Finance Position	5	\$79,801			\$64,033		
Unknown							
\$500 thousand or less							
CEO/Executive Director	5	\$43,252			\$41,646		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	18	\$48,153		\$36,453	\$42,215	\$49,375	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$71,996			\$73,071		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$133,582			\$102,500		
<b>Oregon</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	21	\$41,412	\$20,800	\$30,350	\$37,504	\$48,935	\$65,000
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$61,625			\$59,192		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$81,259			\$86,488		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	74	\$43,659	\$22,939	\$30,543	\$43,020	\$54,486	\$64,426
Between \$500 thousand and \$1 million							
CEO/Executive Director	41	\$62,876	\$35,587	\$46,464	\$57,500	\$78,067	\$93,790
Between \$1 million and \$5 million							
CEO/Executive Director	34	\$101,752	\$67,779	\$75,410	\$93,125	\$116,855	\$147,706
Top Finance Position	5	\$76,094			\$67,197		
Greater than \$5 million							
CEO/Executive Director	12	\$247,690		\$172,315	\$246,603	\$276,826	
Top Finance Position	9	\$124,053			\$117,855		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$52,022		\$41,416	\$48,648	\$54,583	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$87,271			\$85,304		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$116,414			\$100,796		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	27	\$52,512	\$24,519	\$35,474	\$57,199	\$67,499	\$76,537
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$81,308			\$83,076		
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$106,007		\$81,000	\$102,517	\$127,863	
Top Finance Position	7	\$62,244			\$59,056		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>							
<b>Community Improvement, Capacity Building</b>							
Greater than \$5 million							
CEO/Executive Director	5	\$184,279			\$199,890		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$53,235		\$34,353	\$51,557	\$68,918	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$77,364		\$59,984	\$69,674	\$98,370	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$103,765		\$68,864	\$110,796	\$136,719	
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$48,114		\$23,418	\$42,094	\$72,089	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$68,919			\$51,955		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	49	\$44,828	\$21,877	\$30,000	\$40,850	\$58,635	\$72,286
Top Administrative Position	5	\$47,569			\$52,400		
Top Finance Position	6	\$37,675			\$31,955		
Between \$500 thousand and \$1 million							
CEO/Executive Director	37	\$66,131	\$26,260	\$47,623	\$62,449	\$76,099	\$102,975
Top Administrative Position	6	\$73,249			\$55,024		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	74	\$95,965	\$55,323	\$70,062	\$93,361	\$113,792	\$148,353
Top Administrative Position	7	\$81,376			\$83,781		
Top Finance Position	10	\$66,889		\$39,914	\$70,337	\$92,085	
Greater than \$5 million							
CEO/Executive Director	43	\$260,925	\$92,549	\$128,560	\$193,001	\$365,654	\$543,510
Top Administrative Position	5	\$116,019			\$93,969		
Top Development Position	10	\$186,512		\$113,824	\$168,020	\$258,579	
Top Finance Position	24	\$140,243	\$65,032	\$77,477	\$105,915	\$178,804	\$285,763
Top Operations Position	7	\$175,887			\$135,846		
Top Technology Position	6	\$140,817			\$128,905		
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$45,707			\$44,950		
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$88,924		\$68,504	\$83,120	\$108,201	
Top Finance Position	6	\$83,706			\$81,301		
Greater than \$5 million							
CEO/Executive Director	11	\$215,182		\$132,748	\$146,962	\$181,147	
Top Finance Position	6	\$109,608			\$110,369		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	45	\$58,744	\$28,517	\$39,250	\$52,727	\$72,625	\$90,826
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	\$73,377	\$55,089	\$64,100	\$72,523	\$82,666	\$95,029

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>							
<b>Environmental Quality, Protection and Beautification</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	37	\$121,845	\$63,782	\$81,602	\$121,641	\$149,014	\$184,353
Top Finance Position	5	\$105,203			\$103,043		
Greater than \$5 million							
CEO/Executive Director	9	\$205,025			\$193,967		
Top Finance Position	7	\$134,396			\$129,923		
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$45,515		\$30,250	\$41,000	\$52,145	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$85,808			\$82,400		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	26	\$48,376	\$20,894	\$25,933	\$34,812	\$58,525	\$78,811
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$86,649		\$57,811	\$77,372	\$108,956	
Between \$1 million and \$5 million							
CEO/Executive Director	29	\$159,692	\$70,392	\$83,546	\$99,978	\$130,495	\$206,666
Top Finance Position	11	\$97,340		\$66,702	\$74,400	\$96,796	
Greater than \$5 million							
CEO/Executive Director	33	\$393,814	\$124,587	\$163,069	\$207,075	\$323,801	\$770,794
Top Finance Position	20	\$253,192	\$106,724	\$117,742	\$156,147	\$314,260	\$495,834
Top Operations Position	13	\$171,996		\$110,345	\$143,992	\$190,482	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>							
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	24	\$47,537	\$25,558	\$35,314	\$40,348	\$58,866	\$75,665
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$63,873		\$46,915	\$64,194	\$78,973	
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$94,487	\$64,317	\$71,073	\$82,503	\$110,274	\$148,740
Greater than \$5 million							
CEO/Executive Director	18	\$150,856		\$105,881	\$131,230	\$199,063	
Top Finance Position	12	\$104,919		\$73,296	\$92,970	\$140,863	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	93	\$51,049	\$24,335	\$32,605	\$48,744	\$58,646	\$73,691
Between \$500 thousand and \$1 million							
CEO/Executive Director	45	\$70,720	\$45,025	\$55,660	\$71,320	\$79,251	\$93,399
Between \$1 million and \$5 million							
CEO/Executive Director	100	\$100,221	\$62,365	\$81,777	\$96,044	\$116,716	\$130,807
Top Finance Position	17	\$67,253		\$46,372	\$61,482	\$82,129	
Greater than \$5 million							
CEO/Executive Director	56	\$173,082	\$85,135	\$110,018	\$131,866	\$182,937	\$238,871
Top Finance Position	28	\$98,572	\$39,407	\$71,081	\$95,266	\$112,989	\$174,285
Top Operations Position	6	\$78,240			\$92,507		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$49,008			\$51,000		



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>							
<b>International, Foreign Affairs and National Security</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$85,703			\$78,200		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	25	\$47,481	\$26,186	\$33,250	\$45,963	\$55,122	\$73,778
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$58,081		\$52,273	\$59,347	\$69,636	
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$100,226		\$76,534	\$87,563	\$106,626	
Top Finance Position	6	\$78,570			\$75,776		
Greater than \$5 million							
CEO/Executive Director	26	\$179,733	\$103,436	\$121,251	\$158,529	\$193,390	\$254,044
Top Finance Position	9	\$121,614			\$105,351		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$64,511			\$44,950		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$76,193			\$80,912		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$136,466		\$92,258	\$111,235	\$167,462	
Greater than \$5 million							
CEO/Executive Director	6	\$296,617			\$252,916		
Top Finance Position	5	\$115,077			\$100,027		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>							
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$64,998			\$54,851		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$92,222			\$98,856		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$64,555		\$38,832	\$60,000	\$79,342	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$69,089		\$54,000	\$68,407	\$79,085	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$118,407		\$74,286	\$95,465	\$158,666	
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	57	\$48,165	\$19,231	\$29,000	\$46,252	\$66,161	\$81,510
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$79,127		\$51,375	\$82,166	\$100,095	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$93,254			\$83,097		
<b>Science and Technology Research Institutes, Services</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$150,044			\$145,987		
<b>Unknown</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$46,974		\$28,750	\$45,909	\$56,294	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>							
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	24	\$50,601	\$28,118	\$38,938	\$50,474	\$60,669	\$70,302
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$64,397			\$64,670		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$105,697		\$78,976	\$96,824	\$124,382	
Greater than \$5 million							
CEO/Executive Director	9	\$174,643			\$151,243		
<b>Pennsylvania</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	23	\$36,003	\$19,709	\$22,750	\$29,744	\$43,867	\$60,256
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$53,345			\$48,818		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$99,312		\$71,670	\$101,664	\$125,239	
Greater than \$5 million							
CEO/Executive Director	6	\$229,078			\$182,312		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	155	\$49,471	\$23,814	\$32,366	\$47,653	\$61,656	\$71,736
Between \$500 thousand and \$1 million							
CEO/Executive Director	71	\$74,469	\$39,065	\$50,389	\$74,607	\$84,599	\$102,130

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
<b>Arts, Culture and Humanities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	96	\$112,987	\$55,215	\$75,486	\$102,698	\$146,436	\$187,020
Top Administrative Position	5	\$103,643			\$106,540		
Top Finance Position	15	\$104,476		\$80,793	\$93,673	\$119,591	
Greater than \$5 million							
CEO/Executive Director	43	\$342,399	\$139,554	\$193,740	\$266,668	\$456,069	\$601,496
Top Administrative Position	7	\$182,404			\$134,583		
Top Development Position	18	\$189,712		\$155,514	\$190,824	\$218,121	
Top Finance Position	28	\$160,120	\$88,550	\$104,132	\$147,394	\$208,263	\$253,930
Top Marketing Position	8	\$175,659			\$185,930		
Top Operations Position	11	\$231,292		\$157,414	\$238,779	\$280,532	
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$55,348		\$42,605	\$52,000	\$57,870	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$87,211		\$77,146	\$89,139	\$96,360	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$99,839			\$92,110		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	83	\$58,580	\$27,346	\$34,538	\$52,000	\$74,007	\$96,489
Between \$500 thousand and \$1 million							
CEO/Executive Director	50	\$95,662	\$53,789	\$73,730	\$85,673	\$121,824	\$148,184

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
<b>Community Improvement, Capacity Building</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	57	\$141,434	\$69,173	\$89,631	\$124,655	\$194,505	\$222,936
Top Finance Position	8	\$119,670			\$131,348		
Top Operations Position	6	\$105,128			\$107,697		
Greater than \$5 million							
CEO/Executive Director	17	\$282,078		\$186,627	\$250,486	\$334,498	
Top Finance Position	8	\$167,853			\$163,513		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	25	\$53,879	\$30,480	\$34,850	\$48,637	\$62,800	\$78,508
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$98,428		\$72,190	\$83,572	\$119,774	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$133,490		\$102,446	\$117,544	\$142,267	
Top Finance Position	5	\$81,260			\$74,606		
Greater than \$5 million							
CEO/Executive Director	14	\$162,469		\$132,290	\$149,912	\$183,434	
Top Finance Position	7	\$129,603			\$147,034		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	33	\$55,795	\$27,458	\$33,835	\$49,480	\$73,250	\$86,303
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$75,934		\$60,000	\$74,685	\$86,160	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	37	\$140,136	\$71,658	\$93,934	\$119,798	\$160,880	\$248,615
Top Finance Position	11	\$120,388		\$87,376	\$98,654	\$127,094	
Greater than \$5 million							
CEO/Executive Director	19	\$379,136		\$129,354	\$174,720	\$578,338	
Top Finance Position	11	\$234,284		\$148,055	\$220,853	\$319,496	
Top Operations Position	6	\$273,976			\$254,444		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	125	\$47,482	\$22,560	\$30,154	\$42,000	\$58,864	\$80,453
Top Administrative Position	8	\$39,771			\$35,534		
Between \$500 thousand and \$1 million							
CEO/Executive Director	78	\$82,238	\$37,443	\$54,124	\$74,003	\$99,155	\$143,059
Top Administrative Position	7	\$48,128			\$50,760		
Top Finance Position	5	\$53,597			\$57,679		
Between \$1 million and \$5 million							
CEO/Executive Director	211	\$115,465	\$60,072	\$80,790	\$105,289	\$144,671	\$182,774
Top Administrative Position	11	\$91,029		\$61,399	\$74,464	\$103,914	
Top Business Position	6	\$62,311			\$65,571		
Top Education Position	8	\$100,184			\$104,965		
Top Finance Position	25	\$106,743	\$56,269	\$79,357	\$94,485	\$133,830	\$180,198
Top Operations Position	9	\$117,197			\$122,612		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	261	\$295,937	\$124,660	\$157,824	\$203,822	\$344,863	\$556,381
Top Administrative Position	36	\$238,355	\$107,260	\$149,842	\$201,366	\$299,998	\$378,388
Top Business Position	16	\$179,495		\$128,033	\$148,872	\$203,237	
Top Development Position	68	\$188,678	\$124,625	\$137,583	\$171,891	\$214,557	\$272,608
Top Education Position	21	\$172,206	\$105,567	\$138,844	\$152,851	\$194,698	\$282,238
Top Facilities Position	7	\$180,531			\$164,412		
Top Finance Position	122	\$194,253	\$102,327	\$134,408	\$169,524	\$231,234	\$320,989
Top Human Resources Position	17	\$209,989		\$138,970	\$167,461	\$251,071	
Top Legal Position	17	\$337,916		\$235,770	\$294,952	\$377,037	
Top Marketing Position	5	\$227,119			\$195,727		
Top Operations Position	27	\$234,333	\$106,553	\$146,094	\$183,494	\$222,736	\$477,317
Top PR/Communications Position	6	\$243,276			\$191,169		
Top Technology Position	25	\$201,961	\$126,208	\$137,242	\$171,643	\$249,548	\$348,967
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$43,652		\$18,892	\$29,399	\$63,301	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$74,053			\$70,487		
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$107,454	\$49,752	\$72,138	\$97,792	\$130,738	\$173,211
Top Finance Position	6	\$86,554			\$88,902		
Greater than \$5 million							
CEO/Executive Director	18	\$173,805		\$113,097	\$147,094	\$161,479	
Top Finance Position	12	\$111,984		\$80,535	\$111,541	\$134,320	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	35	\$51,863	\$22,693	\$35,618	\$46,750	\$61,850	\$81,431
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$97,455		\$74,992	\$92,985	\$110,599	
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$122,554	\$74,244	\$85,816	\$125,192	\$149,999	\$169,048
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$48,241		\$33,750	\$50,000	\$55,774	
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$103,347		\$75,339	\$101,875	\$125,352	
Greater than \$5 million							
CEO/Executive Director	6	\$127,472			\$122,125		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	36	\$59,127	\$22,667	\$30,990	\$47,086	\$85,198	\$104,846
Between \$500 thousand and \$1 million							
CEO/Executive Director	33	\$88,481	\$46,504	\$52,160	\$70,632	\$115,930	\$163,729
Between \$1 million and \$5 million							
CEO/Executive Director	97	\$116,748	\$51,039	\$69,851	\$110,054	\$131,731	\$182,899
Top Administrative Position	9	\$79,130			\$69,383		
Top Finance Position	26	\$96,790	\$41,818	\$51,561	\$67,171	\$98,797	\$157,259
Top Operations Position	8	\$93,621			\$96,910		



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	183	\$460,798	\$122,537	\$168,147	\$240,303	\$480,021	\$909,824
Top Administrative Position	30	\$186,247	\$105,954	\$128,591	\$155,309	\$212,739	\$325,777
Top Business Position	5	\$305,361			\$359,685		
Top Development Position	10	\$188,349		\$107,112	\$160,556	\$224,017	
Top Finance Position	136	\$328,081	\$91,487	\$112,927	\$165,196	\$330,034	\$765,189
Top Human Resources Position	30	\$329,345	\$149,092	\$193,382	\$271,480	\$396,806	\$649,112
Top Legal Position	8	\$618,108			\$433,282		
Top Marketing Position	5	\$208,529			\$181,879		
Top Operations Position	67	\$341,392	\$109,435	\$135,455	\$267,601	\$422,171	\$537,200
Top Technology Position	23	\$347,213	\$127,863	\$206,744	\$246,684	\$451,329	\$660,967
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	38	\$51,247	\$24,500	\$40,450	\$50,942	\$57,655	\$74,009
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	\$78,099	\$46,876	\$54,134	\$79,728	\$87,780	\$107,913
Between \$1 million and \$5 million							
CEO/Executive Director	38	\$99,775	\$68,350	\$80,135	\$92,404	\$107,063	\$128,464
Greater than \$5 million							
CEO/Executive Director	21	\$208,880	\$103,963	\$120,042	\$168,219	\$247,077	\$400,962
Top Finance Position	16	\$125,840		\$89,332	\$129,033	\$156,379	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	225	\$49,541	\$25,530	\$34,150	\$45,971	\$61,000	\$74,229

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	125	\$76,440	\$40,273	\$58,807	\$70,876	\$85,000	\$108,856
Top Finance Position	5	\$59,329			\$53,115		
Between \$1 million and \$5 million							
CEO/Executive Director	272	\$109,215	\$60,245	\$73,099	\$90,876	\$116,022	\$170,929
Top Administrative Position	8	\$104,668			\$88,094		
Top Finance Position	57	\$95,692	\$48,620	\$63,310	\$81,198	\$103,962	\$175,638
Top Operations Position	20	\$105,937	\$56,064	\$74,732	\$89,932	\$124,837	\$184,434
Greater than \$5 million							
CEO/Executive Director	274	\$194,673	\$97,266	\$117,201	\$163,823	\$216,240	\$321,469
Top Administrative Position	18	\$133,254		\$109,673	\$135,067	\$160,658	
Top Business Position	7	\$184,898			\$194,144		
Top Development Position	11	\$146,118		\$130,821	\$140,526	\$154,846	
Top Facilities Position	5	\$137,174			\$135,471		
Top Finance Position	167	\$137,986	\$67,732	\$94,804	\$121,769	\$160,357	\$222,395
Top Human Resources Position	29	\$149,980	\$83,799	\$116,904	\$133,156	\$177,433	\$234,189
Top Legal Position	7	\$185,609			\$168,198		
Top Marketing Position	10	\$148,746		\$132,712	\$140,842	\$155,803	
Top Operations Position	64	\$174,767	\$94,694	\$121,809	\$151,400	\$201,022	\$271,566
Top Program Position	12	\$126,323		\$96,520	\$118,096	\$133,034	
Top Technology Position	13	\$149,878		\$118,180	\$147,494	\$164,319	
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	21	\$49,424	\$18,000	\$23,077	\$43,632	\$62,217	\$86,500
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$89,012			\$83,868		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
<b>International, Foreign Affairs and National Security</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$115,165		\$76,736	\$83,352	\$149,754	
Greater than \$5 million							
CEO/Executive Director	5	\$278,020			\$253,265		
<b>Medical Research</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$57,436			\$29,167		
Greater than \$5 million							
CEO/Executive Director	7	\$365,194			\$374,631		
Top Finance Position	5	\$240,152			\$270,195		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	40	\$58,355	\$21,887	\$32,344	\$48,397	\$69,520	\$85,285
Between \$500 thousand and \$1 million							
CEO/Executive Director	32	\$70,428	\$47,827	\$56,883	\$67,940	\$82,233	\$101,066
Between \$1 million and \$5 million							
CEO/Executive Director	60	\$102,443	\$66,931	\$76,274	\$88,340	\$113,397	\$178,840
Top Finance Position	13	\$68,991		\$56,477	\$75,000	\$81,552	
Greater than \$5 million							
CEO/Executive Director	63	\$192,486	\$111,932	\$130,199	\$169,177	\$234,906	\$301,427
Top Finance Position	42	\$130,047	\$82,310	\$97,337	\$121,004	\$162,550	\$185,876
Top Human Resources Position	5	\$127,055			\$126,933		
Top Operations Position	23	\$142,739	\$90,777	\$105,832	\$138,358	\$162,896	\$219,807

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	29	\$47,436	\$28,708	\$33,500	\$39,536	\$56,506	\$67,809
Between \$500 thousand and \$1 million							
CEO/Executive Director	29	\$75,917	\$48,160	\$61,877	\$75,000	\$90,481	\$104,418
Between \$1 million and \$5 million							
CEO/Executive Director	36	\$128,545	\$64,486	\$100,705	\$121,406	\$160,394	\$184,424
Top Finance Position	6	\$90,823			\$98,580		
Greater than \$5 million							
CEO/Executive Director	22	\$311,369	\$153,540	\$170,187	\$231,050	\$336,989	\$519,823
Top Administrative Position	5	\$240,471			\$229,053		
Top Finance Position	17	\$173,585		\$111,516	\$142,369	\$229,053	
<b>Public Safety, Disaster Preparedness and Relief</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$55,077			\$49,413		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$71,801		\$49,125	\$70,978	\$84,682	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$115,487		\$81,215	\$95,190	\$142,391	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$120,620		\$74,716	\$103,498	\$142,322	
Greater than \$5 million							
CEO/Executive Director	16	\$341,149		\$175,355	\$233,453	\$471,446	
Top Finance Position	11	\$163,641		\$107,866	\$141,139	\$199,633	
Top Operations Position	7	\$185,169			\$142,140		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	35	\$50,225	\$19,829	\$33,875	\$40,000	\$65,693	\$84,395
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	\$63,250	\$35,320	\$47,808	\$62,124	\$68,021	\$94,992
Between \$1 million and \$5 million							
CEO/Executive Director	32	\$122,923	\$65,437	\$81,098	\$98,640	\$142,194	\$189,309
Greater than \$5 million							
CEO/Executive Director	7	\$292,020			\$217,009		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	110	\$49,009	\$23,041	\$28,259	\$43,711	\$63,049	\$73,903
Top Administrative Position	5	\$40,687			\$35,680		
Top Finance Position	9	\$41,542			\$29,600		
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	\$68,877	\$20,161	\$37,853	\$69,360	\$76,935	\$137,034
Between \$1 million and \$5 million							
CEO/Executive Director	35	\$86,810	\$37,051	\$56,380	\$85,654	\$106,274	\$144,227
Top Finance Position	11	\$67,497		\$41,845	\$52,775	\$72,099	
Greater than \$5 million							
CEO/Executive Director	10	\$156,827		\$122,580	\$157,177	\$202,982	
Top Finance Position	10	\$109,333		\$99,241	\$107,437	\$121,014	
<b>Science and Technology Research Institutes, Services</b>							
Greater than \$5 million							
CEO/Executive Director	9	\$429,607			\$316,508		
Top Finance Position	9	\$194,695			\$195,623		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	50	\$50,570	\$26,592	\$34,609	\$49,404	\$64,842	\$72,474
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	\$80,197	\$50,785	\$64,150	\$74,354	\$96,000	\$117,642
Between \$1 million and \$5 million							
CEO/Executive Director	34	\$144,340	\$78,711	\$103,945	\$130,471	\$151,731	\$226,204
Greater than \$5 million							
CEO/Executive Director	14	\$179,670		\$106,942	\$177,597	\$217,665	
Top Finance Position	6	\$85,093			\$87,509		
<b>Puerto Rico</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$65,033			\$61,841		
Greater than \$5 million							
CEO/Executive Director	14	\$136,148		\$96,402	\$129,181	\$172,447	
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$81,276			\$80,818		
Greater than \$5 million							
CEO/Executive Director	17	\$142,830		\$88,108	\$106,709	\$150,600	
Top Finance Position	14	\$84,138		\$50,597	\$69,870	\$96,573	
Top Human Resources Position	9	\$62,756			\$58,085		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Puerto Rico</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$37,685		\$28,213	\$33,169	\$39,644	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$51,889			\$56,725		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$68,243			\$57,147		
<b>Rhode Island</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$55,818			\$50,239		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$71,774			\$65,424		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$111,220		\$96,600	\$106,126	\$129,746	
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$47,974			\$49,357		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$116,904			\$105,677		
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$201,337			\$126,040		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Rhode Island</b>							
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$63,790		\$44,377	\$60,350	\$74,107	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$93,395			\$78,303		
Between \$1 million and \$5 million							
CEO/Executive Director	34	\$123,168	\$69,158	\$90,486	\$110,226	\$147,256	\$195,847
Top Finance Position	5	\$122,030			\$129,082		
Greater than \$5 million							
CEO/Executive Director	24	\$288,412	\$99,959	\$144,158	\$179,261	\$292,412	\$676,738
Top Business Position	6	\$231,255			\$127,168		
Top Finance Position	12	\$225,032		\$111,233	\$209,720	\$322,513	
Top Operations Position	5	\$240,979			\$198,603		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$48,094			\$54,000		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$134,477			\$120,404		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	22	\$356,977	\$145,154	\$184,618	\$304,699	\$458,153	\$602,873
Top Administrative Position	10	\$147,290		\$133,369	\$146,727	\$165,811	
Top Finance Position	19	\$239,267		\$148,867	\$211,066	\$327,327	
Top Operations Position	8	\$428,155			\$322,788		
Top Technology Position	5	\$233,348			\$168,578		



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Rhode Island</b>							
<b>Housing, Shelter</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$63,986			\$63,615		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$100,717			\$100,789		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$48,352		\$35,063	\$46,435	\$59,847	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$73,846		\$53,752	\$60,935	\$86,473	
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$93,344		\$74,968	\$99,446	\$107,152	
Greater than \$5 million							
CEO/Executive Director	23	\$181,856	\$105,246	\$140,476	\$167,991	\$190,071	\$271,688
Top Finance Position	15	\$105,211		\$88,323	\$102,744	\$136,188	
Top Operations Position	6	\$141,293			\$142,413		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$62,906			\$55,000		
Greater than \$5 million							
CEO/Executive Director	9	\$215,260			\$148,553		
Top Finance Position	5	\$165,890			\$116,270		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$69,251			\$57,717		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Rhode Island</b>							
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$47,170			\$42,971		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$136,022			\$143,087		
<b>South Carolina</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$43,984			\$40,735		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$45,657			\$46,500		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$80,610			\$79,244		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	40	\$45,427	\$22,091	\$25,978	\$39,390	\$60,000	\$76,666
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$59,952			\$66,686		
Between \$1 million and \$5 million							
CEO/Executive Director	32	\$113,415	\$72,880	\$84,294	\$106,338	\$124,229	\$173,605
Top Finance Position	5	\$72,124			\$80,354		
Greater than \$5 million							
CEO/Executive Director	5	\$245,892			\$194,342		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Carolina</b>							
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$51,305			\$45,081		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$62,054		\$45,260	\$61,500	\$69,327	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$95,390			\$88,521		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$154,539		\$91,753	\$126,677	\$190,441	
Greater than \$5 million							
CEO/Executive Director	7	\$155,708			\$163,302		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$41,497			\$40,406		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$74,014			\$64,576		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$55,753		\$34,250	\$50,000	\$54,558	
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	52	\$52,036	\$20,964	\$30,774	\$45,997	\$66,606	\$87,726
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$63,633		\$49,099	\$66,028	\$76,883	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Carolina</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	71	\$102,803	\$54,359	\$74,624	\$95,012	\$123,916	\$155,385
Top Business Position	7	\$54,818			\$55,000		
Greater than \$5 million							
CEO/Executive Director	44	\$243,507	\$118,267	\$158,609	\$194,441	\$351,592	\$423,591
Top Development Position	9	\$174,659			\$171,975		
Top Education Position	5	\$137,499			\$115,100		
Top Finance Position	15	\$150,213		\$107,586	\$144,788	\$182,427	
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$55,560		\$37,085	\$60,384	\$71,929	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$78,466			\$85,000		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$129,553			\$119,014		
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$49,310			\$47,000		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$64,206		\$43,846	\$60,000	\$87,112	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$70,897			\$77,000		
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$111,815	\$49,158	\$71,988	\$102,881	\$142,698	\$196,644

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Carolina</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	42	\$310,037	\$112,319	\$138,198	\$196,116	\$309,761	\$600,554
Top Finance Position	31	\$216,477	\$84,474	\$94,212	\$116,036	\$172,081	\$568,611
Top Human Resources Position	6	\$213,286			\$177,245		
Top Operations Position	16	\$144,869		\$87,506	\$99,664	\$122,637	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	20	\$53,154	\$39,587	\$44,038	\$50,388	\$58,169	\$66,224
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$65,115			\$66,047		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$84,792		\$69,396	\$85,114	\$99,204	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	65	\$45,380	\$19,934	\$27,200	\$42,319	\$57,957	\$76,620
Between \$500 thousand and \$1 million							
CEO/Executive Director	46	\$62,182	\$28,617	\$47,625	\$59,391	\$71,726	\$92,316
Between \$1 million and \$5 million							
CEO/Executive Director	56	\$92,563	\$57,315	\$75,167	\$88,916	\$107,821	\$124,325
Top Finance Position	10	\$63,254		\$47,611	\$57,673	\$80,132	
Greater than \$5 million							
CEO/Executive Director	36	\$191,467	\$96,689	\$128,033	\$166,770	\$253,965	\$328,454
Top Finance Position	22	\$130,350	\$72,441	\$87,615	\$118,804	\$174,486	\$209,030
Top Operations Position	7	\$152,716			\$155,662		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Carolina</b>							
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$53,875		\$42,777	\$53,903	\$67,445	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$74,508			\$74,457		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$101,374		\$80,079	\$106,558	\$129,953	
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$59,308			\$48,178		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$75,265			\$76,485		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$98,213			\$90,980		
Greater than \$5 million							
CEO/Executive Director	7	\$186,518			\$182,027		
Top Finance Position	6	\$137,734			\$132,214		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$63,038			\$50,824		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$40,735			\$38,463		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$59,609			\$65,198		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Carolina</b>							
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$155,155			\$156,000		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	77	\$49,354	\$21,695	\$29,438	\$41,029	\$64,800	\$84,783
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$97,875			\$96,125		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$106,783		\$70,382	\$83,956	\$104,590	
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	22	\$44,219	\$26,523	\$34,528	\$41,765	\$54,104	\$62,059
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$137,148		\$103,565	\$117,536	\$154,643	
<b>South Dakota</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$49,285		\$39,140	\$47,200	\$57,827	
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$53,648			\$52,857		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$91,715			\$90,809		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Dakota</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$40,707			\$29,298		
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$97,236		\$71,377	\$84,527	\$124,027	
Greater than \$5 million							
CEO/Executive Director	13	\$178,412		\$109,111	\$163,152	\$231,157	
Top Administrative Position	5	\$95,751			\$91,014		
Top Business Position	5	\$96,838			\$87,281		
Top Finance Position	6	\$119,343			\$121,404		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$81,250			\$79,241		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$105,601			\$96,903		
Top Administrative Position	5	\$62,382			\$65,931		
Top Finance Position	6	\$57,707			\$55,099		
Greater than \$5 million							
CEO/Executive Director	21	\$337,185	\$126,217	\$156,373	\$200,263	\$344,316	\$786,747
Top Administrative Position	5	\$234,792			\$139,994		
Top Finance Position	19	\$137,616		\$86,399	\$112,145	\$130,857	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$52,964			\$41,600		



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Dakota</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	25	\$43,551	\$26,037	\$31,891	\$39,000	\$47,588	\$59,860
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$57,646		\$43,878	\$50,417	\$68,937	
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$91,312		\$71,834	\$86,472	\$109,091	
Greater than \$5 million							
CEO/Executive Director	16	\$129,502		\$105,528	\$135,291	\$144,648	
Top Finance Position	9	\$101,984			\$102,023		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$100,862			\$97,077		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$86,313			\$81,352		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$45,708		\$31,863	\$43,772	\$55,000	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$82,937			\$80,558		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$56,558			\$42,784		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$105,007			\$106,369		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$45,316		\$33,332	\$45,000	\$57,878	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$116,468			\$106,412		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	48	\$45,097	\$19,309	\$29,643	\$45,926	\$59,453	\$69,754
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$67,712		\$51,413	\$67,892	\$84,290	
Between \$1 million and \$5 million							
CEO/Executive Director	40	\$120,680	\$62,204	\$83,697	\$111,618	\$140,449	\$179,175
Top Finance Position	11	\$79,401		\$61,278	\$70,811	\$99,421	
Greater than \$5 million							
CEO/Executive Director	13	\$251,146		\$156,653	\$235,182	\$324,054	
Top Finance Position	6	\$123,609			\$122,623		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$52,951			\$49,500		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$100,970			\$101,462		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	33	\$64,775	\$33,305	\$45,000	\$59,778	\$76,280	\$91,597
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$111,207		\$79,528	\$99,400	\$130,402	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
<b>Community Improvement, Capacity Building</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$139,953	\$52,615	\$90,300	\$143,274	\$176,938	\$238,654
Top Finance Position	5	\$81,886			\$99,490		
Greater than \$5 million							
CEO/Executive Director	9	\$166,968			\$125,991		
Top Finance Position	6	\$102,373			\$83,726		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$52,990		\$40,453	\$53,644	\$60,341	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$97,289			\$93,779		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$111,509			\$108,828		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	21	\$49,736	\$24,238	\$36,812	\$49,998	\$65,000	\$71,773
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$108,730			\$85,850		
Greater than \$5 million							
CEO/Executive Director	9	\$869,660			\$836,629		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	53	\$48,248	\$22,962	\$30,910	\$40,924	\$64,260	\$74,893
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	\$90,198	\$49,071	\$60,240	\$79,960	\$101,500	\$123,568

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	75	\$125,506	\$59,114	\$80,304	\$104,577	\$159,087	\$212,819
Top Finance Position	9	\$64,592			\$64,034		
Greater than \$5 million							
CEO/Executive Director	92	\$252,937	\$109,834	\$137,519	\$200,486	\$322,197	\$421,194
Top Administrative Position	9	\$147,172			\$145,970		
Top Business Position	5	\$157,583			\$156,332		
Top Development Position	29	\$146,152	\$87,244	\$114,399	\$132,809	\$160,603	\$224,486
Top Education Position	10	\$126,658		\$108,348	\$114,864	\$144,810	
Top Finance Position	51	\$142,918	\$84,849	\$109,992	\$128,687	\$160,081	\$187,519
Top Operations Position	13	\$133,017		\$105,738	\$120,075	\$139,602	
Top Technology Position	6	\$125,893			\$116,900		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$43,473		\$24,304	\$39,610	\$61,246	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$102,156			\$91,008		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$114,832		\$94,715	\$120,263	\$131,367	
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$45,928			\$37,291		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$55,613			\$55,004		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
<b>Food, Agriculture and Nutrition</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$66,222			\$43,080		
Greater than \$5 million							
CEO/Executive Director	7	\$94,749			\$98,321		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	21	\$46,400	\$21,269	\$28,335	\$41,663	\$62,292	\$75,000
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$85,213		\$59,828	\$83,824	\$101,424	
Between \$1 million and \$5 million							
CEO/Executive Director	37	\$121,442	\$57,074	\$82,412	\$106,624	\$151,709	\$199,771
Top Finance Position	13	\$74,550		\$60,354	\$70,308	\$87,794	
Greater than \$5 million							
CEO/Executive Director	63	\$399,858	\$88,221	\$151,814	\$226,404	\$374,110	\$1,225,333
Top Administrative Position	7	\$167,421			\$177,313		
Top Development Position	7	\$188,965			\$144,428		
Top Finance Position	56	\$235,307	\$74,450	\$104,937	\$140,733	\$237,359	\$529,844
Top Operations Position	24	\$302,867	\$72,974	\$96,834	\$171,174	\$397,342	\$717,163
Top Technology Position	6	\$236,358			\$256,616		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	31	\$54,422	\$25,000	\$35,587	\$53,424	\$68,548	\$84,220
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$63,095		\$45,646	\$49,901	\$73,214	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$84,106	\$54,617	\$67,678	\$83,709	\$95,085	\$110,989
Top Finance Position	6	\$52,183			\$55,253		
Greater than \$5 million							
CEO/Executive Director	8	\$158,916			\$163,774		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	120	\$50,693	\$23,248	\$31,482	\$42,640	\$58,409	\$82,323
Top Administrative Position	5	\$27,461			\$25,850		
Between \$500 thousand and \$1 million							
CEO/Executive Director	56	\$64,273	\$37,283	\$51,282	\$62,132	\$76,589	\$88,438
Between \$1 million and \$5 million							
CEO/Executive Director	91	\$91,602	\$50,030	\$64,453	\$92,244	\$106,743	\$130,911
Top Finance Position	16	\$72,478		\$57,349	\$69,000	\$79,564	
Top Operations Position	9	\$76,812			\$66,756		
Greater than \$5 million							
CEO/Executive Director	58	\$144,436	\$77,694	\$90,677	\$124,421	\$171,104	\$241,113
Top Finance Position	30	\$108,490	\$56,530	\$68,738	\$99,258	\$133,757	\$178,322
Top Operations Position	7	\$153,005			\$154,405		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$40,014		\$30,900	\$35,174	\$44,378	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$83,070			\$81,750		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
<b>International, Foreign Affairs and National Security</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$105,931			\$104,000		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	32	\$56,336	\$29,503	\$35,750	\$54,500	\$66,983	\$79,445
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$52,323		\$42,000	\$53,321	\$61,714	
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$104,860	\$67,795	\$78,213	\$97,998	\$123,545	\$159,648
Greater than \$5 million							
CEO/Executive Director	16	\$247,388		\$130,735	\$171,344	\$305,530	
Top Finance Position	9	\$174,540			\$164,325		
Top Operations Position	10	\$174,688		\$130,421	\$150,915	\$212,500	
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	20	\$50,351	\$23,708	\$30,431	\$38,059	\$50,034	\$66,483
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$64,471			\$66,450		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$135,862		\$90,804	\$122,138	\$168,297	
Greater than \$5 million							
CEO/Executive Director	10	\$193,779		\$170,233	\$186,228	\$232,824	
Top Finance Position	6	\$137,283			\$147,260		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$59,952		\$43,958	\$50,958	\$59,546	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$157,396			\$154,327		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	18	\$45,153		\$34,409	\$42,125	\$53,721	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$60,329			\$58,700		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$122,777			\$104,247		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	162	\$57,295	\$23,789	\$33,269	\$53,750	\$71,470	\$88,464
Top Administrative Position	6	\$53,886			\$49,951		
Top Finance Position	10	\$29,792		\$20,702	\$25,700	\$40,188	
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$78,713	\$37,000	\$44,280	\$77,000	\$110,886	\$129,600
Between \$1 million and \$5 million							
CEO/Executive Director	34	\$108,001	\$36,612	\$59,767	\$99,228	\$135,378	\$204,145
Top Finance Position	8	\$75,456			\$77,051		
Greater than \$5 million							
CEO/Executive Director	7	\$189,446			\$175,719		
Top Finance Position	6	\$111,936			\$114,065		



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
Unknown							
\$500 thousand or less							
CEO/Executive Director	14	\$46,831		\$27,833	\$45,797	\$54,339	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	19	\$52,631		\$29,496	\$41,409	\$63,487	
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$81,834		\$52,111	\$67,988	\$82,943	
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$131,146	\$74,792	\$87,314	\$108,575	\$174,355	\$193,258
Top Finance Position	8	\$86,219			\$94,197		
<b>Texas</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	31	\$36,964	\$20,000	\$24,122	\$30,004	\$41,966	\$60,000
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$63,148		\$53,077	\$60,000	\$72,000	
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$98,895	\$52,545	\$64,000	\$77,379	\$130,183	\$173,556
Top Finance Position	5	\$63,000			\$61,116		
Greater than \$5 million							
CEO/Executive Director	11	\$264,215		\$153,083	\$251,615	\$368,042	
Top Finance Position	6	\$96,632			\$90,333		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	183	\$49,429	\$24,000	\$33,896	\$45,000	\$61,630	\$75,955
Top Administrative Position	7	\$31,651			\$25,000		
Top Finance Position	6	\$33,369			\$32,764		
Top Operations Position	6	\$59,386			\$54,539		
Between \$500 thousand and \$1 million							
CEO/Executive Director	79	\$72,679	\$42,762	\$54,324	\$70,000	\$84,168	\$111,210
Between \$1 million and \$5 million							
CEO/Executive Director	105	\$115,001	\$58,395	\$74,359	\$96,517	\$133,797	\$190,835
Top Administrative Position	8	\$120,928			\$124,125		
Top Development Position	5	\$93,010			\$77,361		
Top Finance Position	9	\$87,270			\$72,384		
Top Operations Position	6	\$97,293			\$57,849		
Greater than \$5 million							
CEO/Executive Director	42	\$320,841	\$148,122	\$205,157	\$316,316	\$409,195	\$542,252
Top Administrative Position	6	\$138,719			\$135,594		
Top Development Position	24	\$158,551	\$113,522	\$128,242	\$145,402	\$166,728	\$213,777
Top Finance Position	35	\$166,135	\$105,025	\$122,775	\$153,964	\$187,306	\$220,947
Top Marketing Position	8	\$129,393			\$131,941		
Top Operations Position	10	\$172,227		\$122,877	\$141,998	\$190,323	
Top PR/Communications Position	6	\$131,520			\$127,813		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	29	\$62,444	\$37,766	\$43,975	\$57,245	\$72,000	\$85,963
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$85,494		\$66,500	\$78,743	\$100,604	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
Civil Rights, Social Action, Advocacy							
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$142,478		\$109,622	\$136,000	\$163,661	
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	64	\$61,397	\$25,599	\$37,404	\$51,878	\$69,724	\$100,700
Between \$500 thousand and \$1 million							
CEO/Executive Director	29	\$90,678	\$44,805	\$60,960	\$80,000	\$103,290	\$149,801
Between \$1 million and \$5 million							
CEO/Executive Director	35	\$127,154	\$53,732	\$82,952	\$110,000	\$158,237	\$209,985
Top Finance Position	7	\$101,563			\$103,373		
Greater than \$5 million							
CEO/Executive Director	16	\$203,084		\$113,231	\$142,522	\$214,314	
Top Finance Position	12	\$127,953		\$74,867	\$117,922	\$136,795	
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	41	\$52,924	\$17,063	\$31,667	\$51,799	\$68,182	\$88,860
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$83,410	\$46,784	\$64,396	\$75,052	\$92,986	\$145,114
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$123,258		\$98,255	\$113,194	\$147,148	
Greater than \$5 million							
CEO/Executive Director	8	\$148,076			\$145,384		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	37	\$57,985	\$28,688	\$42,203	\$58,350	\$74,185	\$79,507

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$66,962		\$62,119	\$70,941	\$78,243	
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$129,560	\$75,916	\$87,808	\$116,095	\$132,183	\$233,301
Greater than \$5 million							
CEO/Executive Director	17	\$451,734		\$161,159	\$273,245	\$491,891	
Top Finance Position	10	\$154,888		\$115,835	\$142,221	\$172,159	
Top Operations Position	8	\$185,591			\$142,741		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	159	\$52,977	\$23,908	\$32,264	\$48,655	\$67,814	\$86,292
Top Administrative Position	7	\$50,131			\$48,000		
Top Finance Position	7	\$34,085			\$26,640		
Between \$500 thousand and \$1 million							
CEO/Executive Director	77	\$75,135	\$39,760	\$50,000	\$61,875	\$82,200	\$144,924
Between \$1 million and \$5 million							
CEO/Executive Director	220	\$116,091	\$60,543	\$83,116	\$108,232	\$142,440	\$176,884
Top Administrative Position	27	\$88,007	\$42,973	\$51,050	\$94,381	\$110,294	\$134,477
Top Business Position	11	\$77,510		\$46,788	\$65,485	\$87,194	
Top Education Position	5	\$73,317			\$79,200		
Top Finance Position	38	\$81,409	\$42,888	\$50,625	\$83,531	\$110,156	\$124,494
Top Operations Position	10	\$115,194		\$78,465	\$93,902	\$174,090	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	192	\$307,354	\$111,203	\$140,963	\$209,649	\$339,775	\$508,432
Top Administrative Position	48	\$177,026	\$93,032	\$111,472	\$131,932	\$168,838	\$224,944
Top Business Position	15	\$149,442		\$71,993	\$97,657	\$164,820	
Top Development Position	44	\$175,013	\$111,776	\$122,884	\$153,128	\$215,785	\$247,231
Top Education Position	22	\$133,449	\$77,708	\$106,352	\$122,118	\$155,074	\$198,112
Top Facilities Position	5	\$131,667			\$137,570		
Top Finance Position	104	\$159,260	\$78,914	\$100,059	\$135,836	\$203,888	\$275,196
Top Human Resources Position	5	\$117,418			\$115,148		
Top Legal Position	12	\$273,640		\$199,645	\$243,128	\$318,807	
Top Marketing Position	5	\$210,115			\$168,863		
Top Operations Position	32	\$145,006	\$82,432	\$102,860	\$125,767	\$155,243	\$240,751
Top PR/Communications Position	6	\$186,437			\$146,631		
Top Technology Position	19	\$207,980		\$133,011	\$153,102	\$222,245	
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$41,416		\$28,945	\$42,441	\$50,266	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$76,166			\$75,888		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$115,047		\$80,229	\$100,965	\$145,211	
Greater than \$5 million							
CEO/Executive Director	25	\$217,308	\$106,282	\$130,000	\$161,696	\$297,242	\$397,302
Top Finance Position	13	\$115,991		\$87,558	\$110,000	\$123,015	
Top Operations Position	5	\$169,486			\$160,821		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	42	\$55,564	\$30,541	\$40,000	\$47,484	\$71,188	\$77,141
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$89,092		\$64,298	\$87,169	\$102,800	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$141,828		\$103,533	\$137,196	\$171,035	
Greater than \$5 million							
CEO/Executive Director	6	\$229,787			\$189,984		
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	23	\$37,213	\$19,052	\$20,384	\$31,269	\$46,735	\$70,413
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$69,759		\$51,421	\$61,571	\$96,949	
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$92,820	\$38,919	\$58,659	\$85,785	\$112,405	\$153,338
Greater than \$5 million							
CEO/Executive Director	35	\$175,290	\$67,397	\$83,682	\$124,339	\$171,579	\$322,098
Top Finance Position	9	\$121,379			\$122,172		
Top Operations Position	8	\$132,784			\$131,582		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	78	\$53,880	\$25,000	\$31,977	\$45,175	\$65,048	\$86,396
Top Finance Position	5	\$35,366			\$31,424		
Between \$500 thousand and \$1 million							
CEO/Executive Director	39	\$84,589	\$53,720	\$60,552	\$69,503	\$93,676	\$137,557

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	90	\$138,227	\$65,310	\$85,031	\$109,889	\$165,728	\$226,600
Top Finance Position	21	\$111,283	\$29,810	\$53,425	\$86,436	\$147,110	\$226,054
Top Operations Position	7	\$136,646			\$112,232		
Greater than \$5 million							
CEO/Executive Director	167	\$555,355	\$130,486	\$156,739	\$287,081	\$608,759	\$1,110,425
Top Administrative Position	23	\$306,122	\$117,191	\$159,675	\$262,450	\$405,102	\$554,275
Top Business Position	8	\$239,276			\$209,393		
Top Development Position	19	\$197,411		\$132,110	\$158,698	\$212,267	
Top Finance Position	136	\$256,817	\$85,735	\$113,657	\$184,123	\$346,806	\$479,672
Top Human Resources Position	22	\$278,056	\$106,788	\$137,771	\$179,708	\$291,759	\$567,578
Top Legal Position	8	\$405,855			\$343,638		
Top Marketing Position	6	\$231,855			\$222,858		
Top Operations Position	61	\$317,715	\$83,916	\$153,180	\$219,585	\$310,918	\$540,168
Top Technology Position	10	\$408,089		\$216,843	\$261,265	\$543,508	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	56	\$53,211	\$21,957	\$30,053	\$50,026	\$69,087	\$90,582
Between \$500 thousand and \$1 million							
CEO/Executive Director	33	\$72,787	\$45,116	\$55,000	\$65,000	\$85,128	\$109,122
Between \$1 million and \$5 million							
CEO/Executive Director	54	\$108,910	\$45,942	\$59,970	\$84,387	\$120,347	\$176,143
Top Finance Position	11	\$83,751		\$55,039	\$64,891	\$106,167	
Top Operations Position	5	\$98,455			\$75,654		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
<b>Housing, Shelter</b>							
Greater than \$5 million							
CEO/Executive Director	34	\$190,120	\$92,511	\$141,285	\$181,222	\$224,980	\$256,869
Top Business Position	8	\$136,760			\$138,642		
Top Finance Position	15	\$113,244		\$91,992	\$117,107	\$139,320	
Top Marketing Position	6	\$129,269			\$131,766		
Top Operations Position	5	\$131,250			\$114,778		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	303	\$49,365	\$21,918	\$30,676	\$44,372	\$60,000	\$78,702
Top Administrative Position	10	\$29,734		\$20,840	\$22,490	\$30,471	
Top Finance Position	8	\$31,076			\$33,604		
Top Program Position	5	\$43,887			\$40,839		
Between \$500 thousand and \$1 million							
CEO/Executive Director	162	\$71,569	\$40,500	\$51,480	\$66,377	\$85,676	\$103,893
Top Finance Position	7	\$40,876			\$38,296		
Between \$1 million and \$5 million							
CEO/Executive Director	286	\$103,949	\$58,081	\$71,774	\$91,896	\$123,129	\$156,207
Top Administrative Position	12	\$77,400		\$49,716	\$72,180	\$87,236	
Top Development Position	8	\$108,789			\$90,267		
Top Finance Position	54	\$74,502	\$47,227	\$55,005	\$67,743	\$84,405	\$107,182
Top Operations Position	16	\$77,088		\$60,316	\$73,670	\$102,508	
Top Program Position	5	\$107,201			\$85,853		



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
<b>Human Services – Multipurpose and Other</b>							
Greater than \$5 million							
CEO/Executive Director	163	\$194,975	\$89,467	\$125,535	\$168,608	\$239,522	\$323,238
Top Administrative Position	12	\$137,172		\$110,654	\$128,378	\$144,454	
Top Business Position	5	\$154,174			\$161,363		
Top Development Position	14	\$132,626		\$110,166	\$132,892	\$155,910	
Top Finance Position	97	\$133,168	\$59,724	\$84,088	\$114,334	\$163,688	\$230,801
Top Human Resources Position	13	\$147,942		\$106,311	\$170,243	\$174,617	
Top Legal Position	6	\$180,408			\$187,760		
Top Marketing Position	7	\$150,415			\$122,883		
Top Operations Position	33	\$187,121	\$86,965	\$128,852	\$160,747	\$229,105	\$315,516
Top Program Position	13	\$130,945		\$103,846	\$126,810	\$170,480	
Top Technology Position	7	\$163,824			\$160,905		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	35	\$54,475	\$24,400	\$33,281	\$43,054	\$77,792	\$108,668
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$62,135		\$34,234	\$53,582	\$81,297	
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$113,815		\$48,254	\$95,501	\$153,142	
Greater than \$5 million							
CEO/Executive Director	8	\$106,804			\$107,356		
<b>Medical Research</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$91,006			\$90,507		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	55	\$52,553	\$30,099	\$35,837	\$52,100	\$66,000	\$76,726
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	\$75,194	\$52,239	\$61,995	\$74,230	\$81,238	\$92,791
Between \$1 million and \$5 million							
CEO/Executive Director	58	\$101,603	\$63,880	\$80,139	\$96,711	\$124,188	\$141,507
Top Finance Position	9	\$76,249			\$76,539		
Top Operations Position	6	\$68,186			\$64,123		
Greater than \$5 million							
CEO/Executive Director	24	\$202,371	\$118,694	\$127,620	\$166,359	\$235,216	\$335,068
Top Finance Position	13	\$119,654		\$77,518	\$98,954	\$150,000	
Top Operations Position	9	\$150,810			\$118,138		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	56	\$54,318	\$26,450	\$35,392	\$49,860	\$65,415	\$88,674
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	\$87,866	\$41,514	\$53,086	\$85,883	\$110,970	\$137,364
Between \$1 million and \$5 million							
CEO/Executive Director	47	\$111,738	\$67,454	\$82,872	\$100,467	\$132,143	\$181,407
Top Finance Position	14	\$72,296		\$60,254	\$65,760	\$84,354	
Greater than \$5 million							
CEO/Executive Director	24	\$227,533	\$123,905	\$141,899	\$212,825	\$296,505	\$415,846
Top Finance Position	11	\$141,862		\$115,387	\$151,664	\$163,925	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
<b>Public Safety, Disaster Preparedness and Relief</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$62,463		\$33,131	\$50,941	\$71,255	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$94,740			\$86,332		
Greater than \$5 million							
CEO/Executive Director	6	\$170,141			\$172,341		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	25	\$52,239	\$20,435	\$36,000	\$45,000	\$65,332	\$91,420
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$75,118		\$52,518	\$63,031	\$87,016	
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$171,157	\$74,731	\$93,522	\$117,606	\$245,809	\$356,732
Top Operations Position	5	\$120,791			\$60,583		
Greater than \$5 million							
CEO/Executive Director	11	\$346,546		\$110,834	\$282,430	\$368,259	
Top Finance Position	8	\$188,817			\$171,939		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	59	\$49,616	\$20,000	\$30,061	\$45,301	\$63,802	\$86,170
Top Finance Position	5	\$30,804			\$30,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$68,726	\$43,584	\$54,876	\$67,227	\$82,937	\$95,539
Between \$1 million and \$5 million							
CEO/Executive Director	43	\$133,199	\$50,057	\$88,694	\$115,830	\$163,470	\$263,345

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
<b>Recreation, Sports, Leisure, Athletics</b>							
Greater than \$5 million							
CEO/Executive Director	19	\$379,724		\$235,707	\$284,102	\$424,541	
Top Finance Position	7	\$303,379			\$317,773		
Top Marketing Position	5	\$246,737			\$273,684		
Top Operations Position	8	\$265,974			\$208,344		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	403	\$53,610	\$21,000	\$28,931	\$44,700	\$67,300	\$98,336
Top Finance Position	27	\$30,951	\$16,951	\$20,200	\$26,000	\$36,842	\$48,532
Between \$500 thousand and \$1 million							
CEO/Executive Director	61	\$80,266	\$40,812	\$54,000	\$75,143	\$103,733	\$130,527
Top Finance Position	5	\$29,426			\$30,000		
Between \$1 million and \$5 million							
CEO/Executive Director	86	\$123,298	\$46,140	\$76,983	\$104,314	\$137,037	\$188,371
Top Administrative Position	8	\$80,796			\$84,066		
Top Finance Position	20	\$85,752	\$36,743	\$52,924	\$73,351	\$98,658	\$118,339
Top Operations Position	7	\$93,230			\$80,474		
Greater than \$5 million							
CEO/Executive Director	24	\$194,964	\$92,904	\$119,736	\$160,560	\$228,006	\$313,807
Top Finance Position	9	\$120,077			\$114,609		
Top Operations Position	7	\$142,270			\$117,474		
<b>Science and Technology Research Institutes, Services</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$57,027			\$62,000		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
Science and Technology Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$178,324			\$167,593		
Unknown							
\$500 thousand or less							
CEO/Executive Director	32	\$40,177	\$19,680	\$25,500	\$38,244	\$47,669	\$69,542
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$71,952		\$56,208	\$60,425	\$83,644	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$88,220		\$63,339	\$75,961	\$98,385	
Greater than \$5 million							
CEO/Executive Director	7	\$192,984			\$188,177		
Top Finance Position	5	\$139,653			\$123,165		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	80	\$52,962	\$28,177	\$38,475	\$50,662	\$64,668	\$79,921
Top Program Position	5	\$29,388			\$23,970		
Between \$500 thousand and \$1 million							
CEO/Executive Director	36	\$75,383	\$50,341	\$54,889	\$69,675	\$92,332	\$109,745
Between \$1 million and \$5 million							
CEO/Executive Director	55	\$120,469	\$71,221	\$91,506	\$116,200	\$149,475	\$173,780
Top Finance Position	9	\$79,688			\$71,567		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
Youth Development							
Greater than \$5 million							
CEO/Executive Director	22	\$244,807	\$109,943	\$144,323	\$195,565	\$268,180	\$456,234
Top Development Position	5	\$133,899			\$119,501		
Top Finance Position	16	\$165,435		\$109,676	\$133,772	\$198,249	
Top Operations Position	10	\$141,873		\$94,496	\$138,523	\$165,308	
<b>Utah</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	5	\$22,366			\$20,500		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$87,327			\$86,738		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	25	\$46,276	\$19,300	\$36,000	\$38,357	\$56,980	\$77,709
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$60,711			\$63,658		
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$91,671	\$51,227	\$70,133	\$89,998	\$105,571	\$123,341
Greater than \$5 million							
CEO/Executive Director	7	\$222,142			\$202,252		
Crime, Legal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$121,703			\$89,524		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Utah</b>							
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$113,879			\$101,506		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	10	\$46,704		\$35,459	\$47,540	\$53,346	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$75,530			\$73,153		
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$93,251	\$55,417	\$75,324	\$85,847	\$112,817	\$135,490
Greater than \$5 million							
CEO/Executive Director	19	\$173,902		\$95,937	\$111,957	\$258,866	
Top Finance Position	7	\$167,121			\$144,730		
Environmental Quality, Protection and Beautification							
\$500 thousand or less							
CEO/Executive Director	17	\$49,751		\$27,686	\$46,787	\$70,875	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$112,807			\$124,141		
Health – General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	9	\$54,165			\$46,400		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$98,571			\$93,112		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$113,470		\$97,607	\$107,031	\$130,381	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Utah</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	19	\$359,117		\$152,870	\$169,302	\$301,804	
Top Finance Position	10	\$126,883		\$104,577	\$122,569	\$145,834	
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$114,048		\$80,824	\$112,873	\$146,333	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	18	\$50,933		\$33,047	\$50,768	\$58,428	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$71,699		\$61,325	\$67,429	\$83,554	
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$88,171	\$46,599	\$65,289	\$82,389	\$105,433	\$146,825
Top Finance Position	5	\$66,447			\$71,505		
Greater than \$5 million							
CEO/Executive Director	8	\$131,926			\$108,619		
Top Finance Position	5	\$92,792			\$91,269		
<b>Mental Health, Crisis Intervention</b>							
Greater than \$5 million							
CEO/Executive Director	7	\$291,029			\$175,281		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$49,009			\$43,333		



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Utah</b>							
Public, Society Benefit – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$45,132			\$48,500		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	10	\$47,413		\$37,750	\$49,863	\$53,107	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$73,607			\$73,228		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$122,640			\$110,087		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	\$62,475			\$63,464		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	\$35,137			\$21,780		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$115,275			\$124,600		
<b>Vermont</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	7	\$49,187			\$41,500		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Vermont</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	43	\$50,330	\$31,010	\$39,802	\$48,269	\$57,795	\$72,651
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$64,366		\$54,322	\$58,667	\$75,255	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$92,311		\$63,745	\$89,263	\$111,198	
Greater than \$5 million							
CEO/Executive Director	5	\$186,563			\$208,291		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$69,411		\$52,192	\$58,584	\$73,358	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$101,378			\$76,471		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$106,697			\$110,159		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	18	\$54,551		\$45,910	\$55,459	\$60,580	
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$56,947			\$50,538		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$59,942		\$48,415	\$58,780	\$69,059	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Vermont</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$67,548			\$60,795		
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$113,424	\$65,231	\$81,876	\$107,293	\$146,000	\$157,150
Greater than \$5 million							
CEO/Executive Director	21	\$274,859	\$142,813	\$200,896	\$242,373	\$332,187	\$502,583
Top Finance Position	13	\$174,795		\$117,815	\$168,671	\$190,044	
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	18	\$63,774		\$46,708	\$54,136	\$72,454	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$77,403			\$83,654		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$118,297			\$102,543		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$52,392		\$31,632	\$47,074	\$71,800	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$99,034			\$85,056		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$108,615		\$99,094	\$106,112	\$116,383	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Vermont</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	21	\$298,992	\$138,109	\$204,546	\$231,630	\$350,764	\$565,038
Top Finance Position	20	\$176,442	\$109,012	\$116,708	\$154,447	\$220,856	\$264,983
Top Human Resources Position	5	\$160,298			\$125,161		
Top Operations Position	5	\$351,555			\$265,079		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$108,778		\$93,036	\$99,164	\$116,578	
Greater than \$5 million							
CEO/Executive Director	6	\$137,955			\$127,091		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	38	\$41,647	\$25,404	\$28,550	\$41,994	\$54,072	\$58,258
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$60,590	\$46,921	\$50,654	\$59,109	\$66,675	\$89,250
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$88,843	\$56,583	\$72,195	\$80,364	\$102,631	\$127,560
Greater than \$5 million							
CEO/Executive Director	15	\$115,974		\$89,384	\$108,449	\$131,541	
Top Finance Position	7	\$100,882			\$86,143		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$49,266			\$48,770		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$76,196			\$62,801		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Vermont</b>							
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	10	\$190,282		\$156,701	\$177,451	\$203,844	
Top Finance Position	5	\$120,027			\$120,015		
Public, Society Benefit – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$67,555			\$67,708		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	8	\$50,801			\$55,952		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$76,906			\$72,946		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$98,828		\$65,529	\$89,640	\$124,618	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	10	\$46,594		\$40,783	\$44,792	\$51,577	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$65,081			\$60,000		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$106,518			\$99,020		
<b>Virginia</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	19	\$44,745		\$27,281	\$35,070	\$52,336	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
<b>Animal-Related</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$63,932			\$62,302		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$104,614		\$83,532	\$100,950	\$117,182	
Greater than \$5 million							
CEO/Executive Director	5	\$152,265			\$134,038		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	99	\$47,550	\$20,666	\$32,340	\$44,100	\$56,935	\$71,791
Between \$500 thousand and \$1 million							
CEO/Executive Director	38	\$90,495	\$34,386	\$63,156	\$76,449	\$107,089	\$132,088
Between \$1 million and \$5 million							
CEO/Executive Director	61	\$141,240	\$59,000	\$87,064	\$119,128	\$162,149	\$215,175
Greater than \$5 million							
CEO/Executive Director	25	\$324,781	\$138,348	\$156,824	\$231,401	\$450,540	\$632,434
Top Development Position	9	\$159,049			\$160,838		
Top Finance Position	7	\$203,255			\$188,563		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$70,251		\$39,206	\$55,900	\$86,314	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$186,380		\$120,344	\$152,126	\$243,006	
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	34	\$67,061	\$37,607	\$45,671	\$58,958	\$84,932	\$102,086

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
<b>Community Improvement, Capacity Building</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$91,971		\$73,703	\$78,750	\$98,850	
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$151,063	\$71,292	\$81,214	\$150,577	\$209,136	\$240,963
Top Finance Position	5	\$98,657			\$71,632		
Greater than \$5 million							
CEO/Executive Director	6	\$275,424			\$260,565		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$58,735		\$49,470	\$58,000	\$68,262	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$78,944			\$73,953		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$146,319		\$98,279	\$144,161	\$187,535	
Greater than \$5 million							
CEO/Executive Director	5	\$290,445			\$297,522		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	20	\$62,280	\$23,674	\$40,952	\$56,184	\$75,626	\$91,736
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$82,146		\$48,000	\$88,148	\$102,061	
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$188,415	\$77,055	\$116,521	\$197,301	\$255,853	\$286,622

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
Greater than \$5 million							
CEO/Executive Director	8	\$431,255			\$445,330		
Top Finance Position	8	\$243,508			\$223,676		
Top Operations Position	5	\$329,677			\$284,497		
Top Technology Position	5	\$177,242			\$167,020		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	77	\$52,539	\$24,265	\$34,392	\$42,700	\$58,719	\$86,992
Between \$500 thousand and \$1 million							
CEO/Executive Director	52	\$88,069	\$43,775	\$52,852	\$76,971	\$106,932	\$154,070
Top Administrative Position	6	\$52,155			\$55,944		
Between \$1 million and \$5 million							
CEO/Executive Director	126	\$128,298	\$48,924	\$74,695	\$114,405	\$168,456	\$217,731
Top Administrative Position	9	\$64,700			\$52,232		
Top Finance Position	16	\$78,384		\$43,302	\$72,147	\$103,160	
Top Operations Position	8	\$95,059			\$67,473		



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	116	\$341,933	\$132,562	\$187,632	\$265,131	\$380,015	\$566,609
Top Administrative Position	13	\$138,663		\$103,485	\$155,957	\$179,324	
Top Business Position	13	\$155,729		\$120,086	\$131,865	\$157,999	
Top Development Position	34	\$201,118	\$116,850	\$136,561	\$187,266	\$232,127	\$285,558
Top Education Position	14	\$136,497		\$124,564	\$134,011	\$161,894	
Top Finance Position	66	\$166,927	\$81,409	\$120,529	\$154,352	\$199,458	\$267,743
Top Legal Position	7	\$289,933			\$238,294		
Top Operations Position	23	\$211,677	\$121,249	\$140,216	\$182,760	\$229,296	\$302,858
Top PR/Communications Position	7	\$133,515			\$141,597		
Top Program Position	10	\$183,892		\$152,933	\$164,829	\$175,543	
Top Technology Position	6	\$296,691			\$234,275		
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$69,440		\$49,790	\$59,026	\$86,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$84,808			\$65,619		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$174,220		\$115,271	\$129,540	\$193,881	
Greater than \$5 million							
CEO/Executive Director	12	\$386,028		\$246,129	\$296,833	\$421,939	
Top Finance Position	8	\$165,437			\$135,629		
Top Operations Position	6	\$175,580			\$126,525		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	30	\$64,489	\$30,050	\$46,000	\$61,101	\$82,077	\$102,002
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$76,370			\$71,886		
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$154,599		\$121,475	\$149,625	\$183,162	
Greater than \$5 million							
CEO/Executive Director	13	\$373,525		\$231,943	\$390,974	\$418,468	
Top Development Position	6	\$254,885			\$190,968		
Top Finance Position	9	\$216,009			\$168,751		
Top Operations Position	5	\$251,745			\$199,674		
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$46,970			\$47,778		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$64,061			\$60,764		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$95,920			\$74,700		
Greater than \$5 million							
CEO/Executive Director	7	\$161,179			\$144,680		
Top Finance Position	5	\$109,062			\$102,451		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	38	\$47,746	\$20,441	\$32,392	\$46,737	\$64,549	\$72,037

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
<b>Health – General and Rehabilitative</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	\$101,119	\$46,677	\$61,060	\$83,250	\$112,282	\$154,822
Between \$1 million and \$5 million							
CEO/Executive Director	53	\$158,867	\$57,310	\$82,306	\$120,000	\$199,324	\$303,611
Top Finance Position	10	\$105,051		\$64,601	\$93,972	\$155,499	
Greater than \$5 million							
CEO/Executive Director	64	\$514,637	\$96,995	\$161,507	\$285,421	\$486,500	\$866,188
Top Administrative Position	5	\$165,056			\$172,073		
Top Finance Position	40	\$271,337	\$83,427	\$133,423	\$165,965	\$274,685	\$536,742
Top Human Resources Position	11	\$181,990		\$111,351	\$140,940	\$250,355	
Top Operations Position	18	\$301,600		\$154,252	\$209,789	\$376,968	
Top Technology Position	12	\$209,903		\$134,303	\$207,984	\$292,984	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	26	\$54,834	\$31,077	\$40,293	\$50,496	\$66,413	\$78,700
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$61,629		\$55,536	\$63,917	\$74,369	
Between \$1 million and \$5 million							
CEO/Executive Director	34	\$123,603	\$64,856	\$78,251	\$122,169	\$151,970	\$193,521
Top Finance Position	8	\$130,261			\$132,536		
Greater than \$5 million							
CEO/Executive Director	12	\$214,306		\$144,825	\$176,161	\$252,045	
Top Finance Position	9	\$153,949			\$133,794		
Top Operations Position	5	\$130,884			\$125,291		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	106	\$51,171	\$22,787	\$35,010	\$48,690	\$62,025	\$84,274
Top Program Position	8	\$33,439			\$31,175		
Between \$500 thousand and \$1 million							
CEO/Executive Director	51	\$71,228	\$35,000	\$55,660	\$66,578	\$84,908	\$97,182
Top Finance Position	5	\$55,297			\$55,947		
Between \$1 million and \$5 million							
CEO/Executive Director	122	\$104,816	\$60,954	\$76,867	\$98,251	\$126,316	\$149,367
Top Administrative Position	6	\$98,232			\$96,030		
Top Finance Position	23	\$71,496	\$46,086	\$52,459	\$66,640	\$92,353	\$110,006
Greater than \$5 million							
CEO/Executive Director	92	\$224,051	\$106,354	\$141,978	\$186,375	\$283,914	\$377,761
Top Administrative Position	6	\$125,682			\$117,326		
Top Business Position	7	\$155,285			\$139,745		
Top Development Position	7	\$141,109			\$132,710		
Top Finance Position	53	\$146,175	\$82,302	\$102,000	\$136,065	\$178,512	\$221,256
Top Human Resources Position	10	\$141,436		\$117,776	\$129,619	\$138,156	
Top Marketing Position	7	\$132,124			\$129,375		
Top Operations Position	24	\$169,686	\$80,991	\$114,813	\$163,266	\$212,532	\$246,756
Top Program Position	5	\$131,427			\$115,960		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	29	\$53,045	\$16,247	\$28,540	\$38,361	\$50,000	\$108,954
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$90,221		\$57,050	\$85,847	\$121,300	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
<b>International, Foreign Affairs and National Security</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$173,416		\$130,224	\$168,127	\$207,209	
Greater than \$5 million							
CEO/Executive Director	13	\$287,080		\$186,062	\$300,194	\$365,693	
Top Finance Position	7	\$198,171			\$203,293		
Top Operations Position	5	\$278,646			\$258,867		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	24	\$52,629	\$30,000	\$32,913	\$48,110	\$73,616	\$83,183
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$74,653			\$75,000		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$183,203		\$103,429	\$144,588	\$226,851	
Greater than \$5 million							
CEO/Executive Director	9	\$235,682			\$198,799		
<b>Mutual/Membership Benefit Organizations, Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$210,101			\$214,482		
Greater than \$5 million							
CEO/Executive Director	7	\$335,224			\$374,200		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$50,143		\$30,083	\$47,626	\$64,207	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$72,570			\$69,418		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$153,132	\$72,576	\$86,211	\$123,432	\$190,612	\$291,376
Greater than \$5 million							
CEO/Executive Director	14	\$303,535		\$193,661	\$267,701	\$340,044	
Top Finance Position	7	\$157,426			\$129,375		
Top Operations Position	5	\$157,446			\$141,782		
<b>Public Safety, Disaster Preparedness and Relief</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$106,176			\$82,751		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$227,679			\$194,038		
Greater than \$5 million							
CEO/Executive Director	5	\$402,795			\$345,292		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$67,285		\$37,500	\$55,709	\$71,313	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$120,582		\$83,684	\$116,125	\$135,725	
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$191,222	\$73,197	\$116,543	\$162,346	\$269,184	\$295,878
Greater than \$5 million							
CEO/Executive Director	25	\$380,839	\$144,198	\$197,141	\$261,004	\$343,160	\$759,310
Top Finance Position	12	\$249,273		\$143,658	\$199,390	\$370,812	
Top Operations Position	7	\$147,226			\$137,814		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$46,709		\$30,800	\$44,225	\$60,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$56,913			\$54,770		
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$105,893	\$45,673	\$79,221	\$97,609	\$130,951	\$161,459
Greater than \$5 million							
CEO/Executive Director	6	\$418,032			\$352,351		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	82	\$55,932	\$21,730	\$26,083	\$53,074	\$76,145	\$99,931
Top Finance Position	8	\$28,022			\$24,267		
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	\$76,810	\$42,577	\$49,540	\$71,000	\$96,273	\$123,940
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$111,750	\$37,110	\$74,811	\$102,886	\$131,193	\$212,833
Greater than \$5 million							
CEO/Executive Director	10	\$188,363		\$137,306	\$166,363	\$233,245	
<b>Science and Technology Research Institutes, Services</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$177,420		\$110,880	\$199,825	\$204,280	
Greater than \$5 million							
CEO/Executive Director	15	\$709,232		\$296,228	\$383,661	\$1,065,951	
Top Finance Position	9	\$282,010			\$242,846		
Top Operations Position	6	\$371,032			\$275,478		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
Social Science Research Institutes, Services							
Greater than \$5 million							
CEO/Executive Director	5	\$363,446			\$336,828		
Unknown							
Greater than \$5 million							
CEO/Executive Director	5	\$446,206			\$421,573		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	25	\$49,257	\$24,423	\$35,000	\$52,500	\$60,000	\$71,907
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$78,145		\$62,376	\$80,867	\$92,364	
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$127,256	\$65,769	\$80,530	\$109,798	\$153,632	\$193,083
Top Finance Position	6	\$60,902			\$45,187		
<b>Washington</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	14	\$43,615		\$29,104	\$41,600	\$50,716	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$69,749		\$57,491	\$67,807	\$72,631	
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$85,790	\$56,010	\$71,094	\$79,727	\$97,936	\$115,837



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	84	\$52,533	\$29,715	\$37,151	\$53,110	\$65,250	\$76,201
Top Administrative Position	6	\$40,498			\$35,433		
Between \$500 thousand and \$1 million							
CEO/Executive Director	43	\$83,346	\$40,620	\$54,673	\$69,892	\$92,299	\$126,842
Between \$1 million and \$5 million							
CEO/Executive Director	60	\$104,989	\$61,090	\$75,000	\$98,856	\$118,674	\$161,818
Top Finance Position	12	\$78,217		\$67,610	\$72,532	\$82,149	
Greater than \$5 million							
CEO/Executive Director	16	\$276,090		\$171,366	\$228,307	\$363,415	
Top Development Position	8	\$176,504			\$186,849		
Top Finance Position	14	\$141,025		\$120,612	\$140,279	\$172,471	
Top Operations Position	6	\$190,821			\$199,222		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$53,443		\$42,580	\$52,023	\$66,804	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$78,600			\$87,317		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$112,313			\$117,838		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	40	\$56,174	\$32,237	\$45,000	\$53,659	\$70,270	\$81,594
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$106,812		\$72,571	\$99,329	\$135,517	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
<b>Community Improvement, Capacity Building</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$113,724	\$82,276	\$89,925	\$113,882	\$126,907	\$150,940
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$61,226		\$45,224	\$51,725	\$68,488	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$86,406		\$57,717	\$77,417	\$100,769	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$114,052		\$86,984	\$103,101	\$143,609	
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$48,962		\$32,663	\$42,431	\$58,499	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$110,750		\$66,710	\$89,232	\$108,276	
Greater than \$5 million							
CEO/Executive Director	6	\$402,324			\$337,713		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	76	\$56,487	\$23,846	\$36,023	\$51,222	\$67,223	\$93,215
Between \$500 thousand and \$1 million							
CEO/Executive Director	36	\$75,459	\$38,607	\$55,241	\$64,363	\$91,192	\$104,032
Top Finance Position	8	\$59,666			\$44,570		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	104	\$124,878	\$71,735	\$89,592	\$111,830	\$148,073	\$191,237
Top Administrative Position	6	\$85,381			\$86,870		
Top Education Position	5	\$106,643			\$105,748		
Top Finance Position	18	\$73,108		\$48,650	\$72,567	\$96,266	
Greater than \$5 million							
CEO/Executive Director	61	\$289,201	\$129,999	\$185,931	\$266,000	\$354,836	\$475,556
Top Administrative Position	6	\$193,991			\$156,699		
Top Business Position	6	\$180,072			\$162,675		
Top Development Position	22	\$159,932	\$91,411	\$124,981	\$152,117	\$191,784	\$225,243
Top Education Position	11	\$170,830		\$134,643	\$138,817	\$168,938	
Top Finance Position	49	\$162,268	\$84,667	\$124,626	\$147,394	\$185,054	\$259,649
Top Operations Position	10	\$140,377		\$128,253	\$138,191	\$146,991	
Top Technology Position	8	\$140,246			\$148,107		
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$54,258			\$56,769		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$80,096			\$77,909		
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$126,459	\$78,000	\$93,411	\$103,940	\$138,573	\$167,540
Greater than \$5 million							
CEO/Executive Director	13	\$235,051		\$119,806	\$178,510	\$306,604	
Top Finance Position	10	\$152,956		\$83,877	\$158,156	\$217,241	
Top Operations Position	6	\$223,573			\$201,978		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	45	\$54,274	\$23,640	\$36,156	\$54,000	\$74,438	\$83,700
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$76,988	\$32,094	\$66,116	\$79,385	\$86,638	\$104,764
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$98,634	\$66,524	\$72,844	\$99,272	\$123,518	\$131,073
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$45,330		\$22,460	\$51,078	\$62,372	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$64,129			\$58,473		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$82,416		\$63,251	\$73,710	\$93,845	
Greater than \$5 million							
CEO/Executive Director	9	\$132,118			\$113,389		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	41	\$55,440	\$25,725	\$34,855	\$50,386	\$66,244	\$91,198
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$73,706		\$58,433	\$64,826	\$75,495	
Between \$1 million and \$5 million							
CEO/Executive Director	30	\$137,708	\$80,734	\$96,052	\$128,494	\$172,037	\$214,140
Top Finance Position	8	\$78,677			\$63,645		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	68	\$567,884	\$145,797	\$187,873	\$245,303	\$436,942	\$917,964
Top Administrative Position	10	\$201,702		\$133,313	\$161,293	\$227,719	
Top Development Position	8	\$217,815			\$173,332		
Top Finance Position	49	\$260,727	\$109,873	\$135,425	\$191,493	\$277,853	\$456,435
Top Human Resources Position	8	\$213,703			\$156,774		
Top Operations Position	29	\$261,357	\$125,791	\$139,562	\$220,182	\$300,575	\$351,912
Top Technology Position	5	\$160,149			\$133,859		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$65,461		\$48,085	\$66,355	\$73,858	
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	\$73,054	\$43,589	\$62,267	\$69,900	\$91,143	\$96,582
Between \$1 million and \$5 million							
CEO/Executive Director	33	\$95,102	\$55,892	\$74,091	\$90,000	\$109,667	\$134,113
Top Finance Position	5	\$69,511			\$69,391		
Greater than \$5 million							
CEO/Executive Director	8	\$136,850			\$158,407		
Top Finance Position	6	\$130,842			\$139,291		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	111	\$51,985	\$26,400	\$35,220	\$48,100	\$64,484	\$75,421
Between \$500 thousand and \$1 million							
CEO/Executive Director	70	\$71,193	\$45,867	\$56,595	\$65,500	\$80,009	\$102,430

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	149	\$94,732	\$49,567	\$69,703	\$90,917	\$116,219	\$131,818
Top Administrative Position	5	\$82,252			\$80,965		
Top Finance Position	29	\$73,550	\$46,502	\$66,242	\$71,973	\$85,709	\$99,835
Top Operations Position	8	\$82,135			\$81,327		
Greater than \$5 million							
CEO/Executive Director	96	\$163,588	\$82,838	\$112,715	\$141,493	\$201,069	\$262,106
Top Development Position	9	\$136,956			\$118,906		
Top Finance Position	65	\$117,443	\$69,597	\$86,090	\$107,571	\$131,846	\$158,936
Top Human Resources Position	12	\$134,461		\$121,759	\$132,221	\$140,454	
Top Operations Position	22	\$163,172	\$98,459	\$115,054	\$136,866	\$204,737	\$258,141
Top Program Position	5	\$125,760			\$125,821		
Top Technology Position	6	\$130,099			\$130,954		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	18	\$50,084		\$26,389	\$44,250	\$63,185	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$74,512		\$58,375	\$67,582	\$83,462	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$114,350		\$66,056	\$86,520	\$118,849	
Greater than \$5 million							
CEO/Executive Director	5	\$304,502			\$332,159		
<b>Medical Research</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$88,031			\$96,767		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
<b>Medical Research</b>							
Greater than \$5 million							
CEO/Executive Director	6	\$533,072			\$283,551		
Top Finance Position	5	\$262,620			\$196,170		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$48,633		\$33,617	\$48,494	\$52,975	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$75,357			\$72,178		
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$112,389	\$70,572	\$85,131	\$104,883	\$118,999	\$156,424
Top Finance Position	9	\$62,741			\$62,676		
Greater than \$5 million							
CEO/Executive Director	29	\$161,270	\$95,040	\$111,112	\$149,201	\$189,528	\$245,947
Top Finance Position	15	\$122,019		\$90,521	\$108,197	\$148,874	
Top Operations Position	7	\$130,982			\$126,125		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$55,009		\$25,021	\$50,988	\$76,534	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$80,674			\$79,570		
Between \$1 million and \$5 million							
CEO/Executive Director	29	\$113,656	\$57,971	\$87,155	\$104,236	\$130,250	\$173,406
Greater than \$5 million							
CEO/Executive Director	7	\$226,783			\$241,570		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$64,706		\$50,614	\$63,862	\$80,505	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$130,690		\$115,856	\$133,903	\$157,906	
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	25	\$36,198	\$22,212	\$27,500	\$34,479	\$43,350	\$53,348
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$78,314		\$65,220	\$75,880	\$87,750	
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$104,052	\$61,476	\$75,698	\$101,116	\$124,126	\$149,953
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	62	\$51,907	\$23,136	\$30,318	\$45,610	\$65,980	\$84,670
Top Finance Position	5	\$37,333			\$32,594		
Top Operations Position	5	\$36,530			\$42,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$92,652		\$72,178	\$91,861	\$104,566	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$68,280		\$51,184	\$66,500	\$80,386	
<b>Science and Technology Research Institutes, Services</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$68,529			\$68,656		



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
Unknown							
\$500 thousand or less							
CEO/Executive Director	28	\$48,259	\$24,646	\$30,000	\$47,400	\$66,696	\$82,011
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$99,716		\$53,710	\$77,147	\$117,882	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$93,083		\$76,440	\$88,726	\$117,397	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	46	\$56,586	\$25,627	\$41,252	\$56,600	\$69,479	\$83,250
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$81,188		\$64,960	\$76,731	\$99,105	
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$113,318	\$81,052	\$88,224	\$106,495	\$116,265	\$133,729
Top Finance Position	5	\$69,519			\$64,359		
Greater than \$5 million							
CEO/Executive Director	6	\$203,949			\$198,728		
<b>West Virginia</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	11	\$43,035		\$34,953	\$44,624	\$48,939	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$75,182			\$71,651		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>West Virginia</b>							
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$55,327		\$46,335	\$51,656	\$67,777	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$83,649			\$64,602		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$87,727		\$63,125	\$83,433	\$86,935	
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$46,414			\$44,581		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$45,965		\$25,800	\$33,883	\$53,688	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$71,381			\$62,956		
Greater than \$5 million							
CEO/Executive Director	13	\$206,467		\$102,450	\$182,500	\$319,699	
Top Finance Position	8	\$138,538			\$145,773		
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$50,036			\$42,216		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$58,512			\$56,833		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$83,730		\$73,504	\$81,844	\$94,047	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>West Virginia</b>							
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$39,095			\$36,615		
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$41,780			\$37,798		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$56,891			\$62,057		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$91,619			\$83,857		
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$122,592	\$62,601	\$71,614	\$99,353	\$131,638	\$188,455
Top Administrative Position	7	\$73,450			\$81,105		
Top Finance Position	8	\$65,948			\$51,313		
Greater than \$5 million							
CEO/Executive Director	41	\$296,212	\$119,027	\$140,041	\$186,322	\$321,550	\$583,536
Top Administrative Position	6	\$232,013			\$156,309		
Top Finance Position	29	\$215,476	\$84,933	\$95,436	\$142,835	\$283,700	\$395,848
Top Human Resources Position	5	\$325,698			\$312,859		
Top Operations Position	12	\$249,436		\$135,297	\$222,961	\$270,228	
Top Technology Position	6	\$269,899			\$227,301		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$53,231			\$52,000		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>West Virginia</b>							
<b>Housing, Shelter</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$62,767			\$61,231		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	22	\$44,489	\$30,045	\$38,284	\$43,340	\$53,553	\$58,065
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	\$50,729	\$34,059	\$40,397	\$45,645	\$58,175	\$67,734
Between \$1 million and \$5 million							
CEO/Executive Director	56	\$68,830	\$41,442	\$50,547	\$65,092	\$84,498	\$101,781
Top Finance Position	11	\$52,986		\$44,563	\$53,385	\$61,165	
Greater than \$5 million							
CEO/Executive Director	20	\$129,967	\$78,893	\$93,543	\$119,755	\$161,101	\$167,500
Top Finance Position	13	\$87,687		\$65,443	\$82,181	\$102,398	
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$49,875			\$55,000		
Greater than \$5 million							
CEO/Executive Director	10	\$132,618		\$106,507	\$118,149	\$132,267	
Top Finance Position	8	\$105,741			\$94,860		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$73,391			\$54,763		
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$102,578			\$94,887		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>West Virginia</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	10	\$38,219		\$25,247	\$30,500	\$48,823	
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$113,178			\$112,102		
<b>Wisconsin</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	14	\$34,759		\$22,368	\$32,158	\$41,229	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$56,635			\$50,685		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$85,923		\$61,489	\$83,901	\$99,947	
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	81	\$49,072	\$25,765	\$36,300	\$47,000	\$58,848	\$74,286
Top Administrative Position	6	\$39,564			\$38,175		
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	\$80,540	\$61,302	\$64,044	\$68,981	\$85,324	\$95,942
Between \$1 million and \$5 million							
CEO/Executive Director	37	\$119,589	\$53,975	\$82,380	\$117,722	\$150,486	\$183,827

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
<b>Arts, Culture and Humanities</b>							
Greater than \$5 million							
CEO/Executive Director	11	\$213,173		\$186,112	\$212,831	\$253,236	
Top Development Position	5	\$146,037			\$146,338		
Top Finance Position	7	\$139,850			\$146,449		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$56,335			\$69,042		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$104,520			\$102,831		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	36	\$59,878	\$28,057	\$36,144	\$59,427	\$71,603	\$89,886
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$77,228		\$46,197	\$60,492	\$85,499	
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$154,873		\$100,089	\$125,829	\$171,798	
Top Finance Position	5	\$107,033			\$110,206		
Greater than \$5 million							
CEO/Executive Director	10	\$212,947		\$104,149	\$160,346	\$310,678	
Top Finance Position	5	\$116,826			\$96,712		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$47,924		\$33,315	\$43,883	\$66,256	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$135,139		\$79,899	\$117,526	\$148,678	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$55,083		\$37,396	\$54,874	\$69,780	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$82,510			\$79,332		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$118,091		\$88,161	\$108,769	\$134,679	
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	47	\$52,977	\$24,345	\$38,875	\$54,106	\$65,164	\$75,460
Top Administrative Position	8	\$38,025			\$36,768		
Top Finance Position	5	\$62,026			\$63,509		
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	\$78,911	\$43,013	\$53,711	\$66,400	\$92,385	\$129,482
Between \$1 million and \$5 million							
CEO/Executive Director	56	\$119,859	\$66,111	\$81,200	\$105,607	\$133,532	\$189,829
Top Finance Position	9	\$76,710			\$64,086		
Greater than \$5 million							
CEO/Executive Director	56	\$246,526	\$116,741	\$137,644	\$216,316	\$306,935	\$425,610
Top Business Position	6	\$134,158			\$122,283		
Top Development Position	9	\$205,866			\$152,721		
Top Education Position	7	\$157,841			\$141,703		
Top Finance Position	35	\$164,351	\$85,983	\$110,612	\$139,017	\$172,354	\$307,613
Top Operations Position	6	\$205,698			\$184,025		
Top Technology Position	6	\$150,842			\$146,065		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$105,847	\$73,562	\$82,348	\$103,605	\$119,728	\$136,424
Top Finance Position	7	\$83,481			\$77,122		
Greater than \$5 million							
CEO/Executive Director	9	\$272,030			\$162,224		
Top Finance Position	7	\$151,011			\$101,614		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	36	\$56,572	\$32,047	\$49,488	\$58,682	\$65,974	\$72,500
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$76,089		\$58,808	\$75,568	\$85,466	
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$99,508		\$88,698	\$97,751	\$118,043	
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	18	\$48,617		\$42,006	\$48,987	\$59,290	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$50,955			\$47,906		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$80,498			\$82,083		
Greater than \$5 million							
CEO/Executive Director	5	\$129,456			\$127,641		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	36	\$65,701	\$27,474	\$40,000	\$55,912	\$81,076	\$107,983



## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
<b>Health – General and Rehabilitative</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$96,161		\$71,399	\$86,782	\$113,190	
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$165,108	\$61,780	\$90,661	\$116,399	\$163,923	\$238,880
Top Finance Position	6	\$106,768			\$94,809		
Greater than \$5 million							
CEO/Executive Director	78	\$525,828	\$127,439	\$165,978	\$272,156	\$429,012	\$799,804
Top Administrative Position	9	\$355,292			\$150,628		
Top Development Position	5	\$279,835			\$312,359		
Top Finance Position	64	\$259,714	\$113,978	\$132,763	\$172,985	\$284,343	\$477,573
Top Human Resources Position	14	\$304,179		\$178,855	\$235,572	\$388,148	
Top Operations Position	22	\$297,892	\$111,142	\$142,050	\$171,575	\$297,043	\$425,658
Top Technology Position	8	\$337,598			\$295,097		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	26	\$46,832	\$30,720	\$35,703	\$45,035	\$57,726	\$63,094
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$68,639		\$54,426	\$62,016	\$80,610	
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$97,611	\$58,404	\$77,300	\$94,396	\$107,434	\$130,425
Top Finance Position	6	\$69,569			\$69,282		
Greater than \$5 million							
CEO/Executive Director	10	\$132,959		\$103,681	\$110,541	\$161,133	
Top Finance Position	5	\$68,715			\$83,332		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	118	\$50,351	\$24,025	\$34,866	\$47,876	\$60,786	\$76,552
Between \$500 thousand and \$1 million							
CEO/Executive Director	67	\$69,054	\$42,834	\$50,743	\$64,808	\$82,688	\$106,455
Top Administrative Position	6	\$54,472			\$49,935		
Between \$1 million and \$5 million							
CEO/Executive Director	131	\$100,404	\$65,192	\$74,211	\$94,370	\$116,824	\$144,375
Top Administrative Position	6	\$66,438			\$69,536		
Top Finance Position	26	\$76,312	\$46,844	\$57,404	\$63,231	\$84,410	\$122,508
Greater than \$5 million							
CEO/Executive Director	89	\$198,940	\$105,806	\$135,237	\$170,742	\$233,443	\$331,366
Top Administrative Position	15	\$158,729		\$129,860	\$163,289	\$170,819	
Top Development Position	5	\$140,201			\$136,116		
Top Finance Position	64	\$118,771	\$62,790	\$85,199	\$111,951	\$147,026	\$182,343
Top Operations Position	16	\$162,019		\$117,500	\$147,244	\$179,427	
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$43,936			\$34,000		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$55,425		\$40,000	\$56,262	\$63,517	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$72,909		\$60,342	\$68,592	\$85,370	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$96,755		\$70,014	\$86,748	\$110,103	
Top Finance Position	5	\$43,317			\$47,726		
Greater than \$5 million							
CEO/Executive Director	6	\$279,609			\$136,054		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	20	\$59,353	\$27,109	\$42,128	\$53,058	\$64,031	\$104,848
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$79,538			\$84,099		
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$94,550	\$52,449	\$73,705	\$98,921	\$109,486	\$123,072
Greater than \$5 million							
CEO/Executive Director	11	\$209,606		\$157,897	\$208,177	\$287,221	
Top Finance Position	6	\$142,952			\$153,536		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$58,926		\$44,400	\$51,628	\$65,004	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$208,437			\$122,140		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	27	\$48,278	\$21,538	\$35,055	\$49,857	\$59,154	\$75,555
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$76,469		\$64,706	\$72,665	\$89,999	

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$86,546	\$46,000	\$55,920	\$84,216	\$103,398	\$113,929
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	40	\$51,388	\$21,648	\$33,684	\$49,138	\$60,275	\$77,038
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$64,363		\$37,948	\$56,147	\$75,535	
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$99,799		\$75,577	\$110,728	\$117,609	
Greater than \$5 million							
CEO/Executive Director	7	\$471,051			\$182,116		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	34	\$48,307	\$27,501	\$37,238	\$47,032	\$60,422	\$71,111
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$65,085		\$58,889	\$66,373	\$74,993	
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$127,572	\$85,593	\$105,584	\$123,665	\$143,669	\$181,928
Top Finance Position	6	\$78,611			\$70,537		
<b>Wyoming</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$60,815			\$59,400		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wyoming</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$34,546			\$30,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$87,522			\$74,921		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$131,328			\$130,288		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$54,180			\$47,000		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$37,761		\$30,609	\$39,127	\$46,897	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$99,195			\$92,187		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$105,548		\$83,084	\$111,230	\$139,131	
Greater than \$5 million							
CEO/Executive Director	6	\$234,405			\$159,727		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$48,388			\$45,544		
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$55,186			\$57,032		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wyoming</b>							
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$70,744			\$66,480		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$58,041			\$52,100		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	30	\$47,804	\$24,680	\$38,585	\$46,119	\$59,259	\$72,354
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$47,553		\$37,511	\$50,000	\$57,962	
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$75,630	\$42,792	\$62,709	\$70,090	\$88,271	\$111,402
Greater than \$5 million							
CEO/Executive Director	10	\$139,355		\$105,774	\$126,261	\$153,817	
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$53,611			\$51,704		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$103,497			\$114,603		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$42,113			\$45,361		

## 501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wyoming							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	\$47,382			\$42,040		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	9	\$50,856			\$50,559		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
<b>Animal-Related: Animal Protection &amp; Welfare</b>							
CEO/Executive Director	11	\$43,282		\$24,365	\$34,000	\$57,404	
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	7	\$50,378			\$53,622		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	11	\$88,856		\$45,956	\$65,000	\$123,233	
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	9	\$84,021			\$82,500		
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	5	\$129,523			\$90,480		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	5	\$72,159			\$66,800		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	14	\$66,771		\$48,420	\$58,406	\$78,296	
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	7	\$113,065			\$134,600		
<b>Crime, Legal-Related: Protection Against Abuse</b>							
CEO/Executive Director	10	\$55,124		\$34,578	\$50,860	\$70,403	
<b>Crime, Legal-Related: Rehabilitation Services for Offenders</b>							
CEO/Executive Director	6	\$58,860			\$49,800		
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	6	\$84,368			\$78,508		



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	10	\$78,852		\$44,936	\$48,952	\$111,265	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	8	\$38,752			\$40,943		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	42	\$99,480	\$27,930	\$69,254	\$93,834	\$125,404	\$175,474
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	13	\$254,900		\$154,591	\$270,071	\$311,095	
Top Finance Position	6	\$128,873			\$118,972		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	16	\$129,061		\$71,500	\$133,412	\$169,172	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	9	\$77,773			\$62,400		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	10	\$62,956		\$43,294	\$58,888	\$68,894	
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	11	\$51,672		\$30,797	\$46,042	\$69,649	
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	16	\$171,629		\$80,776	\$124,631	\$274,080	
Health – General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	5	\$80,351			\$64,000		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	7	\$237,268			\$103,470		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	20	\$276,032	\$70,708	\$102,262	\$158,945	\$386,329	\$645,997
Top Finance Position	11	\$262,527		\$138,887	\$175,988	\$269,416	
Top Operations Position	8	\$364,027			\$263,026		
<b>Health – General and Rehabilitative: Nursing</b>							
Top Administrative Position	5	\$126,525			\$113,712		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	5	\$118,286			\$126,398		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	14	\$103,842		\$35,231	\$63,877	\$84,656	
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	9	\$76,088			\$65,008		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	42	\$90,369	\$34,600	\$55,176	\$77,170	\$107,778	\$155,938
Top Finance Position	6	\$73,523			\$67,862		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	25	\$59,896	\$25,020	\$34,736	\$47,791	\$68,450	\$110,773
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	7	\$57,273			\$49,500		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	28	\$65,431	\$33,744	\$43,203	\$60,703	\$74,504	\$96,116
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	47	\$86,062	\$34,438	\$47,838	\$74,962	\$106,823	\$164,999
Top Finance Position	11	\$70,021		\$40,426	\$52,521	\$92,623	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	8	\$115,848			\$41,965		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	8	\$88,481			\$61,171		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	25	\$137,730	\$37,789	\$48,079	\$65,152	\$118,963	\$253,616
Top Finance Position	6	\$191,738			\$125,428		
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	8	\$96,305			\$50,221		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	10	\$97,776		\$76,014	\$92,914	\$129,067	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	25	\$70,936	\$41,080	\$46,038	\$57,000	\$87,500	\$121,656
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	17	\$72,289		\$42,923	\$54,918	\$81,488	
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	12	\$89,744		\$45,676	\$86,935	\$126,212	
Public, Society Benefit – Multipurpose and Other: Leadership Development							
CEO/Executive Director	7	\$91,391			\$107,705		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	10	\$100,817		\$39,332	\$85,867	\$121,474	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	90	\$56,576	\$22,251	\$31,470	\$45,486	\$75,551	\$101,865
Top Finance Position	6	\$44,376			\$46,569		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	6	\$68,831			\$52,284		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	8	\$92,555			\$85,901		
Unknown							
CEO/Executive Director	11	\$70,579		\$30,259	\$37,530	\$76,646	
Youth Development: Scouting							
CEO/Executive Director	7	\$99,685			\$105,000		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	11	\$61,067		\$32,250	\$45,816	\$100,331	
Youth Development: Youth Development Programs							
CEO/Executive Director	14	\$77,327		\$44,436	\$67,083	\$111,420	
<b>Alaska</b>							
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	6	\$123,118			\$136,441		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	14	\$100,389		\$48,398	\$71,966	\$144,574	
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	17	\$77,883		\$59,000	\$71,285	\$95,547	
Top Administrative Position	13	\$73,559		\$59,000	\$71,285	\$80,000	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	9	\$72,520			\$63,563		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alaska</b>							
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	6	\$109,342			\$85,594		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	6	\$82,939			\$61,316		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	11	\$98,218		\$69,785	\$93,078	\$118,415	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	\$81,381			\$86,195		
Environmental Quality, Protection and Beautification : Environmental Education							
CEO/Executive Director	5	\$55,675			\$62,812		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	15	\$84,738		\$62,515	\$77,718	\$107,537	
Environmental Quality, Protection and Beautification : Service and Other							
CEO/Executive Director	7	\$113,030			\$100,188		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	6	\$57,156			\$56,890		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	14	\$228,013		\$106,174	\$138,530	\$326,610	
Top Finance Position	9	\$190,037			\$101,320		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	12	\$326,863		\$167,956	\$253,908	\$403,212	
Top Finance Position	8	\$232,153			\$215,786		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	7	\$91,967			\$72,405		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alaska</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	26	\$122,148	\$50,521	\$78,866	\$97,032	\$145,890	\$212,176
Top Finance Position	8	\$122,861			\$116,346		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	\$70,195			\$70,069		
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	5	\$56,368			\$54,417		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	12	\$83,798		\$63,697	\$68,821	\$90,798	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	13	\$131,192		\$63,000	\$100,884	\$150,299	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	\$69,248			\$73,729		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	8	\$130,364			\$131,799		
Top Finance Position	6	\$101,444			\$94,169		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	12	\$95,092		\$66,711	\$86,590	\$130,023	
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	5	\$77,230			\$70,000		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	10	\$62,491		\$44,700	\$58,547	\$77,615	
Unknown							
CEO/Executive Director	11	\$97,674		\$60,634	\$80,000	\$106,852	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arizona</b>							
<b>Animal-Related: Animal Protection &amp; Welfare</b>							
CEO/Executive Director	19	\$68,945		\$37,062	\$53,000	\$77,042	
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	19	\$73,067		\$37,698	\$62,400	\$95,825	
<b>Arts, Culture and Humanities: Arts, Culture &amp; Humanities N.E.C.</b>							
CEO/Executive Director	5	\$158,795			\$74,884		
<b>Arts, Culture and Humanities: Historical Organizations</b>							
CEO/Executive Director	11	\$79,124		\$50,010	\$64,615	\$105,243	
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
CEO/Executive Director	6	\$45,347			\$43,603		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	13	\$93,885		\$47,852	\$68,239	\$126,937	
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	32	\$83,668	\$26,538	\$40,275	\$58,925	\$102,584	\$159,401
Top Finance Position	7	\$77,706			\$72,264		
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	5	\$72,137			\$71,538		
<b>Arts, Culture and Humanities: Visual Arts</b>							
CEO/Executive Director	5	\$67,331			\$64,516		
<b>Civil Rights, Social Action, Advocacy: Civil Liberties</b>							
CEO/Executive Director	5	\$192,799			\$113,321		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	7	\$99,427			\$91,007		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arizona</b>							
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	5	\$149,967			\$116,000		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	16	\$112,708		\$57,463	\$63,174	\$121,388	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	8	\$126,365			\$84,183		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	6	\$83,498			\$68,828		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	5	\$150,060			\$147,000		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	8	\$107,940			\$60,389		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	7	\$60,583			\$54,000		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	5	\$123,965			\$106,342		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	11	\$86,829		\$49,500	\$72,266	\$109,446	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	23	\$85,276	\$34,297	\$44,719	\$70,993	\$128,965	\$151,411
Top Finance Position	10	\$66,316		\$41,017	\$60,805	\$88,682	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	13	\$109,076		\$54,000	\$80,040	\$137,064	



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arizona</b>							
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	131	\$100,722	\$46,445	\$65,498	\$87,396	\$120,086	\$167,571
Top Administrative Position	18	\$98,645		\$71,786	\$86,134	\$107,628	
Top Business Position	7	\$57,411			\$49,786		
Top Finance Position	21	\$88,575	\$43,600	\$61,192	\$80,513	\$111,943	\$126,691
Top Operations Position	8	\$107,427			\$115,620		
<b>Educational Institutions and Related Activities: Graduate &amp; Professional Schools</b>							
CEO/Executive Director	5	\$151,664			\$122,214		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	8	\$146,477			\$90,500		
Top Finance Position	5	\$102,379			\$92,592		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	20	\$130,288	\$41,120	\$69,563	\$90,727	\$135,069	\$214,685
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	19	\$85,695		\$52,330	\$74,868	\$111,047	
<b>Educational Institutions and Related Activities: Vocational &amp; Technical Schools</b>							
CEO/Executive Director	5	\$66,269			\$64,500		
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	10	\$83,223		\$53,740	\$71,202	\$96,386	
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	5	\$109,458			\$97,954		
<b>Environmental Quality, Protection and Beautification : Environmental Education</b>							
CEO/Executive Director	5	\$79,105			\$63,705		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arizona</b>							
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	22	\$91,039	\$45,200	\$60,793	\$74,746	\$110,592	\$149,416
Top Finance Position	5	\$83,039			\$97,027		
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	14	\$75,667		\$52,520	\$65,929	\$104,171	
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	21	\$182,842	\$31,875	\$108,468	\$218,801	\$243,331	\$317,941
Top Finance Position	13	\$142,921		\$91,534	\$127,802	\$161,474	
Top Operations Position	7	\$140,031			\$133,270		
<b>Health – General and Rehabilitative: Health (General &amp; Financing)</b>							
CEO/Executive Director	9	\$143,978			\$75,377		
<b>Health – General and Rehabilitative: Health Care N.E.C.</b>							
CEO/Executive Director	7	\$128,048			\$63,643		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	10	\$212,573		\$77,358	\$103,236	\$178,852	
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	29	\$715,065	\$80,765	\$200,821	\$253,516	\$524,545	\$1,094,262
Top Finance Position	24	\$267,848	\$46,588	\$79,849	\$161,854	\$285,693	\$564,877
Top Human Resources Position	7	\$299,685			\$348,578		
Top Operations Position	10	\$377,906		\$172,923	\$229,520	\$467,201	
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	6	\$149,824			\$133,109		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	5	\$101,084			\$72,960		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arizona</b>							
<b>Health – General and Rehabilitative: Rehabilitative Care</b>							
CEO/Executive Director	6	\$245,431			\$58,129		
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
CEO/Executive Director	5	\$109,656			\$94,130		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	19	\$98,881		\$66,854	\$90,046	\$110,965	
Top Finance Position	6	\$60,070			\$61,420		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	11	\$103,106		\$45,133	\$60,108	\$148,928	
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	67	\$106,537	\$34,603	\$52,152	\$83,021	\$130,968	\$220,623
Top Finance Position	18	\$102,526		\$76,894	\$86,711	\$121,511	
Top Operations Position	8	\$105,351			\$101,978		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	34	\$108,840	\$42,791	\$68,206	\$95,576	\$147,615	\$189,868
Top Finance Position	12	\$79,372		\$45,595	\$90,140	\$105,855	
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	8	\$64,845			\$54,519		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	30	\$84,115	\$32,183	\$43,575	\$67,434	\$109,041	\$165,290
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	56	\$98,112	\$37,096	\$47,158	\$83,791	\$104,432	\$194,894
Top Finance Position	7	\$111,964			\$106,822		
Top Operations Position	7	\$144,671			\$106,834		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arizona</b>							
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	10	\$102,148		\$85,182	\$108,230	\$126,209	
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	10	\$98,812		\$57,124	\$73,293	\$126,980	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	18	\$169,389		\$91,250	\$129,062	\$231,292	
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	8	\$82,612			\$72,659		
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	10	\$53,756		\$29,696	\$38,800	\$54,237	
Medical Research: Medical Research N.E.C.							
CEO/Executive Director	5	\$148,221			\$121,118		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	5	\$83,149			\$65,885		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	16	\$178,441		\$82,175	\$179,500	\$248,130	
Top Finance Position	9	\$139,202			\$138,424		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	21	\$165,876	\$60,184	\$103,000	\$169,054	\$201,410	\$269,369
Top Finance Position	7	\$116,706			\$118,443		
Top Operations Position	6	\$142,462			\$143,770		
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	6	\$231,658			\$242,527		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arizona</b>							
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	8	\$202,450			\$191,422		
Top Finance Position	5	\$120,370			\$118,118		
Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other							
CEO/Executive Director	10	\$135,640		\$52,967	\$93,998	\$144,819	
Public, Society Benefit – Multipurpose and Other: Leadership Development							
CEO/Executive Director	6	\$90,709			\$93,457		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	13	\$66,995		\$44,520	\$51,594	\$94,241	
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	5	\$74,128			\$75,200		
Recreation, Sports, Leisure, Athletics: Sports Associations & Training Facilities							
CEO/Executive Director	5	\$77,112			\$44,253		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	79	\$69,493	\$29,580	\$36,000	\$57,600	\$76,057	\$116,009
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	5	\$88,469			\$77,500		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	15	\$55,356		\$22,869	\$40,973	\$71,523	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	6	\$188,805			\$118,048		
Unknown							
CEO/Executive Director	19	\$145,018		\$56,264	\$90,685	\$153,289	
Top Finance Position	5	\$149,907			\$122,613		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arizona</b>							
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	12	\$104,079		\$67,223	\$86,911	\$138,039	
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	8	\$59,862			\$51,264		
Youth Development: Youth Development Programs							
CEO/Executive Director	21	\$75,987	\$43,140	\$48,668	\$74,209	\$87,174	\$118,704
<b>Arkansas</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	13	\$84,251		\$44,000	\$49,794	\$95,125	
Arts, Culture and Humanities: Museums							
CEO/Executive Director	6	\$141,136			\$81,033		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	6	\$79,510			\$71,149		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	16	\$66,500		\$38,959	\$62,231	\$74,536	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	14	\$100,446		\$87,276	\$100,581	\$122,978	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	\$89,693			\$101,730		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	35	\$103,479	\$33,563	\$45,137	\$72,114	\$134,744	\$208,330
Top Administrative Position	5	\$79,403			\$33,198		
Top Finance Position	8	\$73,569			\$74,766		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arkansas</b>							
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	14	\$215,831		\$125,785	\$232,403	\$270,426	
Top Finance Position	8	\$136,958			\$137,105		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	8	\$116,002			\$83,705		
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	5	\$56,622			\$46,429		
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	6	\$126,445			\$102,455		
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	11	\$79,489		\$46,727	\$67,685	\$116,431	
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	9	\$242,447			\$204,331		
Top Finance Position	6	\$139,535			\$114,389		
Top Operations Position	5	\$160,552			\$117,238		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	28	\$314,642	\$95,300	\$156,890	\$198,443	\$450,836	\$612,327
Top Administrative Position	7	\$263,741			\$258,719		
Top Finance Position	21	\$225,023	\$78,237	\$107,142	\$141,403	\$219,950	\$428,043
Top Operations Position	6	\$311,522			\$219,910		
<b>Health – General and Rehabilitative: Nursing</b>							
Top Administrative Position	7	\$94,540			\$86,554		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	5	\$195,343			\$166,767		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arkansas</b>							
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	7	\$79,154			\$90,620		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	6	\$61,011			\$46,223		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	43	\$83,680	\$27,969	\$58,510	\$78,996	\$112,588	\$145,597
Top Finance Position	8	\$62,496			\$53,136		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	11	\$92,448		\$69,730	\$83,700	\$121,460	
Top Finance Position	5	\$64,572			\$65,809		
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	6	\$52,392			\$57,256		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	18	\$73,498		\$40,826	\$68,218	\$82,096	
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	19	\$74,478		\$46,739	\$56,037	\$71,597	
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	7	\$117,543			\$118,096		
<b>International, Foreign Affairs and National Security: International Development</b>							
CEO/Executive Director	10	\$89,284		\$43,580	\$54,777	\$72,525	
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	13	\$162,702		\$158,334	\$164,385	\$185,071	
Top Finance Position	6	\$92,809			\$90,239		



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arkansas</b>							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	8	\$66,781			\$55,727		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	5	\$190,025			\$194,589		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	42	\$58,462	\$19,050	\$26,500	\$49,982	\$74,020	\$107,971
Top Finance Position	5	\$41,117			\$30,484		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	6	\$60,880			\$65,020		
Unknown							
CEO/Executive Director	10	\$63,473		\$48,002	\$62,379	\$83,479	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	12	\$67,926		\$34,875	\$51,605	\$91,147	
Youth Development: Youth Development Programs							
CEO/Executive Director	6	\$53,310			\$49,625		
<b>California</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	110	\$95,146	\$26,913	\$45,447	\$72,083	\$109,894	\$211,095
Top Development Position	9	\$139,147			\$141,385		
Top Finance Position	21	\$105,482	\$32,657	\$70,000	\$100,000	\$148,019	\$170,864
Top Operations Position	7	\$149,786			\$157,136		
Animal-Related: Animal Related N.E.C.							
CEO/Executive Director	5	\$57,822			\$52,999		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Animal-Related: Service and Other</b>							
CEO/Executive Director	21	\$78,783	\$36,000	\$53,115	\$70,358	\$99,187	\$130,040
<b>Animal-Related: Wildlife Preservation &amp; Protection</b>							
CEO/Executive Director	32	\$107,143	\$39,514	\$56,290	\$106,412	\$136,684	\$178,824
Top Finance Position	5	\$71,540			\$51,971		
<b>Animal-Related: Zoos &amp; Aquariums</b>							
CEO/Executive Director	8	\$391,605			\$286,855		
Top Development Position	5	\$224,647			\$159,447		
Top Finance Position	8	\$219,899			\$160,495		
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	257	\$85,735	\$28,169	\$41,333	\$71,369	\$103,251	\$157,102
Top Administrative Position	5	\$81,274			\$72,825		
Top Finance Position	25	\$117,783	\$49,945	\$72,000	\$125,559	\$135,000	\$152,678
Top Operations Position	14	\$122,171		\$72,356	\$116,845	\$157,695	
<b>Arts, Culture and Humanities: Arts Services</b>							
CEO/Executive Director	12	\$72,614		\$37,988	\$75,310	\$100,941	
<b>Arts, Culture and Humanities: Arts, Culture &amp; Humanities N.E.C.</b>							
CEO/Executive Director	19	\$164,364		\$54,180	\$77,147	\$193,540	
<b>Arts, Culture and Humanities: Historical Organizations</b>							
CEO/Executive Director	31	\$82,488	\$31,500	\$58,398	\$77,250	\$104,075	\$135,833
<b>Arts, Culture and Humanities: Humanities</b>							
CEO/Executive Director	20	\$108,508	\$52,104	\$58,655	\$70,952	\$155,178	\$214,360
Top Finance Position	6	\$55,198			\$42,853		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
CEO/Executive Director	114	\$103,178	\$34,328	\$49,479	\$78,728	\$125,068	\$201,962
Top Administrative Position	8	\$116,265			\$85,952		
Top Development Position	5	\$198,545			\$181,033		
Top Finance Position	26	\$106,195	\$40,923	\$55,396	\$91,937	\$138,034	\$200,333
Top Operations Position	15	\$141,299		\$74,252	\$130,594	\$172,095	
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	139	\$141,714	\$41,656	\$65,360	\$102,812	\$187,127	\$303,101
Top Development Position	21	\$172,201	\$113,468	\$122,166	\$154,020	\$181,113	\$242,454
Top Finance Position	30	\$136,353	\$66,967	\$99,794	\$124,710	\$158,776	\$241,573
Top Marketing Position	8	\$157,727			\$154,635		
Top Operations Position	19	\$148,718		\$103,752	\$157,651	\$194,896	
Top Technology Position	6	\$136,056			\$128,633		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	277	\$102,488	\$26,096	\$45,112	\$73,776	\$110,070	\$172,561
Top Administrative Position	24	\$91,721	\$22,228	\$34,419	\$82,770	\$128,974	\$157,242
Top Development Position	18	\$171,404		\$133,496	\$170,128	\$211,043	
Top Finance Position	39	\$121,376	\$25,124	\$53,898	\$97,518	\$165,118	\$268,760
Top Marketing Position	8	\$189,991			\$182,140		
Top Operations Position	12	\$189,988		\$104,678	\$138,622	\$183,339	
Top Technology Position	5	\$120,307			\$143,044		
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	39	\$129,221	\$51,820	\$64,702	\$107,000	\$169,480	\$253,759
Top Finance Position	7	\$166,007			\$146,218		
<b>Arts, Culture and Humanities: Visual Arts</b>							
CEO/Executive Director	27	\$70,897	\$30,480	\$43,700	\$60,577	\$82,580	\$128,964

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	18	\$121,949		\$87,184	\$108,934	\$162,346	
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	92	\$109,631	\$47,384	\$64,966	\$90,910	\$145,913	\$207,356
Top Development Position	5	\$126,877			\$127,296		
Top Finance Position	14	\$113,261		\$73,486	\$113,614	\$159,555	
Top Legal Position	11	\$155,682		\$134,788	\$157,134	\$177,033	
Top Operations Position	9	\$111,507			\$109,695		
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action & Advocacy N.E.C.							
CEO/Executive Director	26	\$114,536	\$49,649	\$61,250	\$85,479	\$155,230	\$204,632
Civil Rights, Social Action, Advocacy: Intergroup & Race Relations							
CEO/Executive Director	6	\$64,656			\$61,529		
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	34	\$117,690	\$48,017	\$54,503	\$89,781	\$177,048	\$200,912
Top Finance Position	8	\$129,881			\$132,577		
Civil Rights, Social Action, Advocacy: Voter Education & Registration							
CEO/Executive Director	9	\$91,318			\$71,091		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	30	\$127,855	\$45,959	\$81,542	\$123,988	\$168,848	\$214,742
Top Finance Position	8	\$106,209			\$109,203		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	101	\$101,110	\$40,000	\$51,121	\$88,125	\$132,000	\$172,305
Top Finance Position	15	\$85,971		\$35,253	\$83,683	\$120,889	
Top Operations Position	5	\$89,436			\$83,009		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Community Improvement, Capacity Building: Community Improvement &amp; Capacity Building N.E.C.</b>							
CEO/Executive Director	26	\$94,672	\$42,286	\$55,662	\$71,782	\$97,988	\$155,111
Top Finance Position	5	\$84,729			\$70,000		
<b>Community Improvement, Capacity Building: Community Service Clubs</b>							
CEO/Executive Director	15	\$149,666		\$62,344	\$91,000	\$150,282	
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	73	\$141,317	\$44,831	\$77,520	\$105,000	\$186,209	\$257,443
Top Finance Position	11	\$116,266		\$63,967	\$125,730	\$138,181	
Top Operations Position	7	\$166,286			\$171,255		
<b>Community Improvement, Capacity Building: Nonprofit Management</b>							
CEO/Executive Director	20	\$134,439	\$26,533	\$75,434	\$124,459	\$149,297	\$198,750
Top Finance Position	5	\$117,975			\$105,350		
<b>Community Improvement, Capacity Building: Service and Other</b>							
CEO/Executive Director	34	\$151,916	\$65,000	\$75,188	\$109,948	\$151,157	\$332,591
Top Finance Position	6	\$185,382			\$210,204		
Top Operations Position	5	\$185,886			\$167,501		
<b>Crime, Legal-Related: Administration of Justice</b>							
CEO/Executive Director	6	\$86,168			\$90,106		
<b>Crime, Legal-Related: Crime Prevention</b>							
CEO/Executive Director	30	\$77,395	\$44,487	\$47,816	\$64,041	\$95,115	\$125,137
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	64	\$124,746	\$55,780	\$80,550	\$111,719	\$167,275	\$201,921
Top Finance Position	7	\$134,074			\$132,246		
Top Legal Position	19	\$163,428		\$136,271	\$156,135	\$180,531	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Crime, Legal-Related: Protection Against Abuse</b>							
CEO/Executive Director	35	\$94,817	\$38,270	\$58,977	\$85,371	\$108,218	\$187,386
<b>Crime, Legal-Related: Rehabilitation Services for Offenders</b>							
CEO/Executive Director	20	\$88,934	\$30,418	\$57,594	\$81,465	\$104,978	\$125,034
<b>Crime, Legal-Related: Service and Other</b>							
CEO/Executive Director	11	\$114,626		\$89,010	\$112,814	\$131,717	
<b>Diseases, Disorders, Medical Disciplines: Birth Defects &amp; Genetic Diseases</b>							
CEO/Executive Director	11	\$134,730		\$61,426	\$79,167	\$143,454	
<b>Diseases, Disorders, Medical Disciplines: Cancer</b>							
CEO/Executive Director	41	\$112,324	\$35,000	\$52,036	\$75,000	\$113,537	\$172,201
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	33	\$102,650	\$34,623	\$43,000	\$66,937	\$121,980	\$224,980
Top Finance Position	5	\$103,265			\$72,000		
<b>Diseases, Disorders, Medical Disciplines: Medical Disciplines</b>							
CEO/Executive Director	13	\$167,067		\$88,844	\$103,886	\$189,434	
Top Finance Position	5	\$89,345			\$101,422		
<b>Diseases, Disorders, Medical Disciplines: Nerve, Muscle &amp; Bone Diseases</b>							
CEO/Executive Director	13	\$90,805		\$44,144	\$90,909	\$120,000	
<b>Diseases, Disorders, Medical Disciplines: Service and Other</b>							
CEO/Executive Director	17	\$164,526		\$80,250	\$105,115	\$166,242	
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	53	\$128,627	\$40,985	\$60,000	\$90,400	\$155,322	\$276,789
Top Finance Position	9	\$152,692			\$187,385		
Top Operations Position	5	\$140,124			\$161,241		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
Diseases, Disorders, Medical Disciplines: Voluntary Health Associations & Medical Disciplines N.E.C							
CEO/Executive Director	8	\$94,468			\$81,689		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	19	\$94,125		\$51,450	\$57,830	\$113,464	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	112	\$151,522	\$36,028	\$70,100	\$120,370	\$186,628	\$273,324
Top Administrative Position	5	\$117,728			\$120,355		
Top Finance Position	25	\$135,216	\$48,860	\$68,691	\$148,636	\$195,895	\$209,531
Top Operations Position	12	\$138,233		\$96,526	\$131,896	\$194,463	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	133	\$115,932	\$37,119	\$60,000	\$108,000	\$149,600	\$190,148
Top Administrative Position	8	\$146,467			\$121,161		
Top Development Position	5	\$146,385			\$138,842		
Top Finance Position	32	\$117,600	\$50,971	\$72,055	\$119,481	\$150,569	\$185,936
Top Operations Position	9	\$129,633			\$120,860		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	907	\$154,064	\$48,988	\$80,350	\$121,824	\$180,685	\$289,244
Top Administrative Position	70	\$126,199	\$48,801	\$88,620	\$121,545	\$156,425	\$202,011
Top Business Position	55	\$110,426	\$53,700	\$75,357	\$117,182	\$138,060	\$155,805
Top Development Position	67	\$161,299	\$117,088	\$138,345	\$156,827	\$186,301	\$215,314
Top Education Position	35	\$148,014	\$97,333	\$119,300	\$137,747	\$167,142	\$213,791
Top Facilities Position	7	\$145,625			\$165,555		
Top Finance Position	214	\$138,736	\$46,011	\$83,516	\$123,838	\$193,190	\$245,086
Top Human Resources Position	8	\$123,124			\$124,405		
Top Operations Position	75	\$150,703	\$79,821	\$102,334	\$143,788	\$188,239	\$238,761
Top Program Position	19	\$120,496		\$83,340	\$110,120	\$135,324	
Top Technology Position	24	\$153,727	\$120,322	\$130,123	\$151,130	\$162,967	\$190,876
<b>Educational Institutions and Related Activities: Graduate &amp; Professional Schools</b>							
CEO/Executive Director	29	\$250,944	\$60,260	\$100,680	\$242,201	\$400,286	\$462,663
Top Education Position	6	\$208,538			\$196,307		
Top Finance Position	17	\$174,880		\$140,186	\$175,087	\$224,771	



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	100	\$351,253	\$66,267	\$126,243	\$257,023	\$430,043	\$681,765
Top Administrative Position	13	\$320,393		\$260,767	\$306,224	\$326,087	
Top Business Position	7	\$261,327			\$197,032		
Top Development Position	28	\$265,009	\$150,803	\$167,108	\$207,707	\$323,124	\$369,936
Top Education Position	14	\$185,595		\$144,440	\$189,683	\$215,889	
Top Facilities Position	6	\$220,419			\$204,277		
Top Finance Position	59	\$204,452	\$79,503	\$136,568	\$177,104	\$261,015	\$336,735
Top Human Resources Position	6	\$212,866			\$186,725		
Top Legal Position	6	\$410,782			\$331,930		
Top Operations Position	7	\$344,751			\$232,603		
Top Technology Position	10	\$219,079		\$162,703	\$202,614	\$250,926	
<b>Educational Institutions and Related Activities: Libraries</b>							
CEO/Executive Director	22	\$121,856	\$31,388	\$44,994	\$87,841	\$138,009	\$238,934
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	172	\$145,520	\$38,766	\$65,488	\$119,658	\$183,947	\$315,411
Top Administrative Position	5	\$110,177			\$105,967		
Top Business Position	6	\$135,395			\$126,115		
Top Development Position	9	\$127,683			\$107,250		
Top Education Position	5	\$170,915			\$123,013		
Top Finance Position	36	\$145,795	\$65,073	\$107,923	\$134,088	\$184,225	\$213,882
Top Operations Position	14	\$172,486		\$133,025	\$162,604	\$219,463	
Top Program Position	7	\$149,785			\$128,913		
Top Technology Position	5	\$218,326			\$240,202		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	73	\$112,888	\$39,687	\$60,000	\$103,150	\$150,000	\$198,092
Top Finance Position	9	\$134,577			\$141,756		
Top Operations Position	5	\$119,276			\$114,074		
Educational Institutions and Related Activities: Vocational & Technical Schools							
CEO/Executive Director	12	\$134,817		\$56,757	\$93,644	\$161,017	
Top Finance Position	5	\$167,346			\$124,230		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	79	\$126,953	\$57,525	\$81,992	\$119,871	\$151,259	\$227,132
Top Education Position	13	\$183,444		\$171,362	\$182,242	\$205,798	
Top Finance Position	25	\$104,175	\$64,477	\$77,162	\$101,498	\$127,342	\$149,689
Top Operations Position	9	\$141,285			\$106,298		
Employment, Job-Related: Labor Unions							
CEO/Executive Director	8	\$118,552			\$93,125		
Employment, Job-Related: Service and Other							
CEO/Executive Director	9	\$118,021			\$85,508		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	31	\$173,706	\$66,744	\$84,503	\$107,940	\$203,159	\$372,343
Top Finance Position	15	\$125,367		\$86,294	\$104,737	\$154,735	
Top Human Resources Position	6	\$117,941			\$110,952		
Top Operations Position	5	\$138,779			\$121,686		
Environmental Quality, Protection and Beautification : Botanical, Horticultural & Landscape Service							
CEO/Executive Director	15	\$111,749		\$52,680	\$104,466	\$176,809	
Top Finance Position	5	\$72,610			\$95,736		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
Environmental Quality, Protection and Beautification : Environment N.E.C.							
CEO/Executive Director	41	\$92,694	\$28,028	\$50,000	\$68,745	\$118,532	\$139,328
Top Finance Position	6	\$123,742			\$112,083		
Environmental Quality, Protection and Beautification : Environmental Beautification							
CEO/Executive Director	8	\$102,317			\$84,008		
Environmental Quality, Protection and Beautification : Environmental Education							
CEO/Executive Director	47	\$89,243	\$26,370	\$54,564	\$75,000	\$118,882	\$149,742
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	192	\$113,171	\$40,631	\$66,765	\$100,392	\$148,430	\$190,318
Top Administrative Position	6	\$113,133			\$119,669		
Top Development Position	11	\$160,923		\$127,651	\$157,612	\$177,507	
Top Finance Position	34	\$125,118	\$49,926	\$88,835	\$125,067	\$152,357	\$210,608
Top Operations Position	10	\$124,940		\$77,022	\$136,254	\$149,034	
Top Program Position	7	\$110,818			\$116,004		
Environmental Quality, Protection and Beautification : Pollution Abatement & Control							
CEO/Executive Director	17	\$107,698		\$44,948	\$93,845	\$149,506	
Environmental Quality, Protection and Beautification : Service and Other							
CEO/Executive Director	59	\$135,302	\$39,030	\$77,500	\$108,468	\$153,344	\$223,814
Top Finance Position	9	\$119,754			\$128,900		
Top Program Position	6	\$193,784			\$146,979		
Food, Agriculture and Nutrition: Agricultural Programs							
CEO/Executive Director	24	\$102,264	\$34,000	\$65,030	\$87,849	\$130,334	\$166,988

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	68	\$99,715	\$41,085	\$58,126	\$84,951	\$120,141	\$185,110
Top Development Position	5	\$141,355			\$159,538		
Top Finance Position	13	\$115,264		\$96,000	\$102,103	\$132,745	
Top Operations Position	5	\$136,458			\$121,687		
<b>Food, Agriculture and Nutrition: Food, Agriculture &amp; Nutrition N.E.C.</b>							
CEO/Executive Director	8	\$69,322			\$60,973		
<b>Food, Agriculture and Nutrition: Nutrition</b>							
CEO/Executive Director	9	\$91,436			\$64,500		
<b>Food, Agriculture and Nutrition: Service and Other</b>							
CEO/Executive Director	7	\$144,347			\$120,647		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	151	\$272,277	\$77,401	\$124,760	\$180,105	\$269,890	\$440,545
Top Administrative Position	5	\$124,953			\$129,247		
Top Finance Position	86	\$191,485	\$84,924	\$116,530	\$151,546	\$202,077	\$317,240
Top Human Resources Position	10	\$359,903		\$116,461	\$152,957	\$252,195	
Top Operations Position	43	\$212,603	\$79,872	\$128,042	\$158,604	\$229,238	\$335,675
Top Technology Position	10	\$214,114		\$155,692	\$180,164	\$230,269	
<b>Health – General and Rehabilitative: Health (General &amp; Financing)</b>							
CEO/Executive Director	23	\$107,627	\$33,180	\$57,177	\$93,750	\$140,025	\$205,405
Top Finance Position	6	\$94,622			\$93,629		
<b>Health – General and Rehabilitative: Health Care N.E.C.</b>							
CEO/Executive Director	35	\$128,150	\$42,600	\$73,025	\$119,405	\$141,439	\$231,874
Top Finance Position	8	\$101,894			\$96,220		
Top Operations Position	5	\$124,885			\$124,700		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	53	\$147,341	\$35,607	\$62,655	\$80,676	\$178,371	\$341,950
Top Finance Position	9	\$203,266			\$178,530		
Top Human Resources Position	5	\$186,542			\$172,587		
Top Operations Position	7	\$171,228			\$119,398		
Top Technology Position	5	\$216,852			\$184,820		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	132	\$596,105	\$72,190	\$124,222	\$246,925	\$609,192	\$1,593,377
Top Administrative Position	9	\$436,394			\$207,844		
Top Business Position	6	\$436,935			\$404,052		
Top Development Position	14	\$224,783		\$165,778	\$186,926	\$312,018	
Top Finance Position	95	\$390,709	\$84,450	\$154,846	\$247,366	\$490,431	\$819,317
Top Human Resources Position	32	\$374,669	\$137,932	\$238,448	\$301,089	\$439,577	\$664,662
Top Legal Position	8	\$989,343			\$847,305		
Top Marketing Position	6	\$273,167			\$247,392		
Top Operations Position	51	\$402,072	\$133,149	\$183,823	\$305,470	\$515,660	\$719,437
Top Technology Position	15	\$428,823		\$231,065	\$329,371	\$575,632	
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	26	\$158,589	\$61,406	\$70,716	\$114,038	\$207,177	\$304,732
Top Administrative Position	10	\$150,647		\$91,965	\$146,049	\$192,322	
Top Finance Position	9	\$146,851			\$123,087		
Top Operations Position	5	\$175,089			\$165,618		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	49	\$115,035	\$39,561	\$63,561	\$96,361	\$145,168	\$186,128
Top Finance Position	5	\$142,053			\$154,117		
Top Operations Position	7	\$115,033			\$119,638		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Health – General and Rehabilitative: Rehabilitative Care</b>							
CEO/Executive Director	18	\$102,399		\$68,484	\$102,751	\$132,567	
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
CEO/Executive Director	42	\$130,354	\$38,810	\$49,869	\$79,225	\$131,699	\$365,941
Top Finance Position	5	\$218,722			\$229,488		
Top Operations Position	8	\$154,014			\$134,812		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	80	\$229,870	\$41,219	\$76,014	\$118,117	\$235,672	\$430,640
Top Development Position	7	\$223,619			\$221,199		
Top Finance Position	14	\$265,204		\$165,758	\$198,766	\$281,374	
Top Operations Position	14	\$373,617		\$161,135	\$231,378	\$357,384	
<b>Housing, Shelter: Homeowners &amp; Tenants Associations</b>							
CEO/Executive Director	8	\$91,206			\$93,585		
<b>Housing, Shelter: Housing &amp; Shelter N.E.C.</b>							
CEO/Executive Director	24	\$77,892	\$32,060	\$49,350	\$74,618	\$91,671	\$140,764
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	192	\$173,349	\$56,497	\$87,119	\$141,168	\$209,684	\$289,680
Top Administrative Position	6	\$104,765			\$99,935		
Top Development Position	6	\$255,410			\$156,220		
Top Facilities Position	6	\$118,560			\$129,173		
Top Finance Position	63	\$174,107	\$86,752	\$114,917	\$145,376	\$174,789	\$319,330
Top Human Resources Position	10	\$192,184		\$149,168	\$156,117	\$197,707	
Top Operations Position	23	\$174,231	\$75,008	\$120,783	\$166,280	\$201,645	\$285,838
Top Program Position	8	\$124,328			\$134,816		
Top Technology Position	5	\$233,341			\$165,002		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	43	\$113,932	\$45,620	\$67,875	\$108,000	\$152,757	\$197,644
Top Finance Position	8	\$119,488			\$103,404		
<b>Housing, Shelter: Service and Other</b>							
CEO/Executive Director	20	\$116,885	\$51,439	\$78,197	\$89,396	\$130,210	\$202,791
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	67	\$98,475	\$40,204	\$59,150	\$87,692	\$125,223	\$176,773
Top Finance Position	12	\$106,107		\$81,699	\$116,210	\$126,511	
Top Program Position	5	\$100,553			\$104,040		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	405	\$117,996	\$39,315	\$65,284	\$100,049	\$142,101	\$215,038
Top Administrative Position	12	\$100,910		\$53,624	\$106,291	\$138,918	
Top Development Position	16	\$152,157		\$113,773	\$128,666	\$160,302	
Top Finance Position	106	\$111,043	\$52,813	\$70,051	\$103,968	\$135,387	\$194,666
Top Human Resources Position	14	\$139,171		\$111,867	\$139,949	\$166,054	
Top Operations Position	37	\$126,431	\$45,171	\$71,090	\$112,718	\$150,703	\$229,981
Top Program Position	17	\$114,013		\$97,543	\$109,532	\$138,743	
Top Technology Position	5	\$148,612			\$126,173		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	343	\$123,082	\$45,427	\$72,290	\$104,426	\$157,433	\$223,768
Top Administrative Position	16	\$110,520		\$73,500	\$116,720	\$148,584	
Top Development Position	17	\$126,525		\$109,329	\$128,119	\$147,996	
Top Finance Position	90	\$117,625	\$50,688	\$74,624	\$116,101	\$150,480	\$185,428
Top Human Resources Position	11	\$109,906		\$84,039	\$114,347	\$130,139	
Top Operations Position	28	\$150,896	\$101,977	\$122,229	\$144,882	\$169,579	\$214,731
Top Program Position	35	\$95,563	\$42,368	\$55,212	\$102,732	\$121,352	\$148,901
Top Technology Position	6	\$140,456			\$137,507		
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	51	\$93,286	\$38,587	\$51,900	\$77,709	\$111,699	\$171,335
Top Finance Position	8	\$92,018			\$77,814		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	196	\$106,352	\$40,129	\$58,863	\$87,750	\$134,814	\$191,476
Top Administrative Position	7	\$106,827			\$76,892		
Top Development Position	8	\$104,161			\$104,090		
Top Finance Position	50	\$106,705	\$44,981	\$62,249	\$101,707	\$138,374	\$171,843
Top Human Resources Position	10	\$139,526		\$108,933	\$140,743	\$164,369	
Top Operations Position	15	\$131,252		\$101,696	\$116,198	\$170,711	
Top Program Position	10	\$121,477		\$89,889	\$105,405	\$135,600	
Top Technology Position	5	\$141,490			\$136,513		



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	288	\$115,186	\$31,935	\$57,824	\$98,113	\$142,387	\$214,354
Top Administrative Position	6	\$89,142			\$85,421		
Top Development Position	13	\$151,200		\$126,780	\$149,329	\$184,083	
Top Facilities Position	5	\$131,689			\$148,122		
Top Finance Position	77	\$110,742	\$43,490	\$73,870	\$98,402	\$147,311	\$197,805
Top Human Resources Position	8	\$160,684			\$153,365		
Top Operations Position	37	\$161,062	\$61,258	\$113,794	\$163,496	\$201,031	\$274,397
Top Program Position	11	\$118,232		\$101,092	\$129,319	\$142,931	
Top Technology Position	7	\$152,375			\$143,240		
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
CEO/Executive Director	64	\$117,159	\$44,252	\$56,080	\$96,359	\$150,494	\$218,493
Top Finance Position	18	\$119,041		\$75,222	\$106,005	\$150,604	
Top Operations Position	11	\$141,776		\$122,321	\$136,654	\$161,585	
Top Program Position	7	\$95,123			\$81,455		
<b>Human Services – Multipurpose and Other: Personal Social Services</b>							
CEO/Executive Director	56	\$138,342	\$34,168	\$53,206	\$93,218	\$191,242	\$287,880
Top Finance Position	12	\$106,183		\$58,846	\$111,632	\$142,235	
Top Operations Position	6	\$163,099			\$150,493		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	198	\$121,721	\$41,730	\$64,858	\$96,732	\$155,427	\$226,264
Top Administrative Position	20	\$116,452	\$54,851	\$78,560	\$123,945	\$157,456	\$164,176
Top Business Position	7	\$160,072			\$152,331		
Top Finance Position	43	\$131,593	\$38,830	\$80,465	\$123,982	\$159,284	\$204,286
Top Human Resources Position	8	\$178,259			\$134,227		
Top Marketing Position	7	\$128,289			\$117,051		
Top Operations Position	13	\$142,766		\$106,016	\$124,465	\$186,316	
Top Technology Position	5	\$146,857			\$151,950		
<b>Human Services – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	38	\$103,890	\$25,193	\$45,959	\$68,713	\$132,717	\$200,407
Top Finance Position	7	\$124,658			\$119,639		
<b>International, Foreign Affairs and National Security: International Development</b>							
CEO/Executive Director	97	\$103,366	\$28,976	\$44,550	\$72,711	\$126,378	\$188,135
Top Development Position	6	\$188,970			\$172,662		
Top Finance Position	17	\$149,641		\$90,000	\$125,000	\$194,729	
Top Operations Position	9	\$135,947			\$141,299		
Top Program Position	6	\$166,466			\$164,550		
<b>International, Foreign Affairs and National Security: International Human Rights</b>							
CEO/Executive Director	7	\$92,795			\$84,333		
<b>International, Foreign Affairs and National Security: International Peace &amp; Security</b>							
CEO/Executive Director	10	\$81,188		\$45,425	\$54,042	\$86,127	
<b>International, Foreign Affairs and National Security: Promotion of International Understanding</b>							
CEO/Executive Director	23	\$138,774	\$32,766	\$72,674	\$100,000	\$162,836	\$311,115

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>International, Foreign Affairs and National Security: Service and Other</b>							
CEO/Executive Director	18	\$199,355		\$86,574	\$152,870	\$271,016	
<b>Medical Research: Cancer Research</b>							
CEO/Executive Director	10	\$214,090		\$116,520	\$213,433	\$277,392	
<b>Medical Research: Medical Disciplines Research</b>							
CEO/Executive Director	15	\$225,795		\$69,546	\$168,940	\$272,728	
Top Finance Position	6	\$259,883			\$216,699		
<b>Medical Research: Medical Research N.E.C.</b>							
CEO/Executive Director	12	\$409,244		\$67,137	\$165,933	\$306,108	
Top Finance Position	5	\$223,156			\$260,894		
<b>Medical Research: Service and Other</b>							
CEO/Executive Director	17	\$135,965		\$48,250	\$104,000	\$196,397	
<b>Mental Health, Crisis Intervention: Counseling</b>							
CEO/Executive Director	30	\$84,037	\$34,027	\$52,214	\$68,600	\$92,988	\$151,847
Top Finance Position	5	\$115,001			\$79,200		
<b>Mental Health, Crisis Intervention: Hot Lines &amp; Crisis Intervention</b>							
CEO/Executive Director	30	\$99,797	\$47,093	\$68,248	\$91,838	\$121,760	\$150,828
<b>Mental Health, Crisis Intervention: Mental Health &amp; Crisis Intervention N.E.C.</b>							
CEO/Executive Director	18	\$87,390		\$42,664	\$74,750	\$96,161	
<b>Mental Health, Crisis Intervention: Mental Health Associations</b>							
CEO/Executive Director	16	\$111,677		\$66,872	\$99,218	\$144,384	
<b>Mental Health, Crisis Intervention: Mental Health Disorders</b>							
CEO/Executive Director	6	\$138,928			\$113,817		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	141	\$140,505	\$44,516	\$85,000	\$125,445	\$189,631	\$259,735
Top Administrative Position	8	\$114,731			\$117,110		
Top Finance Position	58	\$136,505	\$61,933	\$95,071	\$137,753	\$164,620	\$206,036
Top Human Resources Position	12	\$119,623		\$111,253	\$116,210	\$125,889	
Top Operations Position	23	\$135,877	\$66,449	\$112,333	\$136,029	\$158,325	\$194,385
Top Program Position	16	\$140,749		\$114,961	\$141,724	\$153,520	
Top Technology Position	7	\$147,060			\$127,242		
<b>Mental Health, Crisis Intervention: Service and Other</b>							
CEO/Executive Director	24	\$92,112	\$36,384	\$63,721	\$80,831	\$120,792	\$147,452
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	133	\$125,615	\$36,550	\$61,262	\$93,193	\$136,886	\$191,334
Top Administrative Position	6	\$84,138			\$66,755		
Top Finance Position	32	\$86,334	\$25,454	\$57,556	\$75,158	\$107,922	\$137,022
Top Operations Position	5	\$145,291			\$148,208		
Top Program Position	9	\$91,747			\$68,568		
<b>Mutual/Membership Benefit Organizations, Other: Service and Other</b>							
CEO/Executive Director	8	\$230,492			\$209,743		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs</b>							
CEO/Executive Director	23	\$171,143	\$82,667	\$97,254	\$137,000	\$191,324	\$290,120
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Charity &amp; Voluntarism Promotio</b>							
CEO/Executive Director	24	\$121,087	\$44,758	\$51,750	\$91,123	\$166,533	\$249,630
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Voluntarism &amp; Grantmaking Foun</b>							
CEO/Executive Director	20	\$139,014	\$62,703	\$74,250	\$98,511	\$139,983	\$205,113

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Private Grantmaking Foundations</b>							
CEO/Executive Director	22	\$116,513	\$46,690	\$53,749	\$97,394	\$152,779	\$210,981
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations</b>							
CEO/Executive Director	89	\$173,575	\$54,260	\$85,000	\$145,032	\$204,816	\$358,692
Top Administrative Position	5	\$132,157			\$106,697		
Top Development Position	5	\$197,962			\$182,063		
Top Finance Position	28	\$154,457	\$73,627	\$100,311	\$134,523	\$162,361	\$284,908
Top Operations Position	14	\$190,157		\$131,887	\$139,461	\$198,096	
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other</b>							
CEO/Executive Director	28	\$149,629	\$32,138	\$89,722	\$115,914	\$204,027	\$275,837
Top Operations Position	5	\$155,066			\$132,771		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Voluntarism Promotion</b>							
CEO/Executive Director	17	\$87,900		\$39,967	\$63,819	\$129,742	
Top Finance Position	5	\$92,078			\$92,697		
<b>Public Safety, Disaster Preparedness and Relief: Disaster Preparedness &amp; Relief Services</b>							
CEO/Executive Director	16	\$108,900		\$51,875	\$63,751	\$117,052	
<b>Public Safety, Disaster Preparedness and Relief: Safety Education</b>							
CEO/Executive Director	16	\$78,970		\$50,425	\$63,140	\$107,646	
<b>Public Safety, Disaster Preparedness and Relief: Service and Other</b>							
CEO/Executive Director	6	\$173,120			\$172,419		
<b>Public, Society Benefit – Multipurpose and Other: Consumer Protection</b>							
CEO/Executive Director	5	\$104,163			\$104,723		
<b>Public, Society Benefit – Multipurpose and Other: Government &amp; Public Administration</b>							
CEO/Executive Director	14	\$114,168		\$79,881	\$95,024	\$140,488	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Public, Society Benefit – Multipurpose and Other: Leadership Development</b>							
CEO/Executive Director	31	\$141,525	\$48,231	\$70,035	\$109,328	\$146,837	\$203,137
Top Operations Position	6	\$101,276			\$115,684		
<b>Public, Society Benefit – Multipurpose and Other: Military &amp; Veterans Organizations</b>							
CEO/Executive Director	23	\$122,035	\$46,150	\$57,019	\$108,825	\$142,023	\$190,709
Top Finance Position	6	\$116,900			\$112,126		
<b>Public, Society Benefit – Multipurpose and Other: Public &amp; Societal Benefit N.E.C.</b>							
CEO/Executive Director	52	\$149,697	\$29,055	\$46,696	\$79,268	\$160,698	\$271,072
Top Finance Position	8	\$163,438			\$134,408		
<b>Public, Society Benefit – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	35	\$255,703	\$30,587	\$91,138	\$137,340	\$261,655	\$468,308
Top Finance Position	8	\$308,546			\$272,177		
Top Legal Position	5	\$304,570			\$204,404		
Top Operations Position	6	\$148,555			\$151,169		
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports</b>							
CEO/Executive Director	131	\$115,839	\$30,500	\$44,400	\$70,000	\$112,167	\$145,536
Top Finance Position	21	\$84,730	\$24,000	\$26,400	\$44,100	\$85,000	\$103,265
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions</b>							
CEO/Executive Director	9	\$122,995			\$92,000		
<b>Recreation, Sports, Leisure, Athletics: Camps</b>							
CEO/Executive Director	23	\$76,989	\$32,920	\$54,197	\$74,000	\$106,243	\$118,586
<b>Recreation, Sports, Leisure, Athletics: Physical Fitness &amp; Community Recreational Facilities</b>							
CEO/Executive Director	24	\$101,249	\$31,973	\$49,875	\$78,135	\$148,129	\$179,918

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
Recreation, Sports, Leisure, Athletics: Recreation & Sports N.E.C.							
CEO/Executive Director	10	\$84,605		\$51,975	\$68,821	\$93,567	
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
CEO/Executive Director	15	\$136,244		\$34,875	\$81,245	\$185,036	
Recreation, Sports, Leisure, Athletics: Service and Other							
CEO/Executive Director	17	\$116,063		\$41,400	\$67,500	\$156,342	
Recreation, Sports, Leisure, Athletics: Sports Associations & Training Facilities							
CEO/Executive Director	15	\$160,019		\$90,000	\$146,841	\$205,293	
Religion-Related, Spiritual Development: Buddhism							
CEO/Executive Director	15	\$55,198		\$29,400	\$36,000	\$59,486	
Top Finance Position	5	\$63,619			\$46,187		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	363	\$62,610	\$22,017	\$28,570	\$49,050	\$75,702	\$117,873
Top Administrative Position	9	\$75,406			\$69,154		
Top Finance Position	47	\$79,753	\$20,976	\$33,787	\$60,000	\$92,651	\$169,953
Top Operations Position	13	\$125,549		\$77,052	\$91,125	\$142,877	
Religion-Related, Spiritual Development: Interfaith Coalitions							
CEO/Executive Director	8	\$121,572			\$92,651		
Religion-Related, Spiritual Development: Islam							
CEO/Executive Director	5	\$32,285			\$25,000		
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	35	\$120,263	\$34,237	\$58,218	\$108,333	\$164,239	\$220,031
Top Finance Position	8	\$108,908			\$109,321		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	55	\$85,776	\$21,180	\$35,608	\$52,885	\$91,625	\$124,351
Top Finance Position	9	\$112,649			\$53,547		
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	29	\$99,689	\$24,938	\$42,224	\$81,026	\$118,821	\$162,004
Top Finance Position	6	\$93,226			\$80,631		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	20	\$85,340	\$25,963	\$42,750	\$68,210	\$93,925	\$179,034
Science and Technology Research Institutes, Services: Biological & Life Sciences							
CEO/Executive Director	8	\$194,161			\$159,074		
Science and Technology Research Institutes, Services: Engineering & Technology							
CEO/Executive Director	20	\$185,116	\$56,897	\$87,753	\$178,677	\$286,715	\$326,006
Top Finance Position	5	\$171,722			\$174,756		
Science and Technology Research Institutes, Services: General Science							
CEO/Executive Director	13	\$205,931		\$134,195	\$169,355	\$200,000	
Science and Technology Research Institutes, Services: Physical & Earth Sciences							
CEO/Executive Director	17	\$263,282		\$84,000	\$161,649	\$224,200	
Science and Technology Research Institutes, Services: Science & Technology N.E.C.							
CEO/Executive Director	8	\$105,976			\$101,586		
Science and Technology Research Institutes, Services: Service and Other							
CEO/Executive Director	14	\$214,187		\$80,459	\$128,304	\$200,741	
Top Finance Position	5	\$147,714			\$164,423		
Social Science Research Institutes, Services: Interdisciplinary Research							
CEO/Executive Director	15	\$77,452		\$28,425	\$77,000	\$112,175	



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
Social Science Research Institutes, Services: Service and Other							
CEO/Executive Director	9	\$154,240			\$159,766		
Social Science Research Institutes, Services: Social Science							
CEO/Executive Director	12	\$103,133		\$52,753	\$108,159	\$149,107	
Unknown							
CEO/Executive Director	157	\$100,970	\$30,000	\$41,460	\$73,654	\$121,441	\$203,272
Top Administrative Position	8	\$86,266			\$81,664		
Top Finance Position	24	\$111,777	\$35,389	\$60,680	\$83,620	\$119,713	\$269,440
Top Operations Position	7	\$239,226			\$209,040		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	17	\$110,909		\$71,488	\$90,842	\$135,381	
Youth Development: Scouting							
CEO/Executive Director	43	\$161,038	\$54,909	\$71,837	\$136,048	\$205,825	\$306,140
Top Finance Position	10	\$113,608		\$59,001	\$107,317	\$145,498	
Youth Development: Service and Other							
CEO/Executive Director	21	\$88,661	\$29,327	\$61,667	\$75,000	\$110,673	\$141,783
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	108	\$105,697	\$47,336	\$73,026	\$99,900	\$131,387	\$167,800
Top Finance Position	9	\$63,895			\$46,183		
Top Operations Position	6	\$67,039			\$58,215		
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	32	\$91,779	\$45,954	\$67,109	\$82,718	\$106,481	\$148,253
Top Finance Position	5	\$71,066			\$46,679		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
Youth Development: Youth Development Programs							
CEO/Executive Director	253	\$99,652	\$37,525	\$58,000	\$84,750	\$122,500	\$173,077
Top Development Position	8	\$131,435			\$121,044		
Top Finance Position	37	\$89,175	\$33,240	\$55,444	\$78,582	\$102,696	\$142,315
Top Operations Position	18	\$130,873		\$86,504	\$101,957	\$150,198	
Top Program Position	11	\$76,057		\$48,285	\$74,191	\$107,671	
<b>Colorado</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	31	\$71,868	\$27,828	\$37,143	\$50,891	\$73,639	\$128,426
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	9	\$83,543			\$76,659		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	50	\$64,028	\$26,352	\$34,063	\$55,561	\$79,777	\$122,845
Arts, Culture and Humanities: Arts, Culture & Humanities N.E.C.							
CEO/Executive Director	10	\$53,683		\$34,953	\$40,271	\$61,515	
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	12	\$94,979		\$40,280	\$57,000	\$78,129	
Arts, Culture and Humanities: Media & Communication							
CEO/Executive Director	24	\$103,194	\$45,715	\$56,512	\$97,500	\$118,411	\$205,147
Top Administrative Position	6	\$103,270			\$100,551		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	32	\$127,220	\$43,119	\$53,911	\$75,706	\$139,640	\$218,690

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	51	\$84,896	\$27,400	\$44,574	\$59,197	\$100,142	\$152,020
Top Finance Position	5	\$120,704			\$76,365		
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	9	\$82,001			\$71,374		
<b>Arts, Culture and Humanities: Visual Arts</b>							
CEO/Executive Director	9	\$89,599			\$80,140		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	17	\$98,040		\$55,385	\$75,938	\$116,018	
<b>Civil Rights, Social Action, Advocacy: Service and Other</b>							
CEO/Executive Director	6	\$69,780			\$71,116		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	30	\$89,011	\$38,069	\$56,331	\$72,875	\$99,733	\$133,328
<b>Community Improvement, Capacity Building: Community Improvement &amp; Capacity Building N.E.C.</b>							
CEO/Executive Director	6	\$129,651			\$122,330		
<b>Community Improvement, Capacity Building: Community Service Clubs</b>							
CEO/Executive Director	5	\$58,114			\$60,000		
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	17	\$94,064		\$53,834	\$79,848	\$103,430	
<b>Community Improvement, Capacity Building: Nonprofit Management</b>							
CEO/Executive Director	6	\$114,548			\$116,902		
<b>Community Improvement, Capacity Building: Service and Other</b>							
CEO/Executive Director	9	\$111,156			\$99,197		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
<b>Crime, Legal-Related: Crime Prevention</b>							
CEO/Executive Director	9	\$79,032			\$74,600		
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	7	\$88,720			\$96,092		
<b>Crime, Legal-Related: Protection Against Abuse</b>							
CEO/Executive Director	12	\$84,922		\$63,412	\$73,404	\$107,920	
<b>Diseases, Disorders, Medical Disciplines: Cancer</b>							
CEO/Executive Director	8	\$92,053			\$62,300		
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	11	\$77,446		\$61,102	\$76,242	\$98,394	
<b>Diseases, Disorders, Medical Disciplines: Medical Disciplines</b>							
CEO/Executive Director	8	\$85,433			\$84,995		
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	6	\$60,906			\$47,300		
<b>Educational Institutions and Related Activities: Adult Education</b>							
CEO/Executive Director	15	\$96,734		\$44,980	\$57,851	\$87,863	
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	39	\$94,176	\$34,090	\$47,292	\$85,682	\$119,689	\$175,451
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	28	\$73,873	\$43,546	\$58,204	\$70,640	\$81,936	\$102,542

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	165	\$109,104	\$43,556	\$59,120	\$93,000	\$130,000	\$195,538
Top Administrative Position	8	\$81,026			\$56,900		
Top Business Position	14	\$83,921		\$55,123	\$74,110	\$96,449	
Top Development Position	11	\$132,141		\$103,464	\$121,033	\$157,787	
Top Education Position	9	\$120,243			\$137,625		
Top Finance Position	18	\$122,481		\$105,888	\$125,957	\$156,665	
Top Operations Position	10	\$126,243		\$105,656	\$116,901	\$153,063	
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	16	\$179,006		\$83,497	\$147,635	\$205,699	
Top Finance Position	8	\$164,216			\$163,577		
<b>Educational Institutions and Related Activities: Libraries</b>							
CEO/Executive Director	7	\$107,786			\$97,825		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	48	\$120,121	\$48,157	\$65,140	\$101,104	\$150,038	\$253,369
Top Finance Position	9	\$133,610			\$130,854		
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	18	\$118,140		\$53,350	\$90,898	\$164,552	
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	12	\$79,311		\$51,026	\$78,482	\$115,817	
<b>Environmental Quality, Protection and Beautification : Environmental Education</b>							
CEO/Executive Director	25	\$79,302	\$36,023	\$48,813	\$62,500	\$85,630	\$136,691
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	72	\$108,377	\$48,067	\$58,327	\$88,263	\$143,380	\$194,350

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
Environmental Quality, Protection and Beautification : Pollution Abatement & Control							
CEO/Executive Director	5	\$89,373			\$82,001		
Environmental Quality, Protection and Beautification : Service and Other							
CEO/Executive Director	13	\$104,896		\$64,822	\$81,221	\$136,102	
Food, Agriculture and Nutrition: Agricultural Programs							
CEO/Executive Director	6	\$97,878			\$86,899		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	24	\$76,235	\$34,708	\$45,655	\$65,249	\$98,524	\$117,629
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	25	\$155,519	\$54,947	\$103,600	\$144,330	\$204,109	\$253,168
Top Finance Position	9	\$129,725			\$129,597		
Top Operations Position	5	\$107,977			\$109,301		
Health – General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	7	\$115,964			\$130,000		
Health – General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	7	\$235,363			\$95,651		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	17	\$197,793		\$63,230	\$118,650	\$172,900	
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	41	\$619,583	\$109,802	\$147,513	\$284,933	\$638,643	\$893,426
Top Finance Position	27	\$282,966	\$97,473	\$128,977	\$206,480	\$412,836	\$583,178
Top Operations Position	11	\$388,372		\$155,352	\$235,440	\$403,866	
Top Technology Position	8	\$490,450			\$231,726		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	13	\$137,165		\$90,173	\$127,077	\$185,174	
Top Finance Position	5	\$148,584			\$147,038		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	13	\$116,385		\$68,796	\$92,145	\$144,723	
<b>Health – General and Rehabilitative: Rehabilitative Care</b>							
CEO/Executive Director	5	\$92,526			\$90,000		
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
CEO/Executive Director	11	\$94,992		\$38,618	\$65,068	\$125,123	
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	11	\$197,518		\$79,481	\$145,556	\$193,424	
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	42	\$96,594	\$39,958	\$57,656	\$80,535	\$115,280	\$155,416
Top Finance Position	6	\$151,928			\$106,564		
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	8	\$77,237			\$75,065		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	14	\$72,224		\$56,825	\$77,929	\$81,053	
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	82	\$94,765	\$36,931	\$48,718	\$71,710	\$106,682	\$193,379
Top Finance Position	16	\$103,255		\$68,606	\$91,916	\$157,739	
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	73	\$86,021	\$40,721	\$55,329	\$71,834	\$105,000	\$153,935
Top Finance Position	13	\$78,819		\$52,121	\$83,862	\$97,271	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	24	\$82,698	\$35,157	\$47,405	\$73,480	\$93,674	\$124,273
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	53	\$80,180	\$28,424	\$53,750	\$69,480	\$102,071	\$128,359
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	69	\$82,477	\$34,167	\$43,750	\$66,950	\$106,338	\$158,219
Top Finance Position	7	\$104,237			\$113,331		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	18	\$100,472		\$45,889	\$75,475	\$113,518	
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	10	\$68,858		\$55,438	\$73,501	\$75,780	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	36	\$118,888	\$44,638	\$75,651	\$102,179	\$140,705	\$203,482
Top Finance Position	6	\$104,118			\$110,934		
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	10	\$91,685		\$64,495	\$85,253	\$101,823	
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	29	\$86,078	\$19,693	\$32,500	\$52,800	\$119,000	\$161,394
Top Finance Position	7	\$139,465			\$127,332		
International, Foreign Affairs and National Security: Promotion of International Understanding							
CEO/Executive Director	5	\$51,724			\$57,192		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	9	\$85,825			\$60,338		



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
<b>Mental Health, Crisis Intervention: Hot Lines &amp; Crisis Intervention</b>							
CEO/Executive Director	6	\$58,949			\$55,399		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	34	\$155,762	\$53,478	\$89,457	\$143,988	\$180,979	\$259,667
Top Finance Position	12	\$124,918		\$82,416	\$109,233	\$145,232	
Top Operations Position	6	\$138,287			\$124,083		
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	16	\$110,969		\$60,726	\$89,397	\$124,502	
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs</b>							
CEO/Executive Director	10	\$78,191		\$65,052	\$73,454	\$101,596	
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations</b>							
CEO/Executive Director	25	\$130,135	\$39,570	\$65,333	\$103,000	\$138,058	\$251,566
Top Finance Position	6	\$160,309			\$138,218		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other</b>							
CEO/Executive Director	8	\$87,667			\$52,659		
<b>Public, Society Benefit – Multipurpose and Other: Leadership Development</b>							
CEO/Executive Director	9	\$79,110			\$75,016		
<b>Public, Society Benefit – Multipurpose and Other: Public &amp; Societal Benefit N.E.C.</b>							
CEO/Executive Director	9	\$153,164			\$128,497		
<b>Public, Society Benefit – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	8	\$127,695			\$75,334		
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports</b>							
CEO/Executive Director	55	\$109,724	\$31,008	\$52,769	\$90,881	\$146,044	\$209,145
Top Finance Position	11	\$91,553		\$34,150	\$62,958	\$131,835	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
CEO/Executive Director	18	\$269,796		\$86,602	\$135,752	\$301,869	
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	11	\$63,237		\$34,943	\$58,921	\$72,764	
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	5	\$63,150			\$69,202		
Recreation, Sports, Leisure, Athletics: Recreation & Sports N.E.C.							
CEO/Executive Director	7	\$89,866			\$99,558		
Recreation, Sports, Leisure, Athletics: Service and Other							
CEO/Executive Director	13	\$154,234		\$62,500	\$104,887	\$189,425	
Recreation, Sports, Leisure, Athletics: Sports Associations & Training Facilities							
CEO/Executive Director	6	\$90,218			\$87,160		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	154	\$74,716	\$22,533	\$36,023	\$60,176	\$96,258	\$140,246
Top Finance Position	19	\$66,666		\$32,183	\$61,740	\$84,016	
Top Operations Position	8	\$120,194			\$114,852		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	24	\$51,067	\$29,251	\$35,775	\$42,342	\$68,410	\$77,837
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	8	\$102,919			\$79,240		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	5	\$60,469			\$43,890		
Science and Technology Research Institutes, Services: Engineering & Technology							
CEO/Executive Director	5	\$103,581			\$135,187		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
Science and Technology Research Institutes, Services: Physical & Earth Sciences							
CEO/Executive Director	6	\$87,295			\$100,106		
<b>Unknown</b>							
CEO/Executive Director	31	\$74,013	\$35,624	\$45,272	\$62,228	\$94,484	\$132,818
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	6	\$81,917			\$74,958		
Youth Development: Scouting							
CEO/Executive Director	5	\$216,631			\$144,688		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	12	\$97,177		\$48,331	\$79,674	\$97,241	
Youth Development: Youth Development Programs							
CEO/Executive Director	55	\$83,781	\$32,989	\$41,191	\$64,500	\$82,500	\$115,172
Top Finance Position	5	\$125,026			\$81,818		
Top Operations Position	5	\$127,882			\$96,958		
<b>Connecticut</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	12	\$74,727		\$37,000	\$67,890	\$91,192	
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	29	\$94,069	\$44,608	\$61,146	\$79,038	\$116,460	\$166,904
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	18	\$78,718		\$39,999	\$76,017	\$108,694	
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	8	\$131,157			\$81,815		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Connecticut</b>							
Arts, Culture and Humanities: Museums							
CEO/Executive Director	27	\$122,747	\$46,473	\$69,481	\$112,543	\$156,646	\$209,592
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	27	\$104,668	\$21,398	\$42,274	\$68,526	\$130,043	\$194,967
Arts, Culture and Humanities: Visual Arts							
CEO/Executive Director	5	\$56,338			\$53,459		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	7	\$151,936			\$141,855		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	17	\$111,330		\$76,703	\$99,470	\$130,000	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	9	\$114,564			\$78,815		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	8	\$80,878			\$82,402		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	10	\$127,902		\$110,237	\$136,192	\$148,300	
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	5	\$186,337			\$175,977		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	11	\$104,648		\$52,435	\$101,923	\$120,944	
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	7	\$92,479			\$66,448		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Connecticut</b>							
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	5	\$96,946			\$90,346		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	22	\$127,186	\$35,971	\$51,666	\$87,229	\$177,807	\$262,130
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	146	\$225,688	\$59,966	\$105,025	\$165,976	\$278,727	\$464,091
Top Business Position	19	\$155,643		\$117,568	\$140,992	\$176,003	
Top Development Position	28	\$218,141	\$123,350	\$150,613	\$204,471	\$258,515	\$318,197
Top Education Position	9	\$150,500			\$155,088		
Top Facilities Position	7	\$143,881			\$138,586		
Top Finance Position	49	\$179,714	\$98,028	\$121,760	\$153,980	\$226,572	\$330,446
Top Operations Position	7	\$207,340			\$175,665		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	16	\$599,291		\$255,125	\$519,488	\$825,507	
Top Administrative Position	5	\$309,632			\$333,467		
Top Development Position	7	\$303,830			\$298,559		
Top Finance Position	9	\$311,763			\$318,058		
Top Legal Position	5	\$306,902			\$235,016		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	15	\$97,040		\$77,199	\$103,171	\$112,565	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	15	\$155,639		\$65,462	\$164,002	\$181,262	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	8	\$99,196			\$96,376		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Connecticut</b>							
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	11	\$197,760		\$123,229	\$200,607	\$251,054	
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	10	\$99,418		\$76,910	\$101,094	\$121,422	
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	10	\$138,016		\$85,972	\$99,790	\$130,276	
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	14	\$82,358		\$41,727	\$68,600	\$125,506	
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	15	\$275,697		\$192,678	\$213,425	\$276,127	
Top Finance Position	13	\$201,867		\$114,503	\$179,969	\$236,582	
Top Operations Position	7	\$182,942			\$173,127		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	19	\$132,915		\$58,662	\$95,371	\$180,562	
Top Finance Position	5	\$130,182			\$162,870		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	27	\$932,391	\$221,961	\$418,690	\$745,380	\$1,321,650	\$1,804,602
Top Finance Position	15	\$355,453		\$284,269	\$332,828	\$400,329	
Top Human Resources Position	8	\$249,655			\$224,708		
Top Operations Position	11	\$550,444		\$296,119	\$353,472	\$460,350	
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	28	\$207,476	\$82,451	\$129,217	\$199,035	\$253,527	\$300,965
Top Administrative Position	13	\$161,927		\$124,000	\$144,987	\$184,061	
Top Finance Position	15	\$149,491		\$110,124	\$131,380	\$185,371	
Top Operations Position	6	\$144,394			\$129,201		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Connecticut</b>							
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	9	\$103,207			\$80,221		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	15	\$148,988		\$90,489	\$140,561	\$195,249	
<b>Housing, Shelter: Housing &amp; Shelter N.E.C.</b>							
CEO/Executive Director	5	\$86,514			\$83,200		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	29	\$138,920	\$72,301	\$101,513	\$122,400	\$166,397	\$198,299
Top Finance Position	5	\$108,270			\$95,563		
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	5	\$82,463			\$75,192		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	13	\$107,455		\$77,247	\$107,669	\$144,642	
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	62	\$123,206	\$59,759	\$82,886	\$103,704	\$141,940	\$210,730
Top Finance Position	24	\$111,551	\$77,572	\$91,868	\$104,230	\$117,044	\$155,666
Top Operations Position	7	\$130,132			\$106,902		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	49	\$88,761	\$40,354	\$54,094	\$67,850	\$103,683	\$157,501
Top Finance Position	5	\$105,363			\$109,492		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	34	\$89,254	\$31,095	\$61,009	\$82,521	\$115,095	\$147,154
Top Finance Position	5	\$110,349			\$95,011		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Connecticut</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	55	\$147,626	\$61,955	\$98,478	\$132,341	\$182,991	\$268,211
Top Finance Position	20	\$99,600	\$59,053	\$74,137	\$93,928	\$135,078	\$151,216
Top Operations Position	7	\$113,879			\$117,634		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	7	\$109,593			\$103,652		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	7	\$88,139			\$86,562		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	22	\$165,106	\$72,978	\$99,321	\$141,671	\$203,687	\$309,624
Top Finance Position	13	\$140,432		\$116,057	\$139,150	\$173,610	
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	5	\$109,696			\$110,431		
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	8	\$200,718			\$142,780		
International, Foreign Affairs and National Security: Promotion of International Understanding							
CEO/Executive Director	6	\$136,156			\$130,339		
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	5	\$130,623			\$81,881		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	37	\$164,738	\$72,890	\$100,307	\$138,773	\$184,399	\$274,303
Top Finance Position	18	\$125,312		\$84,669	\$135,102	\$159,435	



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Connecticut</b>							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	23	\$133,370	\$60,250	\$78,011	\$107,190	\$151,721	\$245,467
Top Finance Position	10	\$135,140		\$101,731	\$140,197	\$172,539	
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	15	\$130,723		\$78,483	\$112,500	\$189,161	
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	16	\$174,711		\$124,810	\$151,423	\$198,298	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	12	\$103,840		\$60,596	\$66,753	\$90,053	
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	5	\$103,541			\$112,186		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	7	\$169,922			\$147,500		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	13	\$66,697		\$36,742	\$62,400	\$93,241	
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	7	\$95,475			\$89,070		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	16	\$109,872		\$73,861	\$106,750	\$141,425	
Youth Development: Youth Development Programs							
CEO/Executive Director	33	\$103,933	\$31,114	\$60,386	\$76,109	\$132,959	\$192,554
Top Finance Position	7	\$101,408			\$106,192		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Delaware</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	6	\$81,662			\$79,750		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	6	\$74,353			\$69,993		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	6	\$109,217			\$92,401		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	9	\$92,798			\$87,102		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	\$114,926			\$76,651		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	29	\$141,700	\$55,892	\$86,249	\$114,309	\$172,349	\$235,061
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	\$380,832			\$452,863		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	\$100,870			\$82,368		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	8	\$590,759			\$450,302		
Top Finance Position	6	\$408,192			\$330,418		
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	5	\$175,693			\$189,001		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	8	\$95,811			\$97,033		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Delaware</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	16	\$75,190		\$60,779	\$68,800	\$91,925	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	10	\$83,275		\$42,221	\$62,347	\$108,167	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	17	\$98,326		\$63,261	\$75,280	\$99,576	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	11	\$39,737		\$23,614	\$30,599	\$55,111	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	5	\$91,821			\$75,000		
<b>District of Columbia</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	7	\$210,641			\$111,750		
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	8	\$167,992			\$120,179		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	33	\$119,460	\$53,734	\$71,729	\$101,031	\$152,547	\$183,129
Arts, Culture and Humanities: Arts, Culture & Humanities N.E.C.							
CEO/Executive Director	6	\$183,522			\$172,371		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	18	\$181,284		\$103,387	\$153,964	\$220,314	
Arts, Culture and Humanities: Humanities							
CEO/Executive Director	7	\$180,507			\$142,771		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
CEO/Executive Director	20	\$195,669	\$43,172	\$100,180	\$162,672	\$224,940	\$456,941
Top Finance Position	8	\$217,201			\$206,955		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	8	\$169,184			\$93,259		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	29	\$310,144	\$51,740	\$75,000	\$109,665	\$132,826	\$251,955
Top Development Position	5	\$217,835			\$177,782		
Top Finance Position	5	\$188,977			\$152,782		
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	18	\$174,720		\$108,043	\$124,395	\$187,591	
<b>Civil Rights, Social Action, Advocacy: Civil Liberties</b>							
CEO/Executive Director	23	\$190,800	\$60,072	\$118,853	\$171,600	\$243,202	\$332,683
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	54	\$164,546	\$71,295	\$96,082	\$153,789	\$220,606	\$267,267
Top Finance Position	13	\$151,732		\$136,352	\$143,602	\$157,710	
Top Operations Position	13	\$147,766		\$119,971	\$128,655	\$182,683	
Top PR/Communications Position	6	\$160,549			\$160,105		
<b>Civil Rights, Social Action, Advocacy: Civil Rights, Social Action &amp; Advocacy N.E.C.</b>							
CEO/Executive Director	14	\$206,773		\$115,073	\$179,867	\$299,691	
<b>Civil Rights, Social Action, Advocacy: Service and Other</b>							
CEO/Executive Director	30	\$148,742	\$61,021	\$82,023	\$125,881	\$195,288	\$314,456
Top Finance Position	7	\$135,346			\$148,150		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
Civil Rights, Social Action, Advocacy: Voter Education & Registration							
CEO/Executive Director	9	\$185,580			\$146,985		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	12	\$417,245		\$119,640	\$311,090	\$631,288	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	18	\$126,762		\$69,645	\$120,457	\$176,513	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	16	\$183,303		\$85,438	\$175,677	\$256,405	
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	18	\$200,069		\$157,074	\$213,862	\$236,752	
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	7	\$126,960			\$107,630		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	17	\$192,783		\$124,413	\$172,467	\$254,999	
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	6	\$144,628			\$152,949		
Crime, Legal-Related: Service and Other							
CEO/Executive Director	8	\$159,267			\$135,863		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	6	\$260,738			\$194,715		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	6	\$257,864			\$184,015		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
<b>Diseases, Disorders, Medical Disciplines: Service and Other</b>							
CEO/Executive Director	10	\$282,835		\$265,303	\$296,956	\$344,429	
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	9	\$199,996			\$154,000		
<b>Educational Institutions and Related Activities: Adult Education</b>							
CEO/Executive Director	13	\$175,908		\$112,004	\$171,882	\$191,952	
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	16	\$294,290		\$122,631	\$168,408	\$416,807	
Top Finance Position	6	\$173,801			\$143,103		
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	22	\$177,767	\$83,249	\$88,250	\$180,881	\$237,382	\$309,877
Top Operations Position	6	\$205,176			\$217,793		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	94	\$179,716	\$74,917	\$113,457	\$151,102	\$228,702	\$278,506
Top Development Position	9	\$163,525			\$158,484		
Top Education Position	7	\$170,078			\$162,149		
Top Finance Position	19	\$152,106		\$115,813	\$148,001	\$189,586	
Top Operations Position	21	\$141,389	\$81,484	\$108,347	\$130,627	\$146,125	\$219,820
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	15	\$493,164		\$241,971	\$355,631	\$667,711	
Top Finance Position	10	\$263,468		\$168,530	\$182,076	\$374,585	
Top Legal Position	5	\$333,842			\$317,836		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	90	\$292,337	\$111,720	\$153,693	\$207,963	\$338,371	\$539,444
Top Administrative Position	5	\$161,434			\$158,381		
Top Finance Position	23	\$232,242	\$101,875	\$156,389	\$220,869	\$248,269	\$372,222
Top Operations Position	15	\$211,317		\$136,150	\$187,448	\$231,557	
Top PR/Communications Position	6	\$276,386			\$199,318		
Top Program Position	9	\$196,394			\$158,357		
Top Technology Position	7	\$221,362			\$185,935		
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	21	\$217,088	\$68,303	\$96,560	\$156,664	\$295,518	\$407,797
Top Program Position	5	\$108,166			\$124,377		
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	12	\$160,172		\$74,688	\$128,058	\$201,999	
<b>Employment, Job-Related: Service and Other</b>							
CEO/Executive Director	5	\$110,603			\$104,163		
<b>Environmental Quality, Protection and Beautification : Environment N.E.C.</b>							
CEO/Executive Director	5	\$171,609			\$196,334		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	44	\$217,239	\$50,920	\$88,642	\$160,006	\$250,618	\$383,683
Top Development Position	7	\$214,115			\$212,511		
Top Finance Position	15	\$199,039		\$134,078	\$163,960	\$221,947	
Top Operations Position	10	\$208,193		\$146,057	\$175,284	\$201,995	
Top Program Position	6	\$175,815			\$175,449		
<b>Environmental Quality, Protection and Beautification : Pollution Abatement &amp; Control</b>							
CEO/Executive Director	5	\$214,517			\$223,588		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	45	\$194,788	\$105,747	\$126,610	\$160,662	\$249,292	\$340,621
Top Development Position	6	\$179,086			\$189,787		
Top Finance Position	11	\$173,255		\$126,636	\$161,273	\$202,195	
Top Operations Position	9	\$176,545			\$180,169		
<b>Food, Agriculture and Nutrition: Food, Agriculture &amp; Nutrition N.E.C.</b>							
CEO/Executive Director	6	\$181,971			\$155,907		
<b>Food, Agriculture and Nutrition: Service and Other</b>							
CEO/Executive Director	7	\$197,263			\$146,589		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	5	\$376,226			\$235,200		
Top Finance Position	5	\$278,555			\$256,901		
<b>Health – General and Rehabilitative: Health Care N.E.C.</b>							
CEO/Executive Director	5	\$138,456			\$137,560		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	6	\$233,039			\$211,129		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	9	\$451,456			\$202,585		
Top Operations Position	7	\$339,506			\$177,452		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	12	\$216,829		\$113,335	\$195,446	\$344,029	



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	40	\$269,057	\$77,819	\$130,737	\$197,893	\$327,720	\$522,483
Top Finance Position	11	\$215,859		\$141,933	\$197,421	\$257,499	
Top Operations Position	11	\$251,278		\$129,083	\$152,273	\$295,594	
Top Technology Position	6	\$196,052			\$183,882		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	15	\$138,495		\$106,419	\$125,000	\$170,119	
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	5	\$98,895			\$110,000		
<b>Housing, Shelter: Service and Other</b>							
CEO/Executive Director	6	\$274,569			\$242,070		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	8	\$89,791			\$86,807		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	36	\$139,526	\$52,987	\$73,630	\$115,128	\$176,270	\$256,279
Top Finance Position	5	\$159,573			\$150,310		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	37	\$133,083	\$50,344	\$69,250	\$104,000	\$150,003	\$235,130
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	8	\$113,148			\$118,111		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	33	\$136,590	\$52,939	\$66,261	\$103,261	\$147,887	\$281,154
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
CEO/Executive Director	7	\$209,883			\$138,275		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
<b>Human Services – Multipurpose and Other: Service and Other</b>							
International, Foreign Affairs and National Security: International Affairs, Foreign Policy, & Glob	13	\$188,572		\$130,792	\$152,238	\$251,381	
CEO/Executive Director							
International, Foreign Affairs and National Security: International Development	9	\$213,045			\$156,580		
CEO/Executive Director							
International, Foreign Affairs and National Security: International Human Rights	67	\$195,941	\$61,880	\$88,827	\$179,382	\$287,783	\$369,275
Top Finance Position	19	\$193,403		\$152,093	\$186,314	\$228,140	
Top Operations Position	12	\$211,183		\$145,444	\$188,936	\$263,052	
International, Foreign Affairs and National Security: International Peace & Security	20	\$170,463	\$71,890	\$125,559	\$169,890	\$206,709	\$284,449
CEO/Executive Director							
Top Finance Position	7	\$137,598			\$141,339		
International, Foreign Affairs and National Security: Promotion of International Understanding	26	\$207,692	\$79,304	\$104,375	\$167,625	\$280,620	\$425,693
CEO/Executive Director							
Top Finance Position	5	\$158,664			\$163,477		
Top Operations Position	5	\$146,819			\$139,143		
International, Foreign Affairs and National Security: Service and Other	34	\$175,894	\$82,863	\$113,913	\$157,950	\$216,796	\$318,481
CEO/Executive Director							
Top Finance Position	7	\$144,281			\$129,898		
Top Operations Position	5	\$183,896			\$180,486		
International, Foreign Affairs and National Security: Service and Other	47	\$205,002	\$69,574	\$114,751	\$160,416	\$250,794	\$356,720
CEO/Executive Director							
Top Administrative Position	6	\$113,855			\$108,845		
Top Development Position	6	\$181,515			\$168,929		
Top Finance Position	14	\$137,033		\$104,329	\$130,827	\$174,004	
Top Operations Position	7	\$166,956			\$172,824		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
Medical Research: Medical Research N.E.C.							
CEO/Executive Director	7	\$330,526			\$217,523		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	6	\$183,173			\$156,873		
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	6	\$276,940			\$191,346		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	9	\$205,268			\$103,846		
Mutual/Membership Benefit Organizations, Other: Service and Other							
CEO/Executive Director	9	\$288,779			\$159,581		
Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Charity & Voluntarism Promotio							
CEO/Executive Director	6	\$289,220			\$256,881		
Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Voluntarism & Grantmaking Foun							
CEO/Executive Director	6	\$284,470			\$256,115		
Philanthropy, Voluntarism and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	5	\$179,725			\$126,032		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	9	\$165,403			\$175,632		
Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other							
CEO/Executive Director	10	\$175,072		\$137,487	\$177,685	\$209,032	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
<b>Public, Society Benefit – Multipurpose and Other: Government &amp; Public Administration</b>							
CEO/Executive Director	29	\$258,754	\$84,049	\$130,000	\$214,962	\$280,570	\$400,924
Top Finance Position	7	\$169,482			\$167,586		
Top Legal Position	5	\$203,882			\$164,115		
Top Operations Position	5	\$133,973			\$140,094		
<b>Public, Society Benefit – Multipurpose and Other: Leadership Development</b>							
CEO/Executive Director	11	\$134,884		\$85,693	\$137,000	\$161,985	
<b>Public, Society Benefit – Multipurpose and Other: Military &amp; Veterans Organizations</b>							
CEO/Executive Director	8	\$121,968			\$131,263		
<b>Public, Society Benefit – Multipurpose and Other: Public &amp; Societal Benefit N.E.C.</b>							
CEO/Executive Director	21	\$208,336	\$107,703	\$151,886	\$180,600	\$218,485	\$372,125
Top Finance Position	5	\$144,493			\$128,750		
<b>Public, Society Benefit – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	50	\$261,076	\$117,540	\$166,993	\$199,379	\$310,953	\$404,887
Top Development Position	5	\$189,928			\$158,083		
Top Finance Position	8	\$228,800			\$210,290		
Top Operations Position	5	\$159,876			\$112,288		
Top PR/Communications Position	8	\$168,920			\$170,360		
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports</b>							
CEO/Executive Director	8	\$105,301			\$101,365		
<b>Religion-Related, Spiritual Development: Christianity</b>							
CEO/Executive Director	18	\$101,741		\$51,254	\$65,115	\$114,687	
Top Finance Position	5	\$108,998			\$49,920		
<b>Religion-Related, Spiritual Development: Service and Other</b>							
CEO/Executive Director	7	\$115,911			\$101,002		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
Science and Technology Research Institutes, Services: General Science							
CEO/Executive Director	5	\$496,927			\$371,129		
Science and Technology Research Institutes, Services: Physical & Earth Sciences							
CEO/Executive Director	9	\$472,357			\$412,087		
Top Finance Position	6	\$277,094			\$199,537		
Science and Technology Research Institutes, Services: Science & Technology N.E.C.							
CEO/Executive Director	7	\$300,149			\$308,583		
Science and Technology Research Institutes, Services: Service and Other							
CEO/Executive Director	13	\$382,274		\$273,470	\$304,152	\$590,609	
Social Science Research Institutes, Services: Service and Other							
CEO/Executive Director	11	\$344,921		\$236,587	\$301,838	\$394,171	
Top Finance Position	9	\$211,667			\$141,964		
Social Science Research Institutes, Services: Social Science							
CEO/Executive Director	28	\$319,771	\$160,529	\$204,157	\$247,625	\$405,645	\$574,494
Top Finance Position	12	\$196,329		\$144,903	\$176,455	\$212,385	
Unknown							
CEO/Executive Director	8	\$191,850			\$189,482		
Youth Development: Service and Other							
CEO/Executive Director	9	\$155,935			\$152,264		
Youth Development: Youth Development Programs							
CEO/Executive Director	43	\$144,377	\$45,770	\$74,094	\$100,000	\$168,541	\$343,997
Top Finance Position	6	\$125,412			\$124,571		
Top Operations Position	7	\$142,205			\$114,933		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
<b>Animal-Related: Animal Protection &amp; Welfare</b>							
CEO/Executive Director	58	\$79,487	\$24,753	\$46,250	\$68,024	\$106,552	\$142,642
Top Finance Position	8	\$59,676			\$57,911		
<b>Animal-Related: Wildlife Preservation &amp; Protection</b>							
CEO/Executive Director	29	\$85,484	\$27,430	\$48,480	\$69,365	\$129,800	\$169,902
<b>Animal-Related: Zoos &amp; Aquariums</b>							
CEO/Executive Director	10	\$205,525		\$144,792	\$207,456	\$236,346	
Top Finance Position	7	\$118,902			\$120,330		
Top Operations Position	5	\$149,226			\$139,521		
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	67	\$78,571	\$20,349	\$30,377	\$65,500	\$86,961	\$131,387
Top Finance Position	10	\$79,934		\$26,696	\$60,834	\$126,390	
<b>Arts, Culture and Humanities: Arts, Culture &amp; Humanities N.E.C.</b>							
CEO/Executive Director	8	\$58,013			\$65,280		
<b>Arts, Culture and Humanities: Historical Organizations</b>							
CEO/Executive Director	28	\$73,609	\$24,852	\$35,250	\$66,608	\$96,075	\$147,974
<b>Arts, Culture and Humanities: Humanities</b>							
CEO/Executive Director	5	\$59,040			\$60,000		
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
CEO/Executive Director	23	\$112,074	\$38,414	\$51,634	\$87,500	\$177,874	\$203,706
Top Finance Position	5	\$118,697			\$110,267		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	60	\$127,288	\$37,029	\$63,750	\$108,743	\$173,784	\$229,837
Top Finance Position	11	\$117,629		\$83,490	\$103,156	\$138,380	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	94	\$96,800	\$20,252	\$40,922	\$63,279	\$115,068	\$207,793
Top Development Position	10	\$127,321		\$111,596	\$126,408	\$161,589	
Top Finance Position	15	\$120,930		\$67,400	\$97,733	\$152,306	
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	16	\$89,129		\$55,572	\$63,263	\$92,871	
<b>Arts, Culture and Humanities: Visual Arts</b>							
CEO/Executive Director	7	\$110,460			\$81,667		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	19	\$98,296		\$56,612	\$77,088	\$142,589	
Top Finance Position	6	\$62,319			\$47,987		
<b>Civil Rights, Social Action, Advocacy: Service and Other</b>							
CEO/Executive Director	6	\$95,215			\$96,955		
<b>Community Improvement, Capacity Building: Business &amp; Industry</b>							
CEO/Executive Director	9	\$141,833			\$57,400		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	41	\$84,527	\$29,072	\$48,500	\$70,367	\$100,000	\$133,819
<b>Community Improvement, Capacity Building: Community Improvement &amp; Capacity Building N.E.C.</b>							
CEO/Executive Director	7	\$102,564			\$98,200		
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	24	\$105,608	\$42,006	\$76,759	\$103,026	\$135,434	\$159,097
<b>Community Improvement, Capacity Building: Nonprofit Management</b>							
CEO/Executive Director	5	\$239,949			\$142,296		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	16	\$96,322		\$62,418	\$75,096	\$101,878	
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	15	\$78,109		\$46,975	\$78,000	\$99,449	
Crime, Legal-Related: Legal Services							
CEO/Executive Director	19	\$136,110		\$89,361	\$142,975	\$169,584	
Top Legal Position	6	\$128,282			\$124,531		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	14	\$123,943		\$60,510	\$72,392	\$93,830	
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	8	\$133,088			\$142,566		
Diseases, Disorders, Medical Disciplines: Birth Defects & Genetic Diseases							
CEO/Executive Director	6	\$185,638			\$111,866		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	14	\$117,701		\$53,929	\$82,355	\$127,516	
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	23	\$92,694	\$25,271	\$45,978	\$70,781	\$95,460	\$216,776
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	8	\$127,859			\$101,885		
Diseases, Disorders, Medical Disciplines: Nerve, Muscle & Bone Diseases							
CEO/Executive Director	7	\$95,943			\$73,453		
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	7	\$238,219			\$104,183		



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	22	\$90,998	\$40,262	\$50,245	\$71,538	\$125,832	\$174,498
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	16	\$78,628		\$51,367	\$72,863	\$96,436	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	36	\$87,530	\$46,606	\$52,566	\$76,500	\$104,751	\$140,583
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	50	\$100,042	\$49,602	\$59,473	\$90,373	\$119,659	\$179,586
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	277	\$119,557	\$39,821	\$58,750	\$91,667	\$140,470	\$230,255
Top Administrative Position	18	\$93,849		\$55,095	\$73,014	\$112,702	
Top Business Position	9	\$78,592			\$75,000		
Top Development Position	10	\$127,812		\$112,802	\$120,617	\$142,847	
Top Finance Position	54	\$105,751	\$38,774	\$57,058	\$90,911	\$148,938	\$176,234
Top Operations Position	17	\$139,885		\$95,138	\$120,938	\$172,711	
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	9	\$173,666			\$160,600		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	42	\$377,953	\$69,047	\$97,323	\$223,274	\$573,645	\$890,551
Top Development Position	8	\$166,671			\$168,752		
Top Education Position	9	\$203,232			\$211,202		
Top Finance Position	24	\$210,402	\$73,720	\$104,695	\$173,416	\$285,014	\$440,595
Top Legal Position	5	\$238,662			\$184,087		
Top Technology Position	6	\$229,965			\$166,913		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	9	\$84,932			\$85,966		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	61	\$158,340	\$50,333	\$78,994	\$112,500	\$203,625	\$287,016
Top Finance Position	15	\$137,637		\$97,205	\$107,748	\$158,057	
Top Operations Position	6	\$185,839			\$161,490		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	27	\$114,962	\$34,050	\$51,761	\$87,298	\$120,626	\$260,891
Educational Institutions and Related Activities: Vocational & Technical Schools							
CEO/Executive Director	8	\$198,187			\$133,626		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	41	\$140,174	\$59,850	\$79,606	\$108,287	\$181,967	\$261,795
Top Finance Position	18	\$124,835		\$82,629	\$112,730	\$138,722	
Top Operations Position	7	\$134,167			\$129,697		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	5	\$115,999			\$102,423		
Environmental Quality, Protection and Beautification : Botanical, Horticultural & Landscape Service							
CEO/Executive Director	5	\$125,359			\$97,351		
Environmental Quality, Protection and Beautification : Environment N.E.C.							
CEO/Executive Director	6	\$49,177			\$38,633		
Environmental Quality, Protection and Beautification : Environmental Education							
CEO/Executive Director	7	\$84,987			\$80,133		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	30	\$84,034	\$26,479	\$50,974	\$70,048	\$101,536	\$136,947

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	9	\$114,039			\$108,769		
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	31	\$94,737	\$30,983	\$49,305	\$103,081	\$131,739	\$147,418
Top Operations Position	6	\$98,465			\$107,993		
<b>Food, Agriculture and Nutrition: Nutrition</b>							
CEO/Executive Director	5	\$100,776			\$103,890		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	44	\$182,923	\$49,202	\$81,447	\$141,306	\$217,173	\$289,589
Top Finance Position	27	\$144,381	\$56,424	\$101,779	\$123,708	\$172,220	\$241,517
Top Operations Position	12	\$206,867		\$142,307	\$156,597	\$224,714	
<b>Health – General and Rehabilitative: Health (General &amp; Financing)</b>							
CEO/Executive Director	16	\$132,633		\$78,770	\$104,942	\$141,796	
<b>Health – General and Rehabilitative: Health Care N.E.C.</b>							
CEO/Executive Director	11	\$226,205		\$52,333	\$92,400	\$119,162	
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	22	\$193,901	\$76,175	\$86,478	\$168,528	\$256,288	\$361,624
Top Finance Position	10	\$195,328		\$119,352	\$161,332	\$203,994	
Top Operations Position	5	\$256,032			\$199,192		
Top Technology Position	5	\$192,490			\$173,292		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	65	\$845,362	\$81,843	\$165,840	\$332,218	\$941,532	\$1,723,815
Top Administrative Position	6	\$213,521			\$227,092		
Top Development Position	7	\$280,173			\$359,942		
Top Finance Position	38	\$408,073	\$81,512	\$131,366	\$253,151	\$582,636	\$948,173
Top Human Resources Position	17	\$337,617		\$199,730	\$305,389	\$468,029	
Top Legal Position	11	\$437,658		\$245,054	\$345,889	\$536,096	
Top Operations Position	31	\$450,601	\$115,530	\$159,021	\$296,114	\$607,772	\$989,403
Top Technology Position	12	\$428,802		\$319,018	\$383,242	\$495,625	
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	14	\$211,116		\$79,901	\$204,596	\$240,660	
Top Administrative Position	18	\$145,428		\$131,281	\$144,081	\$193,032	
Top Finance Position	9	\$191,985			\$148,342		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	19	\$101,650		\$86,289	\$97,744	\$106,891	
<b>Health – General and Rehabilitative: Rehabilitative Care</b>							
CEO/Executive Director	13	\$76,886		\$35,417	\$82,322	\$104,500	
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
CEO/Executive Director	14	\$101,867		\$43,585	\$63,602	\$115,409	
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	31	\$208,556	\$61,287	\$103,956	\$172,942	\$280,741	\$428,066
Top Finance Position	6	\$159,684			\$125,354		
Top Operations Position	5	\$222,143			\$236,691		
<b>Housing, Shelter: Housing &amp; Shelter N.E.C.</b>							
CEO/Executive Director	6	\$60,893			\$62,780		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	83	\$109,571	\$54,005	\$66,774	\$97,437	\$128,765	\$175,905
Top Finance Position	15	\$97,127		\$58,261	\$88,929	\$127,137	
Top Operations Position	7	\$113,360			\$125,517		
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	19	\$84,435		\$52,471	\$85,652	\$104,919	
<b>Housing, Shelter: Service and Other</b>							
CEO/Executive Director	6	\$108,826			\$90,592		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	30	\$86,472	\$34,775	\$43,519	\$64,257	\$128,367	\$154,762
Top Finance Position	6	\$93,712			\$92,254		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	181	\$100,481	\$37,022	\$55,526	\$85,768	\$129,947	\$164,000
Top Finance Position	46	\$91,788	\$44,407	\$65,526	\$86,281	\$105,497	\$136,895
Top Operations Position	20	\$104,873	\$61,379	\$81,334	\$93,507	\$122,512	\$154,338
Top Program Position	5	\$98,375			\$113,830		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	140	\$111,863	\$36,850	\$59,957	\$99,668	\$147,208	\$200,363
Top Finance Position	42	\$93,554	\$47,112	\$67,190	\$91,030	\$108,606	\$133,116
Top Operations Position	22	\$114,149	\$78,880	\$88,683	\$104,651	\$145,245	\$152,349
Top Program Position	6	\$93,604			\$100,112		
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	34	\$61,530	\$24,837	\$32,066	\$56,967	\$87,326	\$106,762
Top Finance Position	5	\$59,788			\$42,984		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	81	\$84,314	\$29,539	\$42,000	\$67,463	\$100,187	\$166,011
Top Finance Position	12	\$90,714		\$59,922	\$75,021	\$118,976	
Top Operations Position	6	\$146,754			\$125,229		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	140	\$122,429	\$27,983	\$54,950	\$89,776	\$145,551	\$285,623
Top Administrative Position	5	\$50,946			\$35,899		
Top Finance Position	41	\$116,623	\$57,630	\$79,868	\$99,480	\$132,376	\$220,853
Top Human Resources Position	6	\$152,571			\$135,646		
Top Operations Position	15	\$137,949		\$105,948	\$133,540	\$178,629	
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
CEO/Executive Director	29	\$104,206	\$38,592	\$66,239	\$85,246	\$143,057	\$185,017
Top Finance Position	7	\$107,944			\$99,817		
<b>Human Services – Multipurpose and Other: Personal Social Services</b>							
CEO/Executive Director	32	\$120,492	\$36,407	\$60,378	\$81,221	\$110,629	\$184,137
Top Finance Position	5	\$153,669			\$145,909		
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	77	\$175,855	\$32,730	\$58,200	\$143,450	\$249,174	\$328,336
Top Administrative Position	11	\$110,521		\$54,381	\$124,906	\$132,766	
Top Business Position	6	\$156,770			\$137,792		
Top Finance Position	35	\$157,166	\$61,554	\$97,042	\$136,651	\$179,988	\$257,883
Top Human Resources Position	6	\$213,777			\$188,481		
Top Marketing Position	10	\$154,857		\$119,809	\$134,884	\$145,146	
Top Operations Position	14	\$190,585		\$156,536	\$171,905	\$216,695	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
<b>Human Services – Multipurpose and Other: Service and Other</b>							
International, Foreign Affairs and National Security: International Development	31	\$109,023	\$43,500	\$50,843	\$81,812	\$125,888	\$189,400
CEO/Executive Director	25	\$51,607	\$18,630	\$20,832	\$38,400	\$70,500	\$93,515
Top Finance Position	7	\$66,438			\$59,231		
<b>International, Foreign Affairs and National Security: Promotion of International Understanding</b>							
CEO/Executive Director	5	\$52,466			\$41,123		
<b>Mental Health, Crisis Intervention: Counseling</b>							
CEO/Executive Director	10	\$87,009		\$35,315	\$78,742	\$108,372	
<b>Mental Health, Crisis Intervention: Hot Lines &amp; Crisis Intervention</b>							
CEO/Executive Director	7	\$96,990			\$106,631		
<b>Mental Health, Crisis Intervention: Mental Health &amp; Crisis Intervention N.E.C.</b>							
CEO/Executive Director	7	\$86,196			\$72,360		
<b>Mental Health, Crisis Intervention: Mental Health Associations</b>							
CEO/Executive Director	11	\$97,662		\$72,802	\$103,590	\$107,986	
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	63	\$137,115	\$43,101	\$74,642	\$122,951	\$172,118	\$247,623
Top Finance Position	23	\$118,726	\$46,572	\$94,652	\$126,826	\$156,786	\$170,504
Top Operations Position	17	\$143,184		\$106,818	\$126,431	\$157,169	
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	53	\$108,839	\$32,750	\$48,577	\$100,700	\$150,000	\$186,948
Top Administrative Position	5	\$89,731			\$77,276		
Top Finance Position	19	\$106,999		\$71,486	\$99,246	\$119,439	
Top Operations Position	9	\$134,636			\$123,230		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	33	\$166,102	\$46,075	\$83,828	\$125,000	\$172,122	\$325,037
Top Finance Position	13	\$130,589		\$74,938	\$105,025	\$174,446	
Top Operations Position	5	\$168,295			\$161,468		
Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Charity & Voluntarism Promotio							
CEO/Executive Director	14	\$144,291		\$62,002	\$117,448	\$190,760	
Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Voluntarism & Grantmaking Foun							
CEO/Executive Director	6	\$139,690			\$101,751		
Philanthropy, Voluntarism and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	11	\$77,219		\$30,834	\$55,417	\$90,834	
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	39	\$131,112	\$44,157	\$67,869	\$97,850	\$182,592	\$247,277
Top Finance Position	12	\$118,842		\$96,928	\$133,729	\$148,722	
Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other							
CEO/Executive Director	9	\$129,937			\$111,367		
Public Safety, Disaster Preparedness and Relief: Disaster Preparedness & Relief Services							
CEO/Executive Director	7	\$153,697			\$126,755		
Public Safety, Disaster Preparedness and Relief: Safety Education							
CEO/Executive Director	8	\$76,727			\$81,347		
Public, Society Benefit – Multipurpose and Other: Government & Public Administration							
CEO/Executive Director	5	\$143,274			\$154,886		
Public, Society Benefit – Multipurpose and Other: Leadership Development							
CEO/Executive Director	7	\$101,104			\$101,455		



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
Public, Society Benefit – Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	14	\$90,663		\$46,517	\$64,694	\$112,423	
Public, Society Benefit – Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	9	\$136,451			\$113,086		
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	10	\$93,388		\$46,125	\$77,300	\$116,234	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	45	\$73,393	\$24,994	\$32,567	\$54,925	\$92,409	\$147,243
Top Finance Position	10	\$54,699		\$37,930	\$49,793	\$61,027	
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
CEO/Executive Director	7	\$328,302			\$173,169		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	7	\$88,358			\$80,769		
Recreation, Sports, Leisure, Athletics: Recreation & Sports N.E.C.							
CEO/Executive Director	5	\$201,743			\$40,069		
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
CEO/Executive Director	14	\$109,695		\$49,896	\$80,322	\$150,400	
Recreation, Sports, Leisure, Athletics: Service and Other							
CEO/Executive Director	5	\$147,451			\$68,000		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	240	\$60,819	\$21,145	\$28,375	\$48,561	\$76,025	\$114,156
Top Finance Position	13	\$45,042		\$21,384	\$31,335	\$60,109	
Religion-Related, Spiritual Development: Interfaith Coalitions							
CEO/Executive Director	5	\$71,556			\$73,331		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	15	\$90,060		\$54,945	\$86,952	\$123,835	
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	25	\$54,436	\$25,152	\$36,400	\$52,469	\$63,000	\$85,404
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	21	\$84,775	\$24,464	\$40,800	\$55,024	\$103,004	\$171,122
Top Finance Position	6	\$67,789			\$66,689		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	9	\$103,768			\$115,831		
Science and Technology Research Institutes, Services: Biological & Life Sciences							
CEO/Executive Director	5	\$80,938			\$42,361		
Science and Technology Research Institutes, Services: Engineering & Technology							
CEO/Executive Director	5	\$261,011			\$200,803		
Science and Technology Research Institutes, Services: General Science							
CEO/Executive Director	6	\$118,351			\$70,236		
Unknown							
CEO/Executive Director	16	\$81,421		\$62,413	\$87,696	\$105,577	
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	13	\$107,550		\$60,525	\$75,000	\$121,600	
Youth Development: Scouting							
CEO/Executive Director	14	\$154,726		\$116,202	\$150,429	\$178,884	
Top Finance Position	6	\$81,460			\$69,518		
Youth Development: Service and Other							
CEO/Executive Director	12	\$94,893		\$55,295	\$82,550	\$117,932	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	42	\$101,335	\$36,658	\$50,094	\$84,304	\$123,281	\$173,221
Top Finance Position	6	\$81,189			\$85,433		
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	6	\$74,695			\$49,358		
Youth Development: Youth Development Programs							
CEO/Executive Director	72	\$85,791	\$28,670	\$40,960	\$65,312	\$96,502	\$153,490
Top Finance Position	8	\$103,414			\$82,400		
<b>Georgia</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	17	\$70,738		\$32,135	\$51,417	\$65,000	
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	40	\$80,210	\$29,819	\$36,928	\$52,325	\$92,519	\$128,027
Arts, Culture and Humanities: Arts, Culture & Humanities N.E.C.							
CEO/Executive Director	5	\$51,909			\$45,958		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	12	\$119,938		\$54,545	\$71,029	\$134,096	
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	11	\$76,133		\$57,377	\$64,000	\$76,000	
Arts, Culture and Humanities: Museums							
CEO/Executive Director	27	\$105,785	\$38,407	\$55,673	\$86,532	\$122,033	\$184,837
Top Finance Position	5	\$107,809			\$87,641		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	37	\$74,393	\$34,750	\$40,000	\$50,000	\$67,722	\$120,639
Top Finance Position	6	\$114,818			\$96,843		
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	6	\$103,214			\$86,000		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	13	\$68,357		\$40,000	\$54,382	\$70,000	
<b>Civil Rights, Social Action, Advocacy: Civil Rights, Social Action &amp; Advocacy N.E.C.</b>							
CEO/Executive Director	5	\$80,872			\$89,981		
<b>Civil Rights, Social Action, Advocacy: Service and Other</b>							
CEO/Executive Director	5	\$96,831			\$93,282		
<b>Community Improvement, Capacity Building: Business &amp; Industry</b>							
CEO/Executive Director	7	\$167,228			\$125,000		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	27	\$96,109	\$43,038	\$54,733	\$70,000	\$102,513	\$197,904
<b>Community Improvement, Capacity Building: Community Improvement &amp; Capacity Building N.E.C.</b>							
CEO/Executive Director	5	\$45,264			\$46,667		
<b>Community Improvement, Capacity Building: Community Service Clubs</b>							
CEO/Executive Director	7	\$74,748			\$54,761		
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	11	\$101,757		\$63,000	\$91,947	\$138,940	
<b>Crime, Legal-Related: Crime Prevention</b>							
CEO/Executive Director	5	\$73,266			\$74,500		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	14	\$98,485		\$43,197	\$88,415	\$135,859	
<b>Crime, Legal-Related: Protection Against Abuse</b>							
CEO/Executive Director	15	\$60,824		\$44,371	\$58,315	\$75,215	
<b>Diseases, Disorders, Medical Disciplines: Birth Defects &amp; Genetic Diseases</b>							
CEO/Executive Director	6	\$92,094			\$65,009		
<b>Diseases, Disorders, Medical Disciplines: Cancer</b>							
CEO/Executive Director	8	\$78,245			\$85,038		
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	10	\$104,288		\$66,622	\$94,768	\$106,435	
<b>Diseases, Disorders, Medical Disciplines: Service and Other</b>							
CEO/Executive Director	5	\$138,179			\$61,160		
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	12	\$92,993		\$60,861	\$79,943	\$101,635	
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	17	\$124,791		\$62,500	\$96,000	\$180,000	
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	33	\$72,569	\$27,106	\$47,917	\$64,525	\$82,650	\$139,270

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	163	\$157,609	\$38,028	\$64,160	\$114,000	\$196,434	\$308,261
Top Administrative Position	10	\$80,370		\$37,458	\$73,205	\$88,736	
Top Business Position	12	\$127,464		\$100,713	\$129,391	\$145,288	
Top Development Position	14	\$147,700		\$118,442	\$136,930	\$167,343	
Top Finance Position	45	\$111,729	\$32,700	\$62,000	\$116,637	\$143,960	\$170,716
Top Operations Position	9	\$176,098			\$129,984		
Top Technology Position	5	\$128,466			\$144,013		
<b>Educational Institutions and Related Activities: Graduate &amp; Professional Schools</b>							
CEO/Executive Director	7	\$287,361			\$146,858		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	30	\$457,508	\$41,751	\$145,159	\$252,046	\$470,469	\$685,603
Top Development Position	11	\$148,198		\$129,210	\$143,305	\$172,268	
Top Education Position	5	\$221,374			\$157,526		
Top Finance Position	18	\$177,659		\$120,502	\$149,988	\$218,628	
Top Operations Position	7	\$205,280			\$144,626		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	37	\$174,591	\$63,995	\$78,806	\$124,400	\$215,673	\$349,832
Top Finance Position	10	\$161,724		\$128,497	\$162,061	\$198,552	
Top Operations Position	6	\$205,955			\$180,972		
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	15	\$124,554		\$32,972	\$113,011	\$199,351	
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	12	\$98,234		\$55,650	\$75,079	\$143,939	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	12	\$260,098		\$61,598	\$78,678	\$363,869	
<b>Environmental Quality, Protection and Beautification : Environment N.E.C.</b>							
CEO/Executive Director	7	\$72,761			\$52,500		
<b>Environmental Quality, Protection and Beautification : Environmental Beautification</b>							
CEO/Executive Director	7	\$48,173			\$54,000		
<b>Environmental Quality, Protection and Beautification : Environmental Education</b>							
CEO/Executive Director	9	\$70,629			\$69,750		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	23	\$73,461	\$22,391	\$33,669	\$50,000	\$87,500	\$160,041
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	11	\$103,763		\$61,672	\$65,001	\$101,160	
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	24	\$79,824	\$26,059	\$35,984	\$68,188	\$89,657	\$170,161
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	39	\$130,504	\$47,797	\$64,280	\$108,333	\$148,943	\$219,402
Top Administrative Position	5	\$109,546			\$137,391		
Top Finance Position	17	\$111,311		\$82,543	\$97,719	\$135,828	
<b>Health – General and Rehabilitative: Health (General &amp; Financing)</b>							
CEO/Executive Director	6	\$74,066			\$77,649		
<b>Health – General and Rehabilitative: Health Care N.E.C.</b>							
CEO/Executive Director	10	\$77,150		\$55,632	\$67,574	\$76,775	
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	8	\$195,099			\$166,242		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	47	\$629,417	\$88,878	\$167,416	\$417,963	\$846,792	\$1,370,093
Top Administrative Position	10	\$266,924		\$94,286	\$183,907	\$365,957	
Top Finance Position	32	\$335,593	\$118,347	\$182,876	\$271,776	\$416,075	\$665,889
Top Human Resources Position	7	\$394,207			\$372,211		
Top Legal Position	9	\$477,429			\$453,962		
Top Operations Position	19	\$501,391		\$210,579	\$339,015	\$560,015	
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	16	\$183,950		\$121,257	\$195,279	\$226,395	
Top Administrative Position	5	\$187,930			\$174,205		
Top Finance Position	7	\$236,348			\$183,339		
Top Operations Position	5	\$369,642			\$239,509		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	8	\$90,581			\$84,730		
<b>Health – General and Rehabilitative: Rehabilitative Care</b>							
CEO/Executive Director	11	\$107,769		\$81,881	\$93,319	\$116,784	
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	14	\$210,698		\$103,765	\$134,911	\$179,199	
<b>Housing, Shelter: Housing &amp; Shelter N.E.C.</b>							
CEO/Executive Director	7	\$103,004			\$94,335		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	40	\$77,282	\$30,834	\$39,359	\$64,173	\$90,122	\$142,997
Top Administrative Position	9	\$105,750			\$99,649		
Top Finance Position	12	\$103,158		\$53,291	\$97,408	\$153,203	



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
Housing, Shelter: Housing Support							
CEO/Executive Director	9	\$138,958			\$86,661		
Housing, Shelter: Service and Other							
CEO/Executive Director	5	\$132,139			\$93,000		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	24	\$61,891	\$24,216	\$39,131	\$50,572	\$76,205	\$104,193
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	71	\$82,010	\$32,400	\$49,843	\$74,475	\$106,296	\$140,769
Top Finance Position	11	\$71,085		\$43,174	\$51,580	\$97,198	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	74	\$81,252	\$30,474	\$44,129	\$68,355	\$108,709	\$147,030
Top Finance Position	8	\$97,772			\$95,218		
Top Operations Position	5	\$100,548			\$88,088		
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	25	\$69,879	\$23,915	\$37,500	\$53,800	\$84,887	\$130,454
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	66	\$64,467	\$29,917	\$38,820	\$58,078	\$78,574	\$107,926
Top Finance Position	5	\$65,358			\$75,788		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	86	\$104,288	\$31,487	\$45,250	\$83,759	\$124,868	\$189,134
Top Finance Position	15	\$136,048		\$64,845	\$84,237	\$143,428	
Top Operations Position	5	\$109,203			\$101,921		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	8	\$133,715			\$88,115		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	13	\$79,693		\$37,232	\$69,790	\$89,139	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	34	\$103,768	\$41,799	\$66,342	\$91,877	\$121,731	\$173,017
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	10	\$134,298		\$67,647	\$119,612	\$149,707	
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	23	\$66,350	\$30,600	\$34,669	\$46,538	\$64,345	\$112,900
International, Foreign Affairs and National Security: Promotion of International Understanding							
CEO/Executive Director	5	\$87,558			\$80,000		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	6	\$86,229			\$80,201		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	19	\$124,975		\$49,132	\$122,901	\$168,171	
Top Finance Position	7	\$124,529			\$98,682		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	27	\$79,088	\$31,920	\$37,855	\$57,118	\$98,763	\$154,944
Top Finance Position	5	\$77,377			\$56,059		
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	22	\$80,365	\$36,560	\$46,744	\$66,183	\$90,112	\$121,207
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	23	\$112,471	\$44,489	\$60,042	\$95,000	\$135,177	\$166,894
Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other							
CEO/Executive Director	6	\$142,226			\$98,853		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
Public, Society Benefit – Multipurpose and Other: Leadership Development							
CEO/Executive Director	8	\$78,612			\$73,959		
Public, Society Benefit – Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	7	\$57,188			\$52,500		
Public, Society Benefit – Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	8	\$51,993			\$42,063		
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	7	\$75,497			\$72,547		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	31	\$77,461	\$26,963	\$33,981	\$55,560	\$89,073	\$161,841
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	8	\$65,436			\$58,452		
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
CEO/Executive Director	7	\$95,161			\$58,425		
Recreation, Sports, Leisure, Athletics: Service and Other							
CEO/Executive Director	5	\$97,260			\$86,294		
Recreation, Sports, Leisure, Athletics: Sports Associations & Training Facilities							
CEO/Executive Director	6	\$95,232			\$99,830		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	187	\$76,519	\$24,600	\$39,350	\$64,900	\$92,533	\$141,190
Top Finance Position	27	\$79,120	\$24,100	\$29,240	\$51,874	\$95,164	\$172,839
Top Operations Position	7	\$118,615			\$105,453		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	18	\$67,831		\$43,978	\$60,019	\$82,820	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	20	\$110,329	\$37,262	\$49,450	\$76,936	\$130,016	\$219,685
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	7	\$67,091			\$75,000		
Science and Technology Research Institutes, Services: Engineering & Technology							
CEO/Executive Director	5	\$122,833			\$65,052		
Unknown							
CEO/Executive Director	6	\$102,233			\$97,268		
Youth Development: Scouting							
CEO/Executive Director	7	\$230,740			\$155,582		
Youth Development: Service and Other							
CEO/Executive Director	5	\$159,058			\$100,000		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	21	\$114,289	\$27,716	\$40,000	\$72,000	\$95,000	\$108,020
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	8	\$70,153			\$57,500		
Youth Development: Youth Development Programs							
CEO/Executive Director	51	\$70,379	\$29,484	\$36,963	\$54,000	\$76,330	\$135,802
<b>Hawaii</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	5	\$101,353			\$95,000		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	19	\$77,922		\$38,855	\$75,000	\$86,644	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Hawaii</b>							
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	8	\$71,917			\$68,133		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	10	\$74,886		\$46,125	\$63,372	\$82,820	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	9	\$91,158			\$74,980		
Arts, Culture and Humanities: Service and Other							
CEO/Executive Director	5	\$60,210			\$51,431		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	7	\$123,266			\$117,120		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	5	\$75,400			\$55,971		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	5	\$127,337			\$141,371		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	6	\$94,218			\$72,730		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	36	\$152,817	\$39,950	\$65,292	\$102,810	\$160,249	\$253,258
Top Finance Position	10	\$116,487		\$67,554	\$94,649	\$120,432	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	\$86,182			\$70,945		
Environmental Quality, Protection and Beautification : Environmental Education							
CEO/Executive Director	6	\$71,478			\$69,752		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Hawaii</b>							
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	15	\$85,097		\$60,534	\$75,000	\$107,955	
Food, Agriculture and Nutrition: Agricultural Programs							
CEO/Executive Director	5	\$58,899			\$39,300		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	5	\$73,707			\$74,483		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	9	\$147,176			\$137,071		
Top Finance Position	6	\$99,395			\$98,924		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	15	\$286,437		\$151,821	\$206,363	\$355,075	
Top Finance Position	7	\$282,724			\$162,326		
Health – General and Rehabilitative: Public Health							
CEO/Executive Director	9	\$133,123			\$104,000		
Top Finance Position	5	\$88,435			\$86,052		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	11	\$126,926		\$82,701	\$105,015	\$136,362	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	23	\$105,243	\$61,000	\$79,933	\$102,875	\$108,275	\$187,839
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	10	\$89,022		\$66,813	\$84,467	\$103,744	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	9	\$64,103			\$65,922		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Hawaii</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	22	\$98,310	\$51,356	\$65,958	\$83,149	\$108,024	\$132,287
Top Finance Position	6	\$100,138			\$93,163		
Top Operations Position	6	\$112,336			\$97,195		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	6	\$151,833			\$123,163		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	8	\$143,297			\$121,550		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	10	\$79,807		\$56,500	\$75,990	\$110,369	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	7	\$39,122			\$27,452		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	11	\$62,546		\$28,650	\$54,947	\$94,987	
Unknown							
CEO/Executive Director	11	\$73,194		\$55,444	\$75,697	\$99,104	
Youth Development: Youth Development Programs							
CEO/Executive Director	6	\$61,177			\$56,027		
<b>Idaho</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	7	\$70,326			\$54,382		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	6	\$76,663			\$63,750		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Idaho</b>							
Arts, Culture and Humanities: Museums							
CEO/Executive Director	6	\$57,232			\$43,525		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	9	\$65,151			\$49,125		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	5	\$81,291			\$86,016		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	5	\$81,928			\$71,802		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	9	\$93,371			\$104,000		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	23	\$87,862	\$37,739	\$52,503	\$66,042	\$105,177	\$127,798
Top Administrative Position	15	\$84,793		\$74,256	\$87,590	\$98,962	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	10	\$73,849		\$50,167	\$69,386	\$81,251	
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	17	\$55,727		\$35,473	\$53,117	\$65,088	
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	8	\$146,233			\$142,890		
Top Finance Position	5	\$104,531			\$102,630		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	6	\$402,813			\$244,920		
Top Finance Position	7	\$332,520			\$160,917		



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Idaho</b>							
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	5	\$61,236			\$63,780		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	14	\$67,961		\$49,391	\$63,654	\$94,769	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	\$51,153			\$59,249		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	11	\$71,323		\$35,668	\$71,754	\$92,906	
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	5	\$85,297			\$111,150		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	\$103,504			\$101,621		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	20	\$62,498	\$20,282	\$32,593	\$48,313	\$61,221	\$82,138
Unknown							
CEO/Executive Director	9	\$67,914			\$45,000		
Youth Development: Scouting							
CEO/Executive Director	5	\$104,166			\$89,300		
Youth Development: Youth Development Programs							
CEO/Executive Director	6	\$74,823			\$65,821		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
<b>Animal-Related: Animal Protection &amp; Welfare</b>							
CEO/Executive Director	41	\$65,081	\$29,725	\$39,535	\$54,939	\$78,226	\$90,321
Top Finance Position	5	\$71,825			\$74,296		
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	60	\$89,579	\$26,884	\$41,372	\$72,848	\$101,811	\$166,442
Top Development Position	5	\$155,459			\$160,182		
Top Finance Position	6	\$100,889			\$108,051		
<b>Arts, Culture and Humanities: Arts, Culture &amp; Humanities N.E.C.</b>							
CEO/Executive Director	5	\$93,787			\$51,968		
<b>Arts, Culture and Humanities: Historical Organizations</b>							
CEO/Executive Director	29	\$84,516	\$23,608	\$35,507	\$48,048	\$79,040	\$143,945
<b>Arts, Culture and Humanities: Media &amp; Communication;</b>							
CEO/Executive Director	20	\$118,017	\$42,767	\$57,500	\$85,044	\$111,948	\$187,859
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	38	\$130,564	\$32,500	\$41,988	\$71,412	\$132,346	\$249,376
Top Finance Position	10	\$132,107		\$77,438	\$101,627	\$192,441	
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	89	\$111,045	\$30,346	\$40,000	\$63,259	\$98,808	\$219,547
Top Administrative Position	9	\$165,708			\$68,458		
Top Development Position	8	\$194,122			\$182,073		
Top Finance Position	7	\$173,958			\$201,654		
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	16	\$94,403		\$45,885	\$66,278	\$137,148	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
Arts, Culture and Humanities: Visual Arts							
CEO/Executive Director	6	\$87,058			\$58,840		
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	5	\$126,372			\$75,000		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	22	\$99,755	\$30,546	\$50,896	\$79,024	\$138,279	\$199,493
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action & Advocacy N.E.C.							
CEO/Executive Director	8	\$77,547			\$70,096		
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	8	\$132,019			\$94,687		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	11	\$186,719		\$76,242	\$111,458	\$172,133	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	59	\$103,722	\$53,168	\$65,554	\$88,988	\$108,857	\$161,375
Top Finance Position	8	\$106,358			\$81,161		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	13	\$136,522		\$56,106	\$105,000	\$141,793	
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	12	\$95,807		\$68,937	\$76,002	\$138,947	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	25	\$116,927	\$41,829	\$63,335	\$81,076	\$143,282	\$197,334
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	5	\$483,265			\$103,649		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	16	\$133,833		\$69,175	\$104,311	\$149,280	
Crime, Legal-Related: Legal Services							
CEO/Executive Director	18	\$140,086		\$79,830	\$121,614	\$176,466	
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	20	\$80,680	\$43,303	\$47,878	\$75,491	\$94,002	\$125,478
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	7	\$78,485			\$46,350		
Diseases, Disorders, Medical Disciplines: Birth Defects & Genetic Diseases							
CEO/Executive Director	7	\$122,570			\$120,000		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	11	\$123,688		\$97,418	\$108,236	\$170,030	
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	16	\$148,265		\$80,705	\$107,373	\$183,902	
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	21	\$421,462	\$112,525	\$190,232	\$346,504	\$602,777	\$723,654
Top Finance Position	8	\$345,601			\$295,004		
Top Technology Position	5	\$273,785			\$229,841		
Diseases, Disorders, Medical Disciplines: Nerve, Muscle & Bone Diseases							
CEO/Executive Director	11	\$140,600		\$67,584	\$107,968	\$174,562	
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	9	\$259,736			\$195,834		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	23	\$131,333	\$25,419	\$56,843	\$80,000	\$123,901	\$163,820
Top Finance Position	5	\$201,817			\$128,520		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	18	\$110,657		\$47,315	\$54,740	\$92,173	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	34	\$117,254	\$47,182	\$57,560	\$95,364	\$150,513	\$212,769
Top Finance Position	6	\$63,417			\$49,635		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	46	\$111,350	\$50,846	\$62,284	\$83,353	\$144,310	\$192,496
Top Finance Position	6	\$117,742			\$106,877		
Top Operations Position	5	\$113,055			\$110,000		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	194	\$132,482	\$45,374	\$69,681	\$111,601	\$158,845	\$220,067
Top Administrative Position	20	\$88,489	\$47,871	\$56,165	\$73,156	\$112,624	\$135,585
Top Business Position	6	\$79,541			\$75,606		
Top Development Position	8	\$125,042			\$109,312		
Top Education Position	16	\$135,174		\$102,321	\$135,738	\$167,561	
Top Finance Position	43	\$109,126	\$39,042	\$54,975	\$96,159	\$143,568	\$175,900
Top Operations Position	16	\$139,689		\$110,719	\$133,886	\$150,731	
Top Program Position	5	\$71,434			\$62,515		
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	16	\$467,745		\$105,499	\$305,981	\$484,879	
Top Finance Position	8	\$289,381			\$243,912		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	52	\$397,888	\$104,078	\$208,865	\$303,442	\$472,895	\$528,056
Top Development Position	18	\$231,036		\$154,273	\$195,124	\$220,275	
Top Education Position	9	\$162,193			\$140,708		
Top Finance Position	29	\$161,871	\$56,825	\$103,079	\$157,396	\$189,872	\$281,702
Top Legal Position	6	\$651,754			\$421,301		
Top Operations Position	5	\$185,431			\$198,643		
Top PR/Communications Position	5	\$243,018			\$250,407		
Top Technology Position	9	\$215,752			\$173,841		
<b>Educational Institutions and Related Activities: Libraries</b>							
CEO/Executive Director	6	\$201,757			\$222,673		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	61	\$169,837	\$52,750	\$86,880	\$145,303	\$228,741	\$314,146
Top Finance Position	11	\$123,510		\$67,567	\$130,560	\$171,670	
Top Operations Position	5	\$166,167			\$153,170		
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	34	\$135,968	\$24,300	\$60,621	\$87,645	\$138,933	\$286,816
<b>Employment, Job-Related: Employment N.E.C.</b>							
CEO/Executive Director	5	\$134,531			\$119,934		
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	30	\$111,540	\$47,983	\$77,763	\$97,731	\$112,672	\$191,252
Top Education Position	6	\$170,026			\$142,676		
Top Finance Position	6	\$100,472			\$97,143		
<b>Employment, Job-Related: Labor Unions</b>							
CEO/Executive Director	7	\$148,862			\$123,515		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	19	\$117,187		\$60,799	\$81,526	\$128,789	
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	25	\$105,692	\$55,861	\$65,520	\$100,605	\$127,345	\$172,997
<b>Environmental Quality, Protection and Beautification : Pollution Abatement &amp; Control</b>							
CEO/Executive Director	5	\$62,982			\$66,137		
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	13	\$99,406		\$83,333	\$95,543	\$129,681	
<b>Food, Agriculture and Nutrition: Agricultural Programs</b>							
CEO/Executive Director	8	\$115,566			\$91,587		
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	25	\$100,391	\$23,139	\$42,000	\$71,780	\$113,590	\$186,173
<b>Food, Agriculture and Nutrition: Food, Agriculture &amp; Nutrition N.E.C.</b>							
CEO/Executive Director	5	\$89,391			\$77,969		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	38	\$228,615	\$71,294	\$102,788	\$165,692	\$290,066	\$370,108
Top Finance Position	19	\$151,301		\$86,110	\$141,851	\$188,501	
Top Operations Position	8	\$178,550			\$147,319		
<b>Health – General and Rehabilitative: Health (General &amp; Financing)</b>							
CEO/Executive Director	5	\$69,894			\$62,707		
<b>Health – General and Rehabilitative: Health Care N.E.C.</b>							
CEO/Executive Director	6	\$176,062			\$91,299		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	8	\$142,151			\$66,974		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	75	\$757,036	\$161,534	\$213,632	\$390,915	\$903,921	\$1,737,524
Top Administrative Position	6	\$342,647			\$294,979		
Top Finance Position	66	\$410,527	\$107,503	\$143,373	\$291,130	\$489,616	\$686,583
Top Human Resources Position	18	\$366,446		\$255,487	\$349,722	\$397,879	
Top Legal Position	10	\$395,710		\$234,175	\$270,048	\$474,174	
Top Operations Position	39	\$428,169	\$137,526	\$203,793	\$300,261	\$581,887	\$840,199
Top Technology Position	14	\$417,772		\$258,108	\$375,036	\$604,247	
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	25	\$157,679	\$55,021	\$94,684	\$116,564	\$180,485	\$273,129
Top Administrative Position	17	\$108,769		\$96,082	\$105,481	\$134,479	
Top Finance Position	14	\$122,886		\$84,433	\$117,376	\$159,938	
Top Operations Position	5	\$191,811			\$114,031		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	16	\$108,954		\$87,074	\$102,904	\$131,100	
<b>Health – General and Rehabilitative: Rehabilitative Care</b>							
CEO/Executive Director	10	\$108,597		\$80,585	\$97,188	\$118,851	
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
CEO/Executive Director	7	\$80,331			\$80,014		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	35	\$267,543	\$56,000	\$80,145	\$207,479	\$357,830	\$486,638
Top Development Position	5	\$114,054			\$125,521		
Top Finance Position	8	\$223,826			\$175,469		
Top Operations Position	5	\$188,751			\$202,089		



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	11	\$103,870		\$46,147	\$74,376	\$107,743	
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	49	\$133,853	\$42,289	\$72,000	\$96,488	\$142,198	\$222,989
Top Administrative Position	6	\$109,076			\$100,183		
Top Finance Position	9	\$162,928			\$140,459		
Housing, Shelter: Housing Support							
CEO/Executive Director	24	\$107,280	\$43,140	\$78,271	\$96,227	\$130,724	\$158,012
Housing, Shelter: Service and Other							
CEO/Executive Director	6	\$132,854			\$91,131		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	25	\$82,548	\$41,102	\$53,673	\$77,190	\$113,194	\$128,233
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	201	\$94,540	\$36,000	\$55,554	\$80,915	\$115,366	\$162,271
Top Finance Position	43	\$98,428	\$50,876	\$65,095	\$87,500	\$130,246	\$161,654
Top Operations Position	8	\$112,629			\$104,958		
Top Program Position	8	\$95,320			\$94,321		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	126	\$102,974	\$33,835	\$52,385	\$80,799	\$131,283	\$191,430
Top Finance Position	26	\$99,862	\$41,679	\$69,519	\$93,865	\$131,747	\$161,288
Top Operations Position	10	\$129,191		\$106,625	\$138,846	\$168,440	
Top Program Position	9	\$90,634			\$105,633		
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	12	\$70,998		\$39,410	\$54,371	\$96,699	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	88	\$88,542	\$31,029	\$44,870	\$73,315	\$108,194	\$140,925
Top Finance Position	10	\$87,288		\$50,324	\$86,952	\$103,412	
Top Operations Position	6	\$139,334			\$125,827		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	161	\$106,806	\$34,000	\$52,962	\$82,672	\$129,421	\$183,189
Top Development Position	6	\$160,761			\$159,299		
Top Finance Position	35	\$121,662	\$38,415	\$58,822	\$105,473	\$132,342	\$155,611
Top Human Resources Position	5	\$230,457			\$134,810		
Top Operations Position	14	\$148,640		\$89,723	\$102,993	\$178,186	
Top Program Position	7	\$134,810			\$118,739		
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
CEO/Executive Director	27	\$140,452	\$43,067	\$55,814	\$87,586	\$149,653	\$284,521
Top Finance Position	6	\$104,539			\$103,726		
<b>Human Services – Multipurpose and Other: Personal Social Services</b>							
CEO/Executive Director	15	\$132,315		\$48,031	\$68,257	\$184,693	
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	59	\$173,461	\$61,022	\$94,100	\$141,975	\$175,575	\$240,364
Top Administrative Position	7	\$117,673			\$116,526		
Top Finance Position	25	\$160,008	\$63,556	\$84,243	\$117,856	\$175,208	\$265,033
Top Marketing Position	5	\$153,758			\$145,031		
<b>Human Services – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	16	\$126,803		\$55,785	\$114,203	\$145,809	
Top Finance Position	5	\$108,871			\$120,244		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	33	\$80,576	\$24,144	\$29,532	\$60,215	\$90,017	\$182,556
International, Foreign Affairs and National Security: Promotion of International Understanding							
CEO/Executive Director	5	\$160,807			\$198,383		
International, Foreign Affairs and National Security: Service and Other							
CEO/Executive Director	5	\$122,969			\$97,053		
Medical Research: Diseases of Specific Organs Research							
CEO/Executive Director	5	\$139,878			\$105,024		
Medical Research: Medical Disciplines Research							
CEO/Executive Director	8	\$159,428			\$155,535		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	16	\$90,442		\$55,352	\$85,539	\$102,224	
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	15	\$81,612		\$62,143	\$77,958	\$91,539	
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	5	\$124,198			\$103,000		
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	10	\$67,411		\$53,523	\$62,472	\$76,292	
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	56	\$133,887	\$50,873	\$91,518	\$114,032	\$176,887	\$228,386
Top Finance Position	16	\$105,706		\$85,296	\$100,768	\$121,742	
Top Operations Position	8	\$123,308			\$123,275		
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	9	\$74,117			\$47,190		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	30	\$155,674	\$38,021	\$73,953	\$123,752	\$167,482	\$229,679
Top Finance Position	8	\$152,532			\$127,641		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs</b>							
CEO/Executive Director	26	\$111,816	\$34,176	\$49,794	\$70,104	\$130,728	\$194,721
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Charity &amp; Voluntarism Promotio</b>							
CEO/Executive Director	7	\$136,418			\$62,458		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Private Grantmaking Foundations</b>							
CEO/Executive Director	6	\$74,256			\$80,702		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations</b>							
CEO/Executive Director	24	\$176,220	\$79,087	\$113,482	\$132,159	\$189,569	\$323,054
Top Finance Position	5	\$181,069			\$141,530		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other</b>							
CEO/Executive Director	11	\$106,838		\$55,000	\$67,000	\$159,854	
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Voluntarism Promotion</b>							
CEO/Executive Director	5	\$82,968			\$88,899		
<b>Public, Society Benefit – Multipurpose and Other: Government &amp; Public Administration</b>							
CEO/Executive Director	7	\$133,048			\$74,136		
<b>Public, Society Benefit – Multipurpose and Other: Leadership Development</b>							
CEO/Executive Director	8	\$111,079			\$94,856		
<b>Public, Society Benefit – Multipurpose and Other: Public &amp; Societal Benefit N.E.C.</b>							
CEO/Executive Director	8	\$122,400			\$127,848		
<b>Public, Society Benefit – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	5	\$143,432			\$146,205		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	31	\$100,410	\$26,200	\$50,725	\$73,655	\$128,620	\$232,075
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	7	\$96,077			\$85,563		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	12	\$104,577		\$52,750	\$84,336	\$110,748	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	114	\$67,671	\$23,171	\$39,000	\$59,493	\$86,142	\$118,977
Top Finance Position	12	\$57,571		\$18,775	\$39,693	\$83,748	
Religion-Related, Spiritual Development: Interfaith Coalitions							
CEO/Executive Director	6	\$97,369			\$72,704		
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	7	\$71,565			\$57,292		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	15	\$67,195		\$36,973	\$57,344	\$79,450	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	13	\$108,612		\$86,555	\$110,673	\$131,506	
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	9	\$168,252			\$72,282		
Science and Technology Research Institutes, Services: Engineering & Technology							
CEO/Executive Director	6	\$123,408			\$104,119		
Science and Technology Research Institutes, Services: Physical & Earth Sciences							
CEO/Executive Director	5	\$314,818			\$114,400		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
Science and Technology Research Institutes, Services: Service and Other							
CEO/Executive Director	6	\$187,949			\$132,421		
Unknown							
CEO/Executive Director	9	\$93,771			\$85,000		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	12	\$64,499		\$40,136	\$58,875	\$86,251	
Youth Development: Scouting							
CEO/Executive Director	13	\$173,370		\$133,524	\$183,461	\$193,179	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	23	\$91,491	\$48,570	\$61,187	\$83,074	\$107,188	\$133,942
Youth Development: Youth Development Programs							
CEO/Executive Director	62	\$90,178	\$30,231	\$50,208	\$75,356	\$103,236	\$146,230
<b>Indiana</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	28	\$48,796	\$21,955	\$31,862	\$43,786	\$55,144	\$78,646
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	26	\$81,324	\$30,251	\$36,911	\$70,818	\$108,922	\$137,074
Arts, Culture and Humanities: Arts, Culture & Humanities N.E.C.							
CEO/Executive Director	5	\$78,024			\$60,000		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	18	\$74,385		\$41,425	\$51,825	\$76,418	
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	14	\$95,472		\$39,674	\$71,065	\$118,573	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	22	\$127,037	\$40,902	\$60,764	\$72,904	\$125,645	\$195,297
Top Finance Position	5	\$170,215			\$168,920		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	46	\$65,816	\$25,555	\$35,069	\$51,471	\$73,672	\$110,436
<b>Arts, Culture and Humanities: Visual Arts</b>							
CEO/Executive Director	5	\$51,418			\$42,069		
<b>Civil Rights, Social Action, Advocacy: Civil Liberties</b>							
CEO/Executive Director	5	\$95,130			\$101,654		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	6	\$79,797			\$59,183		
<b>Community Improvement, Capacity Building: Business &amp; Industry</b>							
CEO/Executive Director	5	\$130,900			\$111,963		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	48	\$69,071	\$35,061	\$49,204	\$67,667	\$80,517	\$115,639
<b>Community Improvement, Capacity Building: Community Improvement &amp; Capacity Building N.E.C.</b>							
CEO/Executive Director	7	\$86,732			\$51,000		
<b>Community Improvement, Capacity Building: Community Service Clubs</b>							
CEO/Executive Director	5	\$95,296			\$79,292		
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	33	\$83,698	\$38,965	\$62,000	\$88,385	\$103,193	\$118,510
<b>Community Improvement, Capacity Building: Service and Other</b>							
CEO/Executive Director	11	\$80,646		\$56,341	\$78,769	\$105,598	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	7	\$72,335			\$79,100		
<b>Crime, Legal-Related: Protection Against Abuse</b>							
CEO/Executive Director	8	\$61,125			\$47,446		
<b>Crime, Legal-Related: Service and Other</b>							
CEO/Executive Director	7	\$62,580			\$64,000		
<b>Diseases, Disorders, Medical Disciplines: Cancer</b>							
CEO/Executive Director	10	\$66,434		\$44,523	\$67,139	\$71,227	
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	8	\$99,966			\$85,701		
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	9	\$101,030			\$79,903		
<b>Educational Institutions and Related Activities: Adult Education</b>							
CEO/Executive Director	7	\$62,263			\$62,200		
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	13	\$62,688		\$34,996	\$41,364	\$72,722	
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	20	\$75,271	\$27,823	\$44,604	\$74,800	\$85,289	\$94,305
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	69	\$121,369	\$34,800	\$58,604	\$93,759	\$125,231	\$242,769
Top Finance Position	21	\$74,982	\$41,742	\$54,260	\$62,242	\$99,518	\$113,109



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	33	\$341,566	\$140,368	\$200,566	\$303,607	\$444,524	\$571,966
Top Administrative Position	9	\$179,630			\$160,717		
Top Development Position	14	\$169,987		\$131,648	\$161,278	\$178,702	
Top Education Position	8	\$133,105			\$144,144		
Top Finance Position	23	\$175,217	\$92,401	\$121,412	\$156,497	\$210,999	\$230,396
<b>Educational Institutions and Related Activities: Libraries</b>							
CEO/Executive Director	5	\$97,917			\$89,929		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	40	\$125,024	\$46,954	\$70,011	\$93,657	\$142,899	\$230,859
Top Finance Position	7	\$122,174			\$91,884		
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	15	\$155,692		\$63,787	\$135,345	\$210,785	
Top Finance Position	6	\$162,967			\$145,011		
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	19	\$111,282		\$86,023	\$106,468	\$125,372	
Top Education Position	6	\$111,090			\$116,148		
Top Finance Position	5	\$92,318			\$86,177		
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	8	\$116,386			\$109,880		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	19	\$65,187		\$46,085	\$69,062	\$79,910	
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	5	\$74,782			\$80,369		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
Food, Agriculture and Nutrition: Food Programs							
Health – General and Rehabilitative: Ambulatory & Primary Health Care	25	\$70,541	\$35,397	\$46,233	\$70,056	\$85,871	\$104,848
CEO/Executive Director	27	\$144,921	\$47,238	\$70,796	\$87,744	\$201,831	\$258,654
Top Finance Position	15	\$124,953		\$82,860	\$106,999	\$135,050	
Top Operations Position	7	\$122,663			\$94,318		
Health – General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	10	\$104,578		\$67,822	\$82,087	\$105,289	
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	10	\$137,584		\$77,487	\$84,418	\$201,645	
Top Finance Position	6	\$105,515			\$79,145		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	46	\$490,794	\$58,294	\$139,895	\$257,039	\$619,859	\$1,170,886
Top Administrative Position	11	\$400,933		\$245,336	\$288,848	\$456,739	
Top Finance Position	32	\$294,264	\$96,185	\$117,816	\$253,123	\$389,545	\$670,338
Top Human Resources Position	8	\$233,234			\$145,068		
Top Operations Position	15	\$326,957		\$154,548	\$225,253	\$349,936	
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	11	\$152,957		\$98,584	\$125,164	\$215,400	
Top Finance Position	6	\$125,453			\$124,369		
Health – General and Rehabilitative: Public Health							
CEO/Executive Director	13	\$117,122		\$57,919	\$85,794	\$154,512	
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	10	\$160,039		\$78,857	\$134,323	\$206,238	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	31	\$86,369	\$24,091	\$40,846	\$68,250	\$101,961	\$116,527
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	6	\$110,903			\$72,080		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	13	\$92,018		\$58,654	\$81,497	\$113,954	
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	99	\$85,850	\$33,494	\$52,682	\$71,286	\$110,468	\$163,954
Top Finance Position	19	\$99,472		\$83,421	\$102,777	\$117,192	
Top Operations Position	5	\$104,449			\$97,468		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	67	\$78,926	\$26,052	\$35,249	\$64,658	\$95,816	\$146,824
Top Finance Position	13	\$81,551		\$45,867	\$86,563	\$98,101	
Top Operations Position	7	\$77,880			\$85,675		
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	12	\$67,219		\$50,434	\$64,836	\$85,536	
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	55	\$78,098	\$29,216	\$43,695	\$63,000	\$94,880	\$128,408
Top Finance Position	11	\$72,949		\$47,112	\$57,718	\$88,121	
Top Operations Position	8	\$73,310			\$67,062		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	110	\$98,299	\$40,928	\$60,066	\$81,172	\$118,604	\$173,758
Top Finance Position	22	\$95,058	\$63,016	\$72,889	\$86,977	\$107,372	\$142,435
Top Operations Position	5	\$132,946			\$133,280		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	13	\$81,336		\$51,498	\$65,165	\$106,251	
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	12	\$64,170		\$42,110	\$60,125	\$69,615	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	33	\$134,429	\$47,789	\$65,100	\$120,073	\$173,790	\$220,871
Top Administrative Position	5	\$108,523			\$132,986		
Top Finance Position	13	\$86,403		\$49,969	\$89,561	\$102,586	
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	15	\$72,069		\$39,697	\$60,788	\$96,741	
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	20	\$57,532	\$28,719	\$36,014	\$45,000	\$69,352	\$96,036
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	5	\$60,876			\$51,996		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	28	\$193,920	\$43,270	\$92,994	\$167,440	\$267,924	\$317,516
Top Finance Position	15	\$136,760		\$98,997	\$123,914	\$155,431	
Top Operations Position	7	\$128,730			\$135,202		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	18	\$61,971		\$45,225	\$52,871	\$68,750	
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	28	\$80,518	\$33,017	\$41,220	\$54,981	\$94,113	\$143,207
Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Charity & Voluntarism Promotio							
CEO/Executive Director	5	\$106,877			\$98,341		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
Philanthropy, Voluntarism and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	6	\$92,901			\$75,056		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	68	\$108,714	\$43,885	\$62,628	\$78,489	\$107,741	\$140,959
Top Finance Position	5	\$215,579			\$70,375		
Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other							
CEO/Executive Director	10	\$60,976		\$37,947	\$53,182	\$79,086	
Public, Society Benefit – Multipurpose and Other: Leadership Development							
CEO/Executive Director	8	\$71,129			\$73,312		
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	7	\$114,280			\$128,944		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	18	\$67,984		\$43,655	\$50,012	\$82,605	
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	6	\$66,660			\$67,981		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	5	\$85,504			\$82,000		
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
CEO/Executive Director	5	\$49,142			\$50,385		
Recreation, Sports, Leisure, Athletics: Sports Associations & Training Facilities							
CEO/Executive Director	5	\$605,928			\$162,355		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	88	\$55,782	\$20,583	\$29,521	\$49,700	\$70,977	\$103,045
Top Administrative Position	5	\$75,416			\$77,553		
Top Finance Position	7	\$67,564			\$42,000		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	8	\$76,059			\$59,780		
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	11	\$110,595		\$73,402	\$84,790	\$111,362	
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	13	\$53,111		\$35,308	\$41,035	\$56,592	
Youth Development: Scouting							
CEO/Executive Director	9	\$155,460			\$131,390		
Youth Development: Service and Other							
CEO/Executive Director	8	\$117,460			\$129,825		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	37	\$73,309	\$31,270	\$47,578	\$63,061	\$105,069	\$130,675
Youth Development: Youth Development Programs							
CEO/Executive Director	36	\$82,116	\$35,388	\$42,194	\$57,602	\$113,420	\$158,086
<b>Iowa</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	9	\$55,850			\$47,581		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	19	\$58,972		\$32,210	\$47,200	\$73,661	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Iowa</b>							
<b>Arts, Culture and Humanities: Historical Organizations</b>							
CEO/Executive Director	11	\$50,963		\$31,435	\$50,051	\$61,334	
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
CEO/Executive Director	9	\$104,307			\$80,000		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	15	\$101,235		\$75,840	\$93,719	\$122,891	
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	22	\$76,548	\$24,463	\$34,805	\$55,875	\$79,823	\$122,210
<b>Arts, Culture and Humanities: Visual Arts</b>							
CEO/Executive Director	5	\$53,689			\$43,617		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	20	\$72,786	\$33,805	\$45,729	\$73,482	\$101,098	\$107,101
Top Finance Position	5	\$72,131			\$77,556		
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	7	\$63,692			\$61,740		
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	5	\$74,849			\$62,864		
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	5	\$99,076			\$48,600		
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	6	\$56,876			\$56,361		
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	7	\$123,291			\$61,000		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Iowa</b>							
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	16	\$79,357		\$46,747	\$58,459	\$103,136	
<b>Educational Institutions and Related Activities: Graduate &amp; Professional Schools</b>							
CEO/Executive Director	6	\$259,901			\$268,116		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	27	\$275,069	\$114,129	\$227,985	\$268,693	\$333,908	\$367,247
Top Business Position	6	\$183,324			\$180,777		
Top Development Position	12	\$167,389		\$125,144	\$178,394	\$198,937	
Top Education Position	8	\$154,989			\$149,594		
Top Finance Position	14	\$163,623		\$131,428	\$163,616	\$185,566	
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	15	\$184,293		\$82,182	\$157,344	\$251,568	
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	15	\$119,305		\$88,067	\$109,284	\$142,021	
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	10	\$75,555		\$41,135	\$67,366	\$84,171	
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	5	\$84,889			\$67,804		
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	10	\$81,266		\$46,431	\$69,111	\$112,508	
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	16	\$117,070		\$78,566	\$115,921	\$130,340	
Top Finance Position	9	\$181,178			\$109,443		
Top Operations Position	7	\$195,580			\$95,012		



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Iowa</b>							
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	8	\$195,434			\$141,133		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	33	\$354,943	\$147,170	\$170,781	\$226,507	\$444,008	\$704,526
Top Finance Position	28	\$279,738	\$96,189	\$117,621	\$168,214	\$399,372	\$473,350
Top Operations Position	5	\$380,054			\$395,111		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	11	\$208,398		\$98,590	\$124,504	\$234,064	
Top Administrative Position	15	\$100,771		\$74,348	\$97,852	\$127,279	
Top Finance Position	8	\$161,824			\$106,600		
Top Operations Position	5	\$169,440			\$122,937		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	6	\$203,979			\$165,893		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	31	\$101,721	\$36,908	\$63,775	\$90,338	\$129,719	\$181,932
Top Administrative Position	6	\$77,487			\$77,266		
Top Finance Position	8	\$81,149			\$92,689		
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	6	\$102,651			\$66,219		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	9	\$62,300			\$60,364		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	48	\$93,823	\$33,402	\$58,052	\$88,313	\$124,661	\$164,715
Top Finance Position	15	\$86,848		\$50,288	\$84,831	\$98,175	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Iowa</b>							
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	35	\$52,538	\$25,017	\$27,933	\$42,462	\$67,296	\$87,589
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	22	\$70,793	\$23,319	\$53,958	\$66,460	\$82,055	\$101,048
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	50	\$88,271	\$28,270	\$49,574	\$78,469	\$101,857	\$169,379
Top Finance Position	13	\$78,264		\$48,594	\$71,861	\$102,640	
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	8	\$97,749			\$64,042		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	8	\$84,421			\$61,981		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	35	\$164,105	\$60,173	\$79,757	\$133,816	\$185,058	\$225,959
Top Administrative Position	10	\$96,715		\$67,386	\$90,477	\$130,012	
Top Finance Position	17	\$123,098		\$71,921	\$98,249	\$125,714	
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	9	\$110,229			\$101,932		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	22	\$126,237	\$87,782	\$100,132	\$132,725	\$150,947	\$163,574
Top Finance Position	6	\$109,000			\$111,483		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	15	\$125,318		\$70,808	\$110,764	\$139,230	
Top Finance Position	6	\$95,102			\$77,860		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Iowa</b>							
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	11	\$76,686		\$52,050	\$59,533	\$90,371	
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	11	\$128,717		\$86,912	\$108,567	\$175,013	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	9	\$65,050			\$62,324		
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	7	\$57,461			\$54,340		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	8	\$79,234			\$78,027		
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
CEO/Executive Director	5	\$83,473			\$55,144		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	25	\$55,539	\$22,496	\$32,499	\$49,114	\$68,400	\$81,359
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	7	\$56,411			\$60,000		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	6	\$63,730			\$58,929		
Youth Development: Scouting							
CEO/Executive Director	5	\$146,983			\$162,780		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	5	\$83,216			\$74,028		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Iowa</b>							
Youth Development: Youth Development Programs							
CEO/Executive Director	10	\$65,935		\$49,785	\$65,922	\$83,393	
<b>Kansas</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	7	\$77,460			\$75,625		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	16	\$61,575		\$31,750	\$42,073	\$70,286	
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	9	\$41,335			\$41,664		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	16	\$82,705		\$63,637	\$73,000	\$99,833	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	18	\$80,509		\$58,521	\$71,246	\$92,375	
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	5	\$72,640			\$46,561		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	9	\$47,601			\$42,646		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	9	\$96,928			\$79,597		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	7	\$54,657			\$54,347		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	5	\$69,336			\$63,000		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas</b>							
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	14	\$380,933		\$162,284	\$374,589	\$537,048	
Top Finance Position	5	\$492,647			\$469,523		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	7	\$135,248			\$78,239		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	34	\$92,364	\$34,688	\$46,451	\$75,594	\$116,377	\$179,298
Top Administrative Position	6	\$42,421			\$47,186		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	22	\$205,171	\$101,180	\$129,154	\$182,679	\$263,848	\$339,451
Top Development Position	6	\$134,562			\$136,484		
Top Finance Position	11	\$109,919		\$80,704	\$104,185	\$127,829	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	20	\$172,646	\$52,932	\$90,411	\$116,172	\$170,521	\$269,267
Top Finance Position	5	\$296,430			\$134,455		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	10	\$140,974		\$58,543	\$100,542	\$121,028	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	8	\$98,356			\$93,575		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	10	\$144,447		\$85,835	\$136,963	\$202,944	
Top Finance Position	6	\$100,467			\$99,805		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	11	\$50,430		\$26,616	\$41,396	\$48,359	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas</b>							
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	16	\$120,930		\$95,621	\$123,151	\$139,338	
Top Finance Position	9	\$106,148			\$95,007		
<b>Health – General and Rehabilitative: Health Care N.E.C.</b>							
CEO/Executive Director	6	\$109,517			\$70,121		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	34	\$330,216	\$94,798	\$142,523	\$225,980	\$351,128	\$736,135
Top Administrative Position	9	\$114,500			\$121,480		
Top Finance Position	29	\$211,811	\$66,827	\$121,593	\$174,744	\$237,237	\$413,794
Top Human Resources Position	5	\$252,956			\$245,741		
Top Operations Position	7	\$273,896			\$222,550		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	8	\$162,979			\$150,232		
Top Administrative Position	21	\$93,329	\$56,450	\$64,550	\$84,459	\$109,196	\$131,200
Top Finance Position	10	\$91,784		\$69,014	\$95,993	\$129,565	
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	11	\$112,779		\$62,138	\$104,700	\$130,877	
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	18	\$88,599		\$51,021	\$76,666	\$96,784	
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	9	\$55,854			\$60,877		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	59	\$88,213	\$34,296	\$57,623	\$78,150	\$113,463	\$140,527
Top Finance Position	14	\$63,370		\$45,300	\$62,011	\$84,363	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas</b>							
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	23	\$77,985	\$35,189	\$44,198	\$56,070	\$90,303	\$163,187
Top Program Position	5	\$70,386			\$39,129		
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	9	\$80,154			\$70,088		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	21	\$70,445	\$36,750	\$44,872	\$56,964	\$80,852	\$129,471
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	27	\$106,719	\$38,304	\$59,493	\$83,085	\$121,016	\$151,671
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	16	\$143,430		\$97,552	\$128,888	\$199,536	
Top Administrative Position	7	\$82,524			\$74,938		
Top Finance Position	11	\$111,196		\$78,157	\$104,051	\$155,261	
Top Operations Position	5	\$123,709			\$127,534		
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	6	\$77,923			\$73,520		
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	8	\$54,099			\$56,572		
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	6	\$50,029			\$46,459		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	23	\$143,844	\$85,723	\$114,487	\$136,782	\$173,816	\$207,108
Top Finance Position	17	\$96,732		\$84,621	\$98,328	\$109,190	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas</b>							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	15	\$98,268		\$67,723	\$94,474	\$111,902	
Top Finance Position	6	\$97,030			\$80,016		
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	12	\$95,603		\$45,784	\$54,274	\$110,308	
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	20	\$89,852	\$36,650	\$67,695	\$77,024	\$103,447	\$163,963
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	13	\$68,070		\$40,817	\$57,505	\$100,346	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	33	\$51,323	\$23,180	\$27,048	\$36,180	\$67,826	\$100,864
Youth Development: Youth Development Programs							
CEO/Executive Director	13	\$76,441		\$61,178	\$68,042	\$102,640	
<b>Kentucky</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	14	\$57,020		\$24,449	\$47,832	\$62,211	
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	10	\$78,205		\$44,948	\$59,747	\$73,821	
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	5	\$92,685			\$65,523		
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	5	\$73,648			\$37,400		



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kentucky</b>							
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	17	\$111,428		\$52,075	\$69,000	\$144,053	
Top Finance Position	5	\$121,058			\$110,902		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	22	\$74,851	\$26,408	\$41,375	\$67,184	\$78,956	\$142,968
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	16	\$95,887		\$43,769	\$95,962	\$112,048	
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	19	\$101,501		\$51,116	\$88,203	\$131,234	
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	8	\$118,861			\$118,848		
<b>Crime, Legal-Related: Protection Against Abuse</b>							
CEO/Executive Director	8	\$47,426			\$48,398		
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	6	\$62,945			\$67,494		
<b>Educational Institutions and Related Activities: Adult Education</b>							
CEO/Executive Director	5	\$49,861			\$47,702		
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	10	\$127,864		\$69,983	\$93,928	\$154,824	
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	8	\$115,689			\$82,708		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kentucky</b>							
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	31	\$112,248	\$47,200	\$51,000	\$70,000	\$129,611	\$247,260
Top Administrative Position	6	\$55,275			\$33,356		
Top Finance Position	7	\$61,425			\$52,986		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	18	\$237,849		\$143,366	\$267,297	\$309,527	
Top Development Position	10	\$162,442		\$127,315	\$138,321	\$195,270	
Top Education Position	5	\$160,671			\$152,171		
Top Finance Position	11	\$126,249		\$87,206	\$111,688	\$135,271	
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	12	\$82,292		\$38,423	\$53,550	\$92,729	
Top Finance Position	5	\$94,890			\$75,468		
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	6	\$108,377			\$102,794		
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	6	\$135,631			\$95,589		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	10	\$87,164		\$55,383	\$82,745	\$111,969	
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	9	\$58,764			\$46,835		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	15	\$126,677		\$71,651	\$112,500	\$160,132	
Top Finance Position	7	\$121,294			\$111,241		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kentucky</b>							
Health – General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	7	\$119,445			\$71,508		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	9	\$85,687			\$68,645		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	38	\$392,843	\$93,928	\$136,583	\$210,352	\$422,308	\$868,181
Top Finance Position	27	\$207,343	\$70,002	\$119,854	\$142,224	\$305,029	\$399,275
Top Operations Position	9	\$208,820			\$194,140		
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	8	\$175,099			\$124,572		
Top Administrative Position	7	\$125,490			\$133,358		
Health – General and Rehabilitative: Public Health							
CEO/Executive Director	5	\$61,757			\$54,876		
Health – General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	7	\$38,400			\$34,466		
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	10	\$165,054		\$85,154	\$137,003	\$204,282	
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	24	\$90,764	\$35,941	\$48,354	\$65,064	\$125,297	\$176,122
Housing, Shelter: Housing Support							
CEO/Executive Director	6	\$71,052			\$65,355		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	9	\$55,950			\$49,753		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kentucky</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	40	\$72,220	\$29,820	\$41,816	\$59,489	\$91,223	\$119,845
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	27	\$104,845	\$42,537	\$68,650	\$76,640	\$115,377	\$209,027
Top Finance Position	5	\$133,707			\$132,212		
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	15	\$65,431		\$30,705	\$46,221	\$87,674	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	21	\$66,712	\$21,500	\$36,301	\$54,605	\$79,957	\$134,238
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	45	\$112,589	\$29,780	\$50,452	\$96,320	\$139,231	\$172,345
Top Finance Position	12	\$84,515		\$43,522	\$82,777	\$113,411	
Top Operations Position	6	\$120,369			\$119,587		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	6	\$59,715			\$52,402		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	8	\$74,094			\$59,852		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	17	\$121,895		\$90,000	\$123,688	\$150,715	
Top Finance Position	8	\$134,042			\$120,699		
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	5	\$64,181			\$34,200		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kentucky</b>							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	13	\$162,155		\$119,388	\$147,396	\$177,877	
Top Finance Position	7	\$134,421			\$144,083		
Top Operations Position	5	\$119,006			\$117,286		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	9	\$100,789			\$109,039		
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	7	\$71,462			\$57,079		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	7	\$121,069			\$107,701		
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	5	\$167,893			\$131,535		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	11	\$59,995		\$36,990	\$60,000	\$79,770	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	45	\$50,991	\$19,388	\$28,010	\$43,054	\$61,155	\$74,718
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	8	\$55,279			\$51,435		
Unknown							
CEO/Executive Director	13	\$60,113		\$35,650	\$56,011	\$77,313	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	5	\$48,429			\$43,727		
Youth Development: Youth Development Programs							
CEO/Executive Director	9	\$60,372			\$61,658		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Louisiana</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	27	\$82,160	\$35,544	\$45,778	\$77,306	\$113,538	\$137,713
Arts, Culture and Humanities: Arts, Culture & Humanities N.E.C.							
CEO/Executive Director	6	\$60,578			\$40,111		
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	12	\$63,724		\$37,577	\$60,000	\$77,118	
Arts, Culture and Humanities: Museums							
CEO/Executive Director	17	\$130,746		\$60,000	\$79,575	\$117,744	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	19	\$63,083		\$30,515	\$50,000	\$73,612	
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	6	\$93,988			\$80,225		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	5	\$99,807			\$99,898		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	25	\$104,093	\$38,197	\$54,937	\$78,407	\$110,475	\$226,570
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	13	\$172,646		\$72,000	\$89,990	\$227,374	
Crime, Legal-Related: Legal Services							
CEO/Executive Director	9	\$89,698			\$87,016		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	6	\$62,971			\$62,470		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Louisiana</b>							
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	8	\$102,880			\$82,828		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	9	\$88,738			\$76,670		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	5	\$73,153			\$72,000		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	9	\$84,838			\$87,329		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	17	\$82,911		\$58,298	\$77,000	\$100,000	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	79	\$126,486	\$52,010	\$74,636	\$103,736	\$148,366	\$249,893
Top Finance Position	19	\$119,660		\$76,543	\$119,648	\$141,387	
Top Operations Position	8	\$140,286			\$142,629		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	10	\$323,040		\$220,419	\$241,434	\$305,250	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	24	\$130,628	\$43,624	\$59,624	\$129,309	\$182,754	\$213,692
Top Finance Position	8	\$128,385			\$132,950		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	5	\$52,243			\$42,340		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	7	\$64,967			\$54,457		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Louisiana</b>							
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	5	\$96,593			\$90,222		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	9	\$70,187			\$63,488		
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	5	\$154,715			\$124,036		
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	15	\$77,493		\$42,202	\$67,660	\$100,329	
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	26	\$186,759	\$64,004	\$110,251	\$144,373	\$205,279	\$335,592
Top Finance Position	11	\$138,971		\$89,045	\$108,119	\$155,131	
Top Operations Position	6	\$127,202			\$134,062		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	25	\$691,430	\$75,939	\$167,809	\$275,115	\$786,465	\$1,885,334
Top Finance Position	18	\$410,700		\$133,549	\$240,245	\$435,705	
Top Operations Position	13	\$401,957		\$301,655	\$341,986	\$442,530	
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	5	\$197,943			\$161,543		
Top Administrative Position	5	\$113,743			\$97,895		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	10	\$142,271		\$61,940	\$87,854	\$195,245	
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	24	\$99,408	\$36,563	\$52,949	\$76,111	\$109,885	\$147,451
Top Finance Position	5	\$140,775			\$99,957		



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Louisiana</b>							
Housing, Shelter: Temporary Housing							
CEO/Executive Director	7	\$56,606			\$58,088		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	64	\$79,931	\$34,667	\$44,341	\$63,785	\$90,281	\$153,151
Top Finance Position	5	\$78,656			\$72,510		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	27	\$73,117	\$24,892	\$36,711	\$66,852	\$93,946	\$139,740
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	6	\$60,926			\$56,122		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	19	\$68,323		\$42,923	\$66,277	\$91,624	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	54	\$95,976	\$22,055	\$52,723	\$76,840	\$127,332	\$180,930
Top Finance Position	12	\$90,133		\$73,957	\$87,118	\$105,102	
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	9	\$78,074			\$78,497		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	6	\$61,736			\$59,261		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	14	\$140,217		\$84,404	\$124,446	\$186,284	
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	7	\$104,709			\$72,000		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	7	\$101,485			\$82,212		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Louisiana</b>							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	11	\$86,154		\$58,881	\$79,704	\$91,539	
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	12	\$117,529		\$79,173	\$112,843	\$134,799	
Philanthropy, Voluntarism and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	5	\$197,318			\$215,379		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	8	\$224,991			\$142,777		
Public Safety, Disaster Preparedness and Relief: Disaster Preparedness & Relief Services							
CEO/Executive Director	8	\$60,197			\$37,125		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	59	\$54,471	\$20,858	\$29,043	\$45,000	\$74,212	\$106,025
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	5	\$49,300			\$38,824		
Unknown							
CEO/Executive Director	14	\$93,239		\$37,084	\$60,883	\$123,822	
Youth Development: Scouting							
CEO/Executive Director	7	\$137,913			\$117,824		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	7	\$62,860			\$50,150		
Youth Development: Youth Development Programs							
CEO/Executive Director	19	\$68,459		\$53,186	\$66,154	\$74,067	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maine</b>							
<b>Animal-Related: Animal Protection &amp; Welfare</b>							
CEO/Executive Director	12	\$62,827		\$34,102	\$53,107	\$91,728	
<b>Animal-Related: Wildlife Preservation &amp; Protection</b>							
CEO/Executive Director	9	\$71,563			\$63,524		
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	18	\$63,687		\$39,391	\$55,403	\$65,435	
<b>Arts, Culture and Humanities: Historical Organizations</b>							
CEO/Executive Director	15	\$60,402		\$46,796	\$60,000	\$69,478	
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
CEO/Executive Director	9	\$91,335			\$58,557		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	15	\$88,821		\$55,426	\$78,500	\$94,249	
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	23	\$52,497	\$24,544	\$34,620	\$48,750	\$73,455	\$78,896
<b>Arts, Culture and Humanities: Visual Arts</b>							
CEO/Executive Director	5	\$77,638			\$68,861		
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	9	\$120,309			\$112,270		
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	6	\$99,755			\$101,464		
<b>Crime, Legal-Related: Protection Against Abuse</b>							
CEO/Executive Director	5	\$69,089			\$77,855		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maine</b>							
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	5	\$98,047			\$69,348		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	8	\$102,007			\$101,583		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	48	\$124,048	\$36,045	\$46,053	\$101,614	\$156,921	\$233,749
Top Finance Position	16	\$98,747		\$72,461	\$100,887	\$114,359	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	9	\$409,879			\$329,964		
Top Administrative Position	5	\$309,340			\$314,352		
Top Finance Position	7	\$272,514			\$261,087		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	10	\$70,326		\$41,445	\$62,660	\$88,163	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	9	\$115,237			\$85,000		
Environmental Quality, Protection and Beautification : Environment N.E.C.							
CEO/Executive Director	6	\$100,295			\$97,178		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	39	\$73,902	\$41,094	\$56,058	\$62,790	\$80,205	\$104,873
Environmental Quality, Protection and Beautification : Service and Other							
CEO/Executive Director	8	\$102,297			\$83,186		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	7	\$57,232			\$42,703		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maine</b>							
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	16	\$124,595		\$91,783	\$108,653	\$147,451	
Top Finance Position	6	\$127,751			\$93,034		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	10	\$105,319		\$54,586	\$80,348	\$123,443	
Top Finance Position	5	\$99,605			\$134,437		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	27	\$385,902	\$182,261	\$242,070	\$351,515	\$401,926	\$689,312
Top Finance Position	22	\$236,123	\$108,593	\$182,890	\$230,190	\$283,064	\$374,479
Top Operations Position	6	\$262,097			\$217,520		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	11	\$186,849		\$106,033	\$158,687	\$251,346	
Top Administrative Position	5	\$95,021			\$113,512		
Top Finance Position	6	\$141,987			\$152,507		
Top Operations Position	5	\$173,350			\$167,136		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	9	\$93,356			\$95,237		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	5	\$163,809			\$211,098		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	17	\$92,921		\$51,110	\$71,350	\$99,781	
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	5	\$74,780			\$72,152		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maine</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	29	\$93,817	\$31,214	\$60,682	\$96,537	\$119,990	\$162,032
Top Finance Position	9	\$73,914			\$76,245		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	19	\$76,726		\$50,545	\$67,000	\$97,010	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	17	\$80,365		\$48,457	\$71,525	\$93,568	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	32	\$85,258	\$30,360	\$48,432	\$72,350	\$106,280	\$143,879
Top Finance Position	8	\$90,484			\$89,914		
Top Operations Position	5	\$90,328			\$99,104		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	8	\$104,493			\$106,524		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	7	\$59,642			\$51,645		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	19	\$105,632		\$57,407	\$91,190	\$110,837	
Top Finance Position	5	\$83,925			\$44,981		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	19	\$135,091		\$89,747	\$111,045	\$127,763	
Top Finance Position	9	\$113,449			\$102,336		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	7	\$84,607			\$87,843		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maine</b>							
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	6	\$82,811			\$83,492		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	\$57,578			\$55,077		
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	7	\$72,376			\$72,560		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	11	\$58,092		\$45,366	\$50,924	\$66,088	
Unknown							
CEO/Executive Director	5	\$307,821			\$58,976		
Youth Development: Youth Development Programs							
CEO/Executive Director	13	\$70,098		\$57,904	\$67,267	\$80,308	
<b>Maryland</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	26	\$70,781	\$25,500	\$34,078	\$60,429	\$92,817	\$124,236
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	6	\$178,521			\$86,893		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	39	\$88,212	\$34,800	\$49,231	\$70,720	\$96,401	\$153,153
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	17	\$95,367		\$57,500	\$68,330	\$103,846	
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	21	\$146,369	\$51,000	\$63,231	\$110,000	\$167,477	\$339,564

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
Arts, Culture and Humanities: Museums							
CEO/Executive Director	17	\$109,683		\$43,000	\$74,701	\$147,466	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	40	\$71,170	\$27,945	\$32,742	\$52,883	\$77,736	\$132,226
Top Finance Position	5	\$77,834			\$80,809		
Arts, Culture and Humanities: Service and Other							
CEO/Executive Director	7	\$70,886			\$90,000		
Arts, Culture and Humanities: Visual Arts							
CEO/Executive Director	8	\$99,967			\$96,993		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	18	\$117,288		\$87,222	\$106,469	\$139,414	
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	9	\$203,993			\$211,116		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	38	\$98,294	\$54,101	\$69,095	\$86,602	\$118,240	\$185,735
Top Finance Position	6	\$92,733			\$81,202		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	6	\$101,825			\$100,551		
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	5	\$101,999			\$66,000		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	19	\$123,270		\$67,579	\$101,171	\$155,331	
Top Finance Position	6	\$155,465			\$147,092		



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	9	\$181,857			\$187,061		
Crime, Legal-Related: Administration of Justice							
CEO/Executive Director	5	\$74,788			\$46,133		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	7	\$104,065			\$106,042		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	5	\$80,165			\$82,022		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	12	\$146,778		\$97,960	\$114,408	\$163,175	
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	15	\$228,627		\$86,069	\$116,500	\$199,256	
Top Finance Position	5	\$225,242			\$116,061		
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	11	\$222,618		\$109,236	\$228,265	\$274,298	
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	9	\$157,144			\$142,133		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	11	\$138,742		\$61,672	\$100,000	\$233,257	
Top Finance Position	5	\$127,075			\$134,467		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	8	\$81,471			\$57,490		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	16	\$112,961		\$52,019	\$90,077	\$139,985	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	29	\$82,160	\$31,340	\$45,000	\$71,450	\$107,659	\$146,722
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	139	\$178,898	\$49,251	\$81,677	\$135,090	\$235,900	\$380,146
Top Administrative Position	7	\$72,555			\$83,472		
Top Business Position	16	\$105,335		\$76,758	\$105,510	\$125,077	
Top Development Position	23	\$154,251	\$108,403	\$126,283	\$153,584	\$175,270	\$196,876
Top Education Position	8	\$106,621			\$121,186		
Top Finance Position	39	\$139,540	\$59,723	\$99,611	\$127,568	\$182,725	\$238,736
Top Operations Position	15	\$156,220		\$125,727	\$139,452	\$187,921	
Top Technology Position	6	\$135,246			\$135,227		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	14	\$428,662		\$218,866	\$365,021	\$457,597	
Top Development Position	8	\$185,927			\$164,584		
Top Finance Position	11	\$196,103		\$134,700	\$197,313	\$266,136	
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	8	\$156,022			\$151,839		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	33	\$155,514	\$56,677	\$69,504	\$126,500	\$193,713	\$254,152
Top Finance Position	5	\$156,477			\$147,771		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	13	\$120,062		\$75,108	\$105,577	\$149,618	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	17	\$169,407		\$86,057	\$132,155	\$252,528	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	12	\$198,600		\$121,315	\$172,226	\$223,806	
Top Finance Position	5	\$121,420			\$111,317		
<b>Environmental Quality, Protection and Beautification : Environment N.E.C.</b>							
CEO/Executive Director	10	\$107,196		\$66,142	\$92,250	\$133,367	
<b>Environmental Quality, Protection and Beautification : Environmental Education</b>							
CEO/Executive Director	6	\$91,738			\$84,018		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	37	\$105,173	\$44,970	\$59,831	\$92,742	\$154,108	\$182,066
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	18	\$108,414		\$66,199	\$105,290	\$134,761	
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	9	\$48,031			\$48,000		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	19	\$243,628		\$127,412	\$178,526	\$238,899	
Top Finance Position	12	\$187,034		\$111,594	\$144,767	\$171,699	
Top Operations Position	7	\$207,366			\$149,026		
<b>Health – General and Rehabilitative: Health (General &amp; Financing)</b>							
CEO/Executive Director	7	\$90,605			\$68,129		
<b>Health – General and Rehabilitative: Health Care N.E.C.</b>							
CEO/Executive Director	7	\$189,309			\$143,966		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	15	\$274,068		\$106,644	\$269,728	\$451,985	
Top Finance Position	5	\$154,854			\$155,573		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	43	\$782,259	\$122,204	\$208,423	\$484,357	\$945,912	\$1,660,067
Top Administrative Position	5	\$178,339			\$177,034		
Top Development Position	7	\$223,328			\$204,409		
Top Finance Position	31	\$467,581	\$177,034	\$232,527	\$347,997	\$491,103	\$640,096
Top Human Resources Position	11	\$295,968		\$218,188	\$266,056	\$339,724	
Top Operations Position	18	\$323,564		\$237,961	\$285,868	\$376,925	
Top Technology Position	8	\$434,383			\$419,257		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	13	\$151,901		\$130,696	\$157,242	\$177,525	
Top Administrative Position	7	\$138,299			\$122,286		
Top Finance Position	8	\$149,932			\$146,960		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	11	\$206,870		\$92,811	\$119,995	\$157,162	
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	28	\$263,319	\$95,837	\$131,726	\$175,816	\$260,471	\$469,941
Top Finance Position	8	\$207,118			\$181,903		
Top Operations Position	7	\$270,705			\$230,424		
<b>Housing, Shelter: Housing &amp; Shelter N.E.C.</b>							
CEO/Executive Director	13	\$190,779		\$65,919	\$112,482	\$154,401	
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	40	\$164,967	\$57,289	\$80,983	\$129,624	\$205,526	\$337,674
Top Finance Position	8	\$160,899			\$129,601		
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	12	\$89,283		\$69,645	\$84,099	\$111,340	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
Housing, Shelter: Temporary Housing							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population	16	\$70,842		\$54,468	\$67,543	\$84,846	
CEO/Executive Director	77	\$123,157	\$40,610	\$60,335	\$109,415	\$159,915	\$212,891
Top Finance Position	31	\$119,637	\$79,941	\$94,100	\$111,509	\$132,947	\$167,311
Top Operations Position	10	\$136,673		\$114,070	\$121,847	\$158,859	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	63	\$103,008	\$42,420	\$59,537	\$81,538	\$137,706	\$192,665
Top Administrative Position	5	\$108,039			\$105,153		
Top Finance Position	17	\$119,557		\$78,901	\$104,316	\$154,803	
Top Program Position	5	\$66,088			\$41,600		
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	6	\$75,288			\$59,758		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	30	\$92,751	\$38,219	\$41,520	\$76,908	\$98,842	\$193,143
Top Finance Position	5	\$139,527			\$125,902		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	72	\$133,735	\$40,578	\$68,055	\$94,012	\$145,023	\$199,340
Top Administrative Position	5	\$151,182			\$172,338		
Top Finance Position	20	\$138,130	\$59,063	\$65,254	\$107,421	\$173,160	\$311,435
Top Operations Position	8	\$167,350			\$118,556		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	14	\$85,936		\$55,389	\$76,369	\$96,000	
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	8	\$104,211			\$109,988		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	55	\$148,698	\$71,374	\$96,829	\$126,964	\$190,395	\$258,870
Top Administrative Position	6	\$115,732			\$117,814		
Top Finance Position	26	\$113,638	\$54,665	\$72,559	\$106,523	\$164,352	\$174,093
Top Marketing Position	5	\$143,715			\$131,699		
Top Operations Position	5	\$139,344			\$118,862		
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	12	\$119,936		\$72,252	\$92,041	\$180,511	
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	13	\$183,054		\$55,250	\$150,000	\$199,782	
International, Foreign Affairs and National Security: Promotion of International Understanding							
CEO/Executive Director	5	\$80,776			\$61,800		
Medical Research: Diseases of Specific Organs Research							
CEO/Executive Director	5	\$314,021			\$345,256		
Medical Research: Medical Research N.E.C.							
CEO/Executive Director	5	\$391,125			\$130,000		
Medical Research: Service and Other							
CEO/Executive Director	8	\$302,846			\$285,932		
Top Finance Position	5	\$175,589			\$163,378		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	6	\$50,924			\$38,342		
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	8	\$119,395			\$98,794		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	40	\$164,594	\$56,963	\$86,897	\$120,011	\$162,444	\$284,237
Top Finance Position	12	\$128,960		\$99,642	\$122,494	\$150,336	
Top Operations Position	7	\$146,554			\$135,494		
<b>Mental Health, Crisis Intervention: Service and Other</b>							
CEO/Executive Director	15	\$131,066		\$101,487	\$121,529	\$162,432	
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	19	\$140,698		\$93,184	\$104,311	\$148,905	
Top Finance Position	7	\$108,575			\$103,502		
<b>Mutual/Membership Benefit Organizations, Other: Service and Other</b>							
CEO/Executive Director	7	\$258,287			\$179,674		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs</b>							
CEO/Executive Director	5	\$222,857			\$82,661		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Charity &amp; Voluntarism Promotio</b>							
CEO/Executive Director	5	\$204,729			\$141,629		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations</b>							
CEO/Executive Director	12	\$98,877		\$40,789	\$84,750	\$131,289	
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other</b>							
CEO/Executive Director	5	\$99,152			\$59,300		
<b>Public, Society Benefit – Multipurpose and Other: Leadership Development</b>							
CEO/Executive Director	10	\$103,445		\$58,348	\$84,911	\$148,551	
<b>Public, Society Benefit – Multipurpose and Other: Military &amp; Veterans Organizations</b>							
CEO/Executive Director	10	\$96,793		\$60,448	\$83,221	\$125,915	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	37	\$84,641	\$33,169	\$65,223	\$77,778	\$97,764	\$138,063
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
CEO/Executive Director	5	\$58,354			\$37,000		
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	9	\$128,767			\$100,000		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	5	\$65,893			\$69,276		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	40	\$64,170	\$30,444	\$39,654	\$54,952	\$80,597	\$97,704
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	5	\$173,511			\$207,575		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	6	\$91,507			\$89,898		
Science and Technology Research Institutes, Services: Biological & Life Sciences							
CEO/Executive Director	5	\$270,097			\$190,056		
Science and Technology Research Institutes, Services: Service and Other							
CEO/Executive Director	10	\$228,391		\$109,894	\$247,610	\$325,286	
Top Finance Position	5	\$154,031			\$153,224		
Youth Development: Service and Other							
CEO/Executive Director	7	\$84,381			\$85,567		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	11	\$114,729		\$69,942	\$76,666	\$80,809	



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
Youth Development: Youth Development Programs							
CEO/Executive Director	38	\$92,979	\$21,503	\$37,301	\$68,015	\$95,122	\$171,024
<b>Massachusetts</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	24	\$114,888	\$22,809	\$41,276	\$61,679	\$99,683	\$284,180
Top Finance Position	5	\$119,867			\$67,940		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	52	\$82,273	\$26,676	\$47,375	\$67,899	\$97,600	\$144,565
Arts, Culture and Humanities: Arts Services							
CEO/Executive Director	6	\$109,900			\$108,862		
Arts, Culture and Humanities: Arts, Culture & Humanities N.E.C.							
CEO/Executive Director	5	\$164,735			\$129,648		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	27	\$121,696	\$56,160	\$66,400	\$96,818	\$137,417	\$240,209
Top Finance Position	6	\$87,329			\$87,998		
Arts, Culture and Humanities: Humanities							
CEO/Executive Director	6	\$176,522			\$119,550		
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	81	\$113,332	\$40,502	\$65,978	\$75,883	\$104,655	\$186,088
Top Administrative Position	5	\$110,553			\$101,774		
Top Finance Position	6	\$133,414			\$70,625		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	46	\$148,759	\$39,300	\$58,313	\$120,505	\$176,707	\$257,898
Top Development Position	7	\$186,001			\$189,381		
Top Finance Position	15	\$156,675		\$94,454	\$117,760	\$219,830	
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	90	\$107,415	\$34,546	\$45,682	\$65,799	\$116,376	\$176,917
Top Administrative Position	7	\$133,223			\$122,431		
Top Finance Position	11	\$117,864		\$63,494	\$86,716	\$139,915	
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	13	\$110,940		\$51,192	\$82,083	\$88,864	
<b>Arts, Culture and Humanities: Visual Arts</b>							
CEO/Executive Director	7	\$103,748			\$75,300		
<b>Civil Rights, Social Action, Advocacy: Civil Liberties</b>							
CEO/Executive Director	6	\$137,302			\$141,430		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	23	\$121,475	\$46,583	\$67,290	\$109,280	\$135,437	\$153,496
<b>Civil Rights, Social Action, Advocacy: Civil Rights, Social Action &amp; Advocacy N.E.C.</b>							
CEO/Executive Director	17	\$98,160		\$64,019	\$91,154	\$138,375	
<b>Civil Rights, Social Action, Advocacy: Service and Other</b>							
CEO/Executive Director	11	\$100,322		\$79,225	\$86,835	\$107,169	
<b>Community Improvement, Capacity Building: Business &amp; Industry</b>							
CEO/Executive Director	8	\$129,547			\$149,451		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	36	\$91,832	\$44,623	\$58,141	\$78,967	\$116,238	\$160,598

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	18	\$99,812		\$55,712	\$85,140	\$139,258	
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	8	\$198,715			\$175,797		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	15	\$125,227		\$59,500	\$86,543	\$161,094	
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	6	\$102,061			\$81,781		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	14	\$107,385		\$72,786	\$105,542	\$123,396	
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	7	\$80,800			\$89,974		
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	5	\$48,862			\$46,502		
Diseases, Disorders, Medical Disciplines: Birth Defects & Genetic Diseases							
CEO/Executive Director	9	\$114,013			\$102,762		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	8	\$176,118			\$80,048		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	12	\$428,093		\$79,161	\$147,028	\$587,606	
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	6	\$429,140			\$206,393		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	15	\$97,143		\$66,250	\$94,751	\$127,647	
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	15	\$166,858		\$60,566	\$80,552	\$132,214	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	32	\$122,019	\$30,303	\$41,979	\$91,322	\$143,382	\$219,316
Top Finance Position	7	\$123,325			\$136,297		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	61	\$124,242	\$43,500	\$69,600	\$113,100	\$168,709	\$201,351
Top Finance Position	10	\$132,148		\$113,451	\$136,775	\$153,995	
Top Operations Position	6	\$150,078			\$160,882		
Top Program Position	5	\$131,838			\$137,129		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	252	\$186,932	\$42,670	\$70,548	\$123,762	\$249,248	\$404,190
Top Administrative Position	5	\$118,356			\$98,315		
Top Business Position	18	\$121,426		\$79,556	\$106,848	\$159,601	
Top Development Position	45	\$193,657	\$128,981	\$138,799	\$176,855	\$227,089	\$281,549
Top Education Position	7	\$149,089			\$150,121		
Top Facilities Position	8	\$150,948			\$145,452		
Top Finance Position	88	\$164,471	\$73,151	\$110,618	\$152,759	\$208,561	\$269,252
Top Marketing Position	5	\$172,318			\$169,901		
Top Operations Position	36	\$188,950	\$109,907	\$125,468	\$166,352	\$199,320	\$288,135
Top Program Position	15	\$114,730		\$87,072	\$107,220	\$135,398	
Top Technology Position	11	\$154,708		\$132,399	\$148,858	\$181,699	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
<b>Educational Institutions and Related Activities: Graduate &amp; Professional Schools</b>							
CEO/Executive Director	8	\$348,617			\$322,004		
Top Finance Position	6	\$197,930			\$179,853		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	66	\$516,218	\$121,652	\$236,259	\$472,514	\$611,399	\$832,761
Top Administrative Position	13	\$269,026		\$200,118	\$274,622	\$340,126	
Top Development Position	33	\$246,439	\$138,695	\$167,094	\$225,375	\$281,791	\$408,201
Top Education Position	13	\$221,479		\$144,637	\$232,697	\$288,645	
Top Finance Position	36	\$278,087	\$111,972	\$165,512	\$245,245	\$316,801	\$456,459
Top Human Resources Position	6	\$302,338			\$308,693		
Top Legal Position	12	\$298,336		\$189,635	\$239,441	\$370,440	
Top Marketing Position	5	\$220,336			\$216,525		
Top Operations Position	9	\$352,310			\$275,026		
Top Technology Position	13	\$241,271		\$168,821	\$194,939	\$287,709	
<b>Educational Institutions and Related Activities: Libraries</b>							
CEO/Executive Director	17	\$118,370		\$52,875	\$97,185	\$133,559	
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	52	\$162,121	\$52,830	\$85,317	\$138,825	\$193,283	\$287,949
Top Finance Position	12	\$158,974		\$125,269	\$147,920	\$181,209	
Top Operations Position	6	\$202,098			\$138,780		
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	27	\$123,019	\$41,977	\$62,914	\$96,423	\$166,134	\$183,309

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	25	\$120,239	\$62,675	\$93,714	\$105,390	\$134,646	\$157,115
Top Education Position	5	\$184,413			\$198,337		
Top Finance Position	6	\$149,238			\$135,453		
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	17	\$146,556		\$90,654	\$107,053	\$167,913	
Top Finance Position	5	\$150,017			\$127,787		
<b>Environmental Quality, Protection and Beautification : Environmental Education</b>							
CEO/Executive Director	5	\$123,278			\$88,000		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	58	\$110,691	\$38,411	\$55,963	\$82,504	\$145,866	\$225,328
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	24	\$134,617	\$58,821	\$69,939	\$122,690	\$170,536	\$239,985
Top Finance Position	5	\$101,675			\$107,442		
<b>Food, Agriculture and Nutrition: Agricultural Programs</b>							
CEO/Executive Director	6	\$95,136			\$70,364		
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	19	\$109,206		\$69,610	\$89,192	\$122,966	
<b>Food, Agriculture and Nutrition: Food, Agriculture &amp; Nutrition N.E.C.</b>							
CEO/Executive Director	5	\$107,404			\$91,023		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	36	\$441,752	\$68,185	\$162,694	\$293,155	\$580,129	\$1,087,369
Top Finance Position	25	\$302,109	\$117,989	\$138,262	\$178,256	\$315,640	\$575,766
Top Operations Position	13	\$285,057		\$170,493	\$260,510	\$392,025	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
Health – General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	15	\$343,871		\$59,601	\$101,296	\$282,160	
Top Finance Position	5	\$470,392			\$492,862		
Health – General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	9	\$308,562			\$238,435		
Top Finance Position	5	\$232,047			\$139,384		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	14	\$124,988		\$86,674	\$109,599	\$147,069	
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	38	\$777,280	\$129,893	\$230,783	\$637,197	\$916,113	\$1,536,446
Top Development Position	8	\$312,767			\$234,038		
Top Finance Position	34	\$431,051	\$146,224	\$249,974	\$347,597	\$474,311	\$765,829
Top Human Resources Position	15	\$358,809		\$206,678	\$282,954	\$413,096	
Top Operations Position	15	\$499,320		\$242,713	\$388,198	\$781,298	
Top Technology Position	13	\$347,246		\$208,388	\$281,651	\$298,654	
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	37	\$188,995	\$93,186	\$137,103	\$171,130	\$242,863	\$288,455
Top Administrative Position	27	\$141,574	\$116,085	\$124,784	\$138,988	\$155,451	\$164,733
Top Finance Position	11	\$134,004		\$109,136	\$119,512	\$175,662	
Health – General and Rehabilitative: Public Health							
CEO/Executive Director	11	\$182,819		\$79,038	\$108,150	\$145,616	
Health – General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	6	\$136,983			\$135,755		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	27	\$272,581	\$50,958	\$84,000	\$185,265	\$342,886	\$493,057
Top Finance Position	9	\$371,718			\$314,398		
Top Operations Position	7	\$247,341			\$212,981		
<b>Housing, Shelter: Housing &amp; Shelter N.E.C.</b>							
CEO/Executive Director	9	\$97,542			\$105,850		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	70	\$133,737	\$62,255	\$89,050	\$125,732	\$172,170	\$208,217
Top Finance Position	18	\$147,296		\$109,062	\$130,524	\$163,877	
Top Operations Position	6	\$152,196			\$152,354		
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	13	\$106,495		\$75,081	\$99,704	\$127,180	
<b>Housing, Shelter: Service and Other</b>							
CEO/Executive Director	10	\$150,161		\$78,012	\$108,421	\$142,275	
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	17	\$138,537		\$83,960	\$110,000	\$196,328	
Top Finance Position	5	\$107,765			\$122,855		



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	144	\$151,851	\$53,343	\$88,365	\$128,833	\$183,154	\$260,929
Top Administrative Position	5	\$133,168			\$107,083		
Top Development Position	12	\$130,815		\$115,605	\$131,014	\$145,254	
Top Finance Position	60	\$132,956	\$85,596	\$103,561	\$119,604	\$158,377	\$183,001
Top Human Resources Position	10	\$143,781		\$128,238	\$144,631	\$154,398	
Top Operations Position	24	\$166,476	\$41,106	\$117,514	\$151,192	\$190,376	\$329,734
Top Program Position	7	\$116,983			\$108,109		
Top Technology Position	6	\$150,924			\$150,164		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	119	\$102,785	\$49,692	\$63,444	\$88,780	\$116,849	\$160,362
Top Administrative Position	5	\$86,505			\$88,780		
Top Finance Position	18	\$115,222		\$46,353	\$120,065	\$164,435	
Top Operations Position	7	\$176,192			\$155,748		
Top Program Position	7	\$104,715			\$83,892		
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	13	\$88,989		\$61,829	\$78,650	\$104,099	
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	48	\$118,768	\$59,247	\$72,660	\$97,022	\$141,889	\$216,215
Top Finance Position	12	\$115,068		\$73,796	\$99,512	\$157,687	
Top Operations Position	5	\$138,818			\$140,155		
Top Program Position	5	\$146,326			\$145,570		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	112	\$139,830	\$48,234	\$76,016	\$116,552	\$170,936	\$274,295
Top Development Position	6	\$146,807			\$143,103		
Top Finance Position	45	\$117,019	\$66,668	\$87,608	\$113,149	\$143,460	\$158,085
Top Human Resources Position	8	\$150,191			\$133,180		
Top Operations Position	19	\$172,583		\$126,539	\$147,625	\$191,600	
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	21	\$130,566	\$36,524	\$38,400	\$112,947	\$165,286	\$241,762
Top Finance Position	5	\$150,564			\$131,694		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	12	\$100,704		\$40,434	\$68,431	\$95,718	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	48	\$179,947	\$73,432	\$101,934	\$157,197	\$199,518	\$315,423
Top Finance Position	16	\$155,064		\$105,729	\$156,867	\$202,008	
Top Human Resources Position	7	\$159,200			\$147,561		
Top Marketing Position	5	\$132,627			\$141,786		
Top Operations Position	5	\$209,226			\$207,839		
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	13	\$145,640		\$67,528	\$109,160	\$220,090	
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	26	\$145,820	\$32,757	\$55,272	\$111,148	\$139,921	\$333,741
International, Foreign Affairs and National Security: International Human Rights							
CEO/Executive Director	5	\$129,493			\$116,441		
International, Foreign Affairs and National Security: International Peace & Security							
CEO/Executive Director	7	\$90,780			\$94,518		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
International, Foreign Affairs and National Security: Promotion of International Understanding							
CEO/Executive Director	14	\$159,537		\$66,073	\$177,043	\$197,926	
International, Foreign Affairs and National Security: Service and Other							
CEO/Executive Director	6	\$264,038			\$171,202		
Medical Research: Service and Other							
CEO/Executive Director	7	\$181,177			\$185,683		
Medical Research: Specifically Named Diseases Research							
CEO/Executive Director	7	\$145,106			\$96,679		
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	7	\$78,377			\$86,968		
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	6	\$124,895			\$102,009		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	34	\$157,629	\$62,091	\$96,643	\$147,895	\$209,005	\$278,480
Top Finance Position	15	\$142,307		\$99,572	\$125,823	\$150,948	
Top Operations Position	11	\$151,742		\$139,766	\$145,616	\$168,582	
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	5	\$89,043			\$99,200		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	20	\$138,993	\$55,637	\$95,090	\$127,307	\$154,033	\$239,266
Top Finance Position	8	\$113,528			\$105,796		
Top Operations Position	5	\$151,501			\$138,225		
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	8	\$117,977			\$113,952		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Charity & Voluntarism Promotio							
CEO/Executive Director	8	\$273,997			\$151,110		
Top Operations Position	5	\$144,913			\$91,775		
Philanthropy, Voluntarism and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	8	\$94,120			\$95,148		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	19	\$174,815		\$115,441	\$157,654	\$176,804	
Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other							
CEO/Executive Director	7	\$241,445			\$139,506		
Top Finance Position	5	\$165,392			\$110,008		
Public, Society Benefit – Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	9	\$93,269			\$62,140		
Public, Society Benefit – Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	7	\$185,157			\$97,341		
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	10	\$130,840		\$80,331	\$96,162	\$124,331	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	35	\$110,684	\$30,800	\$49,448	\$85,470	\$139,755	\$195,528
Top Finance Position	6	\$128,724			\$102,068		
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	15	\$102,061		\$47,799	\$78,260	\$112,068	
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	9	\$114,859			\$88,112		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	33	\$61,534	\$23,475	\$30,000	\$40,540	\$72,050	\$133,951
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	10	\$126,913		\$55,675	\$109,068	\$162,685	
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	12	\$84,946		\$31,653	\$71,339	\$139,892	
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	6	\$76,639			\$83,126		
Social Science Research Institutes, Services: Social Science							
CEO/Executive Director	6	\$236,037			\$148,340		
Unknown							
CEO/Executive Director	9	\$98,936			\$51,084		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	11	\$144,878		\$88,202	\$127,984	\$192,367	
Youth Development: Scouting							
CEO/Executive Director	5	\$204,854			\$193,309		
Youth Development: Service and Other							
CEO/Executive Director	5	\$103,584			\$80,000		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	47	\$98,428	\$43,770	\$70,500	\$89,007	\$109,716	\$155,308
Top Finance Position	6	\$102,649			\$78,024		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
Youth Development: Youth Development Programs							
CEO/Executive Director	57	\$117,505	\$43,972	\$65,425	\$90,279	\$132,384	\$216,505
Top Development Position	5	\$152,316			\$106,744		
Top Finance Position	8	\$181,078			\$168,512		
Top Operations Position	9	\$190,768			\$162,340		
<b>Michigan</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	24	\$78,086	\$22,620	\$32,116	\$55,073	\$73,889	\$152,615
Top Finance Position	5	\$91,606			\$43,290		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	44	\$61,749	\$19,313	\$28,329	\$49,366	\$71,461	\$100,707
Arts, Culture and Humanities: Arts, Culture & Humanities N.E.C.							
CEO/Executive Director	6	\$100,918			\$86,178		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	11	\$51,582		\$41,862	\$48,636	\$56,914	
Arts, Culture and Humanities: Humanities							
CEO/Executive Director	5	\$84,383			\$89,015		
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	18	\$75,382		\$40,252	\$62,149	\$76,356	
Arts, Culture and Humanities: Museums							
CEO/Executive Director	38	\$98,219	\$30,703	\$48,150	\$67,263	\$120,459	\$177,674
Top Finance Position	6	\$85,696			\$86,684		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	54	\$78,362	\$30,303	\$42,505	\$54,524	\$100,298	\$111,879
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	5	\$81,751			\$78,662		
<b>Arts, Culture and Humanities: Visual Arts</b>							
CEO/Executive Director	12	\$53,367		\$37,626	\$45,636	\$71,411	
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	13	\$87,637		\$55,000	\$81,443	\$101,517	
<b>Community Improvement, Capacity Building: Business &amp; Industry</b>							
CEO/Executive Director	11	\$186,049		\$120,041	\$168,857	\$197,680	
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	35	\$77,618	\$37,954	\$47,334	\$82,397	\$93,875	\$123,562
<b>Community Improvement, Capacity Building: Community Improvement &amp; Capacity Building N.E.C.</b>							
CEO/Executive Director	7	\$107,954			\$92,596		
<b>Community Improvement, Capacity Building: Community Service Clubs</b>							
CEO/Executive Director	6	\$97,645			\$63,825		
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	26	\$122,930	\$30,700	\$46,601	\$82,153	\$161,854	\$239,475
<b>Community Improvement, Capacity Building: Service and Other</b>							
CEO/Executive Director	14	\$123,168		\$62,473	\$92,077	\$182,947	
<b>Crime, Legal-Related: Administration of Justice</b>							
CEO/Executive Director	7	\$63,443			\$49,955		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
<b>Crime, Legal-Related: Crime Prevention</b>							
CEO/Executive Director	6	\$65,480			\$57,400		
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	13	\$89,316		\$59,301	\$83,781	\$109,600	
<b>Crime, Legal-Related: Protection Against Abuse</b>							
CEO/Executive Director	15	\$59,758		\$44,875	\$58,629	\$68,722	
<b>Crime, Legal-Related: Rehabilitation Services for Offenders</b>							
CEO/Executive Director	6	\$91,735			\$85,273		
<b>Diseases, Disorders, Medical Disciplines: Birth Defects &amp; Genetic Diseases</b>							
CEO/Executive Director	5	\$97,259			\$90,762		
<b>Diseases, Disorders, Medical Disciplines: Cancer</b>							
CEO/Executive Director	9	\$68,241			\$65,502		
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	12	\$127,423		\$64,619	\$106,308	\$197,664	
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	11	\$85,506		\$54,558	\$79,586	\$89,935	
<b>Educational Institutions and Related Activities: Adult Education</b>							
CEO/Executive Director	7	\$59,282			\$48,446		
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	12	\$75,826		\$49,963	\$64,244	\$101,717	
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	23	\$89,168	\$34,725	\$55,250	\$68,000	\$116,389	\$165,051



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	79	\$118,405	\$35,950	\$53,985	\$93,740	\$141,858	\$232,180
Top Administrative Position	13	\$95,390		\$64,994	\$91,614	\$112,843	
Top Development Position	6	\$114,352			\$130,401		
Top Finance Position	17	\$109,662		\$73,532	\$103,880	\$133,119	
<b>Educational Institutions and Related Activities: Graduate &amp; Professional Schools</b>							
CEO/Executive Director	11	\$234,188		\$138,456	\$186,532	\$302,918	
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	39	\$293,349	\$98,639	\$149,538	\$240,165	\$411,394	\$550,339
Top Development Position	15	\$189,336		\$131,184	\$153,769	\$211,691	
Top Education Position	8	\$148,788			\$153,506		
Top Finance Position	21	\$166,820	\$80,808	\$124,736	\$167,845	\$206,408	\$238,812
<b>Educational Institutions and Related Activities: Libraries</b>							
CEO/Executive Director	6	\$98,104			\$87,776		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	42	\$138,065	\$49,172	\$73,911	\$112,765	\$159,754	\$250,557
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	9	\$93,526			\$64,200		
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	19	\$126,473		\$42,982	\$83,325	\$144,072	
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	17	\$126,136		\$78,811	\$120,574	\$149,104	
Top Finance Position	6	\$108,195			\$109,685		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
Environmental Quality, Protection and Beautification : Environmental Education							
CEO/Executive Director	13	\$87,630		\$56,248	\$96,911	\$117,498	
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	29	\$87,571	\$36,811	\$59,613	\$81,317	\$108,451	\$130,291
Environmental Quality, Protection and Beautification : Service and Other							
CEO/Executive Director	9	\$99,629			\$87,636		
Food, Agriculture and Nutrition: Agricultural Programs							
CEO/Executive Director	6	\$65,604			\$59,514		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	24	\$102,589	\$42,395	\$54,295	\$81,591	\$139,209	\$168,094
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	40	\$188,915	\$48,259	\$94,652	\$171,679	\$262,094	\$352,659
Top Finance Position	18	\$146,753		\$104,827	\$137,972	\$180,678	
Top Operations Position	10	\$160,970		\$112,121	\$136,859	\$149,126	
Health – General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	10	\$87,752		\$42,114	\$64,923	\$123,473	
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	27	\$172,615	\$46,992	\$86,887	\$137,798	\$177,990	\$403,211
Top Finance Position	7	\$157,528			\$142,879		
Top Operations Position	5	\$213,649			\$197,819		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	65	\$641,016	\$85,949	\$166,640	\$292,481	\$658,729	\$1,474,961
Top Finance Position	48	\$294,209	\$86,956	\$127,335	\$196,539	\$291,706	\$465,673
Top Human Resources Position	13	\$337,767		\$142,203	\$251,784	\$330,598	
Top Operations Position	13	\$396,837		\$149,633	\$238,785	\$404,043	
Top Technology Position	5	\$217,435			\$188,718		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	23	\$192,733	\$62,500	\$100,200	\$126,402	\$235,381	\$305,757
Top Administrative Position	10	\$145,621		\$112,204	\$147,163	\$168,686	
Top Finance Position	11	\$134,316		\$84,278	\$122,554	\$158,487	
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	14	\$143,936		\$79,929	\$97,199	\$200,555	
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
CEO/Executive Director	7	\$74,579			\$43,989		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	16	\$247,201		\$63,867	\$119,910	\$212,500	
<b>Housing, Shelter: Housing &amp; Shelter N.E.C.</b>							
CEO/Executive Director	9	\$80,883			\$67,155		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	60	\$81,700	\$33,166	\$39,997	\$66,070	\$88,099	\$158,710
Top Administrative Position	15	\$57,448		\$48,017	\$51,773	\$60,114	
Top Finance Position	7	\$107,065			\$116,032		
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	8	\$128,737			\$115,421		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
<b>Housing, Shelter: Service and Other</b>							
CEO/Executive Director	5	\$93,679			\$80,346		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	26	\$84,465	\$34,955	\$59,026	\$75,318	\$95,336	\$149,985
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	140	\$99,987	\$39,849	\$54,008	\$85,268	\$121,330	\$194,596
Top Finance Position	24	\$119,601	\$64,175	\$70,768	\$105,892	\$163,103	\$187,768
Top Operations Position	7	\$126,207			\$141,486		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	73	\$88,796	\$30,250	\$42,541	\$68,341	\$109,845	\$179,048
Top Finance Position	12	\$109,097		\$51,299	\$105,724	\$151,156	
Top Operations Position	5	\$133,234			\$136,937		
Top Program Position	5	\$57,440			\$38,184		
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	17	\$62,740		\$51,165	\$60,364	\$75,873	
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	68	\$66,433	\$21,729	\$41,681	\$56,092	\$81,900	\$112,246
Top Finance Position	7	\$76,364			\$77,630		
Top Operations Position	5	\$99,334			\$116,965		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	125	\$101,373	\$37,464	\$53,990	\$86,208	\$128,011	\$193,244
Top Finance Position	33	\$97,768	\$56,520	\$65,013	\$79,335	\$104,499	\$171,721
Top Operations Position	7	\$143,111			\$127,537		
Top Program Position	5	\$121,036			\$130,588		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	19	\$94,178		\$64,901	\$92,415	\$117,215	
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	13	\$87,245		\$44,618	\$78,961	\$89,488	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	102	\$130,339	\$48,300	\$71,678	\$103,911	\$152,573	\$232,925
Top Administrative Position	9	\$106,633			\$104,000		
Top Finance Position	31	\$112,943	\$48,822	\$69,425	\$105,705	\$130,477	\$175,601
Top Operations Position	13	\$168,210		\$128,757	\$157,212	\$193,674	
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	18	\$94,838		\$54,488	\$81,776	\$126,420	
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	14	\$264,979		\$32,166	\$59,900	\$127,073	
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	7	\$111,327			\$109,148		
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	6	\$65,568			\$63,451		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	38	\$145,302	\$36,119	\$78,688	\$106,514	\$197,511	\$279,849
Top Finance Position	9	\$124,336			\$97,308		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	26	\$124,648	\$58,637	\$68,282	\$96,273	\$133,637	\$228,697
Top Finance Position	11	\$95,456		\$60,968	\$75,367	\$134,327	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	29	\$84,983	\$32,490	\$50,827	\$71,070	\$128,181	\$144,945
Top Finance Position	6	\$73,485			\$68,569		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	48	\$95,824	\$32,920	\$48,527	\$78,524	\$117,636	\$191,697
Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other							
CEO/Executive Director	11	\$93,350		\$49,878	\$79,500	\$119,636	
Public, Society Benefit – Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	6	\$71,607			\$77,586		
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	8	\$139,220			\$117,422		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	19	\$62,074		\$40,393	\$67,500	\$73,665	
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	16	\$84,161		\$55,050	\$59,312	\$99,497	
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	9	\$95,458			\$83,104		
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
CEO/Executive Director	10	\$108,154		\$49,750	\$58,790	\$66,121	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	91	\$68,106	\$22,593	\$33,787	\$54,563	\$80,598	\$119,682
Top Finance Position	9	\$51,459			\$50,000		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	10	\$93,284		\$57,509	\$68,744	\$94,442	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	12	\$82,889		\$38,466	\$60,548	\$100,293	
Unknown							
CEO/Executive Director	10	\$105,392		\$64,861	\$86,845	\$134,400	
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	9	\$68,096			\$58,771		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	8	\$102,025			\$86,361		
Youth Development: Youth Development Programs							
CEO/Executive Director	46	\$63,401	\$25,000	\$37,018	\$56,053	\$78,726	\$103,507
<b>Minnesota</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	17	\$64,549		\$33,189	\$48,000	\$66,400	
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	12	\$116,638		\$54,078	\$80,390	\$132,898	
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	57	\$88,111	\$30,000	\$47,496	\$70,327	\$90,556	\$162,464
Top Finance Position	6	\$107,610			\$119,244		
Arts, Culture and Humanities: Arts Services							
CEO/Executive Director	6	\$86,209			\$90,436		
Arts, Culture and Humanities: Arts, Culture & Humanities N.E.C.							
CEO/Executive Director	5	\$97,147			\$72,800		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
<b>Arts, Culture and Humanities: Historical Organizations</b>							
CEO/Executive Director	24	\$60,044	\$25,707	\$31,119	\$46,730	\$52,514	\$77,077
<b>Arts, Culture and Humanities: Humanities</b>							
CEO/Executive Director	5	\$119,339			\$79,800		
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
CEO/Executive Director	34	\$95,971	\$23,570	\$47,660	\$64,123	\$115,518	\$161,525
Top Administrative Position	8	\$76,138			\$73,527		
Top Finance Position	6	\$76,110			\$55,471		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	29	\$93,850	\$34,625	\$45,160	\$60,482	\$72,012	\$164,902
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	70	\$72,987	\$27,113	\$36,704	\$55,624	\$80,535	\$136,642
Top Finance Position	6	\$93,742			\$101,718		
<b>Arts, Culture and Humanities: Visual Arts</b>							
CEO/Executive Director	12	\$75,585		\$47,122	\$59,521	\$78,508	
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	10	\$73,121		\$59,753	\$71,944	\$81,338	
<b>Civil Rights, Social Action, Advocacy: Service and Other</b>							
CEO/Executive Director	5	\$86,818			\$86,000		
<b>Community Improvement, Capacity Building: Business &amp; Industry</b>							
CEO/Executive Director	10	\$188,183		\$73,039	\$137,953	\$272,369	
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	47	\$80,659	\$40,892	\$55,009	\$70,000	\$100,911	\$139,767
Top Finance Position	6	\$84,793			\$88,966		



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	8	\$72,864			\$53,608		
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	12	\$72,388		\$49,968	\$59,765	\$89,791	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	20	\$152,447	\$56,399	\$78,289	\$109,742	\$142,152	\$298,666
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	7	\$130,931			\$162,043		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	9	\$98,188			\$71,562		
Crime, Legal-Related: Correctional Facilities							
CEO/Executive Director	6	\$86,653			\$74,533		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	17	\$92,494		\$74,536	\$99,504	\$105,302	
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	13	\$83,366		\$66,895	\$85,481	\$96,345	
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	5	\$84,610			\$84,407		
Crime, Legal-Related: Service and Other							
CEO/Executive Director	5	\$52,602			\$55,401		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	6	\$88,687			\$63,789		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	5	\$134,623			\$108,447		
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	5	\$71,658			\$75,000		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	8	\$85,963			\$81,038		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	7	\$95,515			\$100,000		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	14	\$69,468		\$48,581	\$57,397	\$65,500	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	19	\$60,854		\$36,142	\$49,108	\$82,616	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	156	\$111,090	\$39,976	\$65,613	\$96,685	\$127,051	\$160,739
Top Administrative Position	11	\$81,708		\$48,386	\$62,437	\$108,209	
Top Business Position	15	\$67,478		\$42,874	\$51,192	\$72,714	
Top Finance Position	37	\$64,769	\$37,081	\$41,174	\$54,038	\$73,469	\$109,026
Top Operations Position	5	\$99,681			\$87,450		
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	8	\$195,154			\$163,472		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	25	\$316,952	\$97,116	\$208,297	\$270,137	\$410,950	\$524,288
Top Development Position	11	\$174,927		\$148,883	\$165,038	\$206,398	
Top Finance Position	15	\$190,276		\$125,498	\$171,565	\$250,182	
Top Operations Position	5	\$150,711			\$166,352		
<b>Educational Institutions and Related Activities: Libraries</b>							
CEO/Executive Director	8	\$122,065			\$109,963		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	27	\$120,085	\$40,390	\$64,586	\$101,200	\$133,698	\$191,178
Top Finance Position	8	\$219,573			\$104,009		
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	13	\$111,642		\$67,000	\$78,244	\$142,798	
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	17	\$94,923		\$68,221	\$99,940	\$112,164	
Top Finance Position	6	\$77,719			\$77,815		
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	22	\$130,556	\$68,290	\$85,956	\$112,936	\$147,627	\$255,401
Top Finance Position	9	\$96,493			\$87,251		
<b>Environmental Quality, Protection and Beautification : Environment N.E.C.</b>							
CEO/Executive Director	7	\$98,622			\$59,576		
<b>Environmental Quality, Protection and Beautification : Environmental Education</b>							
CEO/Executive Director	9	\$72,719			\$89,800		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	21	\$106,552	\$52,500	\$72,443	\$104,744	\$124,796	\$166,056
Top Finance Position	6	\$94,251			\$89,377		
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	12	\$83,370		\$59,340	\$82,805	\$100,292	
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	20	\$90,370	\$37,732	\$58,717	\$70,833	\$103,029	\$135,725
Top Finance Position	5	\$74,230			\$53,350		
<b>Food, Agriculture and Nutrition: Food, Agriculture &amp; Nutrition N.E.C.</b>							
CEO/Executive Director	5	\$112,762			\$96,500		
<b>Food, Agriculture and Nutrition: Service and Other</b>							
CEO/Executive Director	5	\$72,309			\$88,494		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	29	\$230,073	\$79,123	\$91,000	\$129,560	\$211,439	\$306,909
Top Finance Position	12	\$218,022		\$90,804	\$113,590	\$200,054	
Top Operations Position	6	\$355,989			\$179,220		
<b>Health – General and Rehabilitative: Health (General &amp; Financing)</b>							
CEO/Executive Director	5	\$140,683			\$82,000		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	15	\$269,900		\$62,101	\$175,700	\$376,129	
Top Finance Position	6	\$255,562			\$210,708		
Top Operations Position	5	\$192,361			\$185,680		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	40	\$466,666	\$131,805	\$176,591	\$354,572	\$522,039	\$885,489
Top Administrative Position	6	\$320,371			\$226,926		
Top Finance Position	34	\$371,091	\$106,969	\$156,320	\$199,359	\$437,794	\$681,768
Top Human Resources Position	9	\$303,570			\$195,919		
Top Operations Position	15	\$324,404		\$164,496	\$225,401	\$373,707	
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	25	\$148,581	\$66,203	\$121,164	\$142,361	\$182,308	\$222,511
Top Administrative Position	25	\$116,533	\$72,334	\$92,799	\$112,145	\$139,712	\$164,986
Top Finance Position	15	\$98,966		\$51,463	\$98,554	\$136,779	
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	7	\$87,467			\$85,774		
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
CEO/Executive Director	9	\$113,600			\$74,584		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	13	\$143,821		\$50,633	\$99,000	\$150,000	
<b>Housing, Shelter: Housing &amp; Shelter N.E.C.</b>							
CEO/Executive Director	11	\$141,397		\$66,202	\$145,582	\$189,038	
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	49	\$104,963	\$34,773	\$52,450	\$82,158	\$138,383	\$222,578
Top Administrative Position	6	\$112,386			\$96,078		
Top Finance Position	14	\$119,882		\$90,161	\$109,610	\$154,945	
Top Operations Position	5	\$137,304			\$139,173		
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	7	\$136,536			\$125,419		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
Housing, Shelter: Temporary Housing							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population	17	\$82,309		\$53,355	\$82,374	\$99,893	
CEO/Executive Director	121	\$97,265	\$38,157	\$52,974	\$84,500	\$111,031	\$170,113
Top Finance Position	28	\$97,728	\$57,163	\$68,839	\$96,215	\$118,078	\$140,553
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	57	\$89,569	\$36,053	\$52,000	\$73,080	\$115,471	\$165,591
Top Finance Position	6	\$66,543			\$72,336		
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	22	\$77,279	\$45,837	\$49,902	\$77,341	\$98,395	\$114,680
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	52	\$84,356	\$33,929	\$50,950	\$72,415	\$102,058	\$128,297
Top Finance Position	10	\$90,078		\$71,997	\$84,903	\$109,362	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	89	\$107,939	\$35,800	\$60,157	\$97,347	\$127,348	\$186,527
Top Finance Position	22	\$91,402	\$43,505	\$54,222	\$89,327	\$113,599	\$143,377
Top Operations Position	6	\$142,087			\$123,754		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	23	\$116,310	\$39,341	\$48,399	\$92,175	\$143,681	\$242,129
Top Finance Position	10	\$102,539		\$69,970	\$85,161	\$140,896	
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	11	\$87,519		\$47,387	\$59,280	\$101,790	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	41	\$135,259	\$51,450	\$66,797	\$104,519	\$152,080	\$216,561
Top Administrative Position	17	\$101,352		\$94,030	\$104,579	\$126,974	
Top Finance Position	14	\$101,192		\$58,021	\$83,849	\$127,683	
<b>Human Services – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	17	\$83,627		\$36,000	\$102,500	\$112,348	
<b>International, Foreign Affairs and National Security: International Development</b>							
CEO/Executive Director	20	\$71,721	\$20,448	\$26,955	\$56,548	\$93,623	\$129,440
<b>International, Foreign Affairs and National Security: International Human Rights</b>							
CEO/Executive Director	6	\$60,820			\$58,025		
<b>International, Foreign Affairs and National Security: Promotion of International Understanding</b>							
CEO/Executive Director	5	\$138,203			\$110,379		
<b>Mental Health, Crisis Intervention: Hot Lines &amp; Crisis Intervention</b>							
CEO/Executive Director	5	\$77,871			\$71,224		
<b>Mental Health, Crisis Intervention: Mental Health &amp; Crisis Intervention N.E.C.</b>							
CEO/Executive Director	7	\$76,665			\$82,338		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	33	\$138,976	\$63,410	\$88,072	\$129,794	\$164,386	\$204,378
Top Development Position	5	\$133,353			\$116,962		
Top Finance Position	14	\$116,943		\$92,014	\$116,390	\$138,582	
Top Operations Position	7	\$151,640			\$128,950		
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	31	\$129,261	\$48,119	\$74,684	\$102,581	\$174,429	\$204,841
Top Finance Position	10	\$88,052		\$66,916	\$85,647	\$115,726	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	22	\$73,026	\$38,622	\$44,802	\$52,526	\$65,658	\$129,400
Philanthropy, Voluntarism and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	5	\$47,125			\$37,583		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	27	\$138,343	\$54,354	\$63,301	\$139,469	\$177,375	\$215,644
Top Finance Position	8	\$140,110			\$122,180		
Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other							
CEO/Executive Director	8	\$79,388			\$80,220		
Public, Society Benefit – Multipurpose and Other: Government & Public Administration							
CEO/Executive Director	7	\$108,933			\$90,639		
Public, Society Benefit – Multipurpose and Other: Leadership Development							
CEO/Executive Director	5	\$111,375			\$96,339		
Public, Society Benefit – Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	7	\$61,423			\$51,721		
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	7	\$88,544			\$72,648		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	37	\$61,062	\$31,852	\$40,385	\$55,000	\$75,600	\$88,660
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	10	\$69,166		\$51,188	\$68,737	\$90,779	
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	5	\$63,665			\$53,223		



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	71	\$69,508	\$24,000	\$33,809	\$48,986	\$79,529	\$102,483
Top Finance Position	6	\$120,397			\$46,786		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	11	\$87,865		\$31,186	\$41,600	\$101,575	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	8	\$90,622			\$104,524		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	5	\$71,246			\$62,590		
Unknown							
CEO/Executive Director	6	\$60,447			\$54,006		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	8	\$77,217			\$68,771		
Youth Development: Scouting							
CEO/Executive Director	6	\$215,106			\$158,103		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	9	\$91,062			\$104,851		
Youth Development: Youth Development Programs							
CEO/Executive Director	53	\$78,696	\$23,955	\$44,126	\$66,488	\$98,290	\$153,402
Top Finance Position	5	\$82,218			\$85,536		
<b>Mississippi</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	\$49,743			\$40,788		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Mississippi</b>							
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
CEO/Executive Director	7	\$60,994			\$40,524		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	11	\$117,671		\$65,921	\$85,100	\$119,787	
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	10	\$54,127		\$36,338	\$45,250	\$61,294	
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	15	\$79,207		\$22,208	\$53,621	\$107,441	
Top Finance Position	5	\$75,691			\$66,078		
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	10	\$174,409		\$86,500	\$188,325	\$223,038	
<b>Crime, Legal-Related: Protection Against Abuse</b>							
CEO/Executive Director	5	\$67,862			\$71,361		
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	13	\$72,108		\$39,346	\$76,563	\$84,002	
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	8	\$73,121			\$68,100		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	34	\$90,351	\$37,759	\$45,125	\$69,992	\$108,879	\$168,971
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	9	\$248,140			\$208,104		
Top Finance Position	5	\$108,569			\$87,500		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	6	\$164,373			\$163,662		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Mississippi</b>							
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	20	\$137,935	\$40,308	\$76,113	\$135,771	\$196,622	\$255,677
Top Finance Position	14	\$76,552		\$50,256	\$79,046	\$94,074	
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	12	\$310,512		\$100,028	\$165,818	\$438,128	
Top Administrative Position	6	\$153,508			\$145,075		
Top Finance Position	11	\$209,922		\$120,834	\$196,067	\$235,577	
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	7	\$133,416			\$162,753		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	13	\$63,169		\$36,667	\$48,073	\$68,683	
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	13	\$78,476		\$33,766	\$43,857	\$59,392	
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	19	\$64,529		\$34,713	\$49,930	\$87,203	
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	11	\$65,062		\$43,831	\$65,000	\$71,889	
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	34	\$83,238	\$24,430	\$50,238	\$74,878	\$116,518	\$147,403
Top Finance Position	8	\$66,070			\$66,667		
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	8	\$104,922			\$84,349		
<b>Human Services – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	5	\$142,941			\$96,494		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Mississippi</b>							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	8	\$51,201			\$56,134		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	5	\$119,547			\$119,235		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	44	\$54,451	\$29,013	\$38,004	\$47,174	\$69,695	\$88,685
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	7	\$73,133			\$61,387		
Youth Development: Youth Development Programs							
CEO/Executive Director	8	\$49,635			\$43,895		
<b>Missouri</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	14	\$57,215		\$32,352	\$46,754	\$66,809	
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	24	\$71,070	\$25,063	\$33,162	\$55,371	\$85,325	\$157,661
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	10	\$40,413		\$30,687	\$43,398	\$52,241	
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	11	\$105,298		\$41,107	\$53,942	\$108,872	
Arts, Culture and Humanities: Museums							
CEO/Executive Director	22	\$143,752	\$42,140	\$58,073	\$77,750	\$211,289	\$279,971

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	48	\$108,713	\$20,000	\$40,064	\$69,354	\$134,926	\$229,972
Top Development Position	5	\$114,602			\$125,746		
Top Finance Position	8	\$115,267			\$109,618		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	8	\$86,892			\$94,848		
<b>Community Improvement, Capacity Building: Business &amp; Industry</b>							
CEO/Executive Director	5	\$103,830			\$105,389		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	43	\$94,464	\$34,665	\$46,619	\$72,760	\$106,461	\$171,568
Top Finance Position	5	\$75,989			\$87,516		
<b>Community Improvement, Capacity Building: Community Improvement &amp; Capacity Building N.E.C.</b>							
CEO/Executive Director	6	\$89,218			\$95,372		
<b>Community Improvement, Capacity Building: Community Service Clubs</b>							
CEO/Executive Director	5	\$78,348			\$50,354		
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	9	\$181,370			\$107,917		
<b>Community Improvement, Capacity Building: Nonprofit Management</b>							
CEO/Executive Director	6	\$72,409			\$54,422		
<b>Community Improvement, Capacity Building: Service and Other</b>							
CEO/Executive Director	6	\$447,973			\$102,960		
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	5	\$155,357			\$152,707		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
<b>Crime, Legal-Related: Protection Against Abuse</b>							
CEO/Executive Director	6	\$77,069			\$49,184		
<b>Crime, Legal-Related: Rehabilitation Services for Offenders</b>							
CEO/Executive Director	8	\$55,643			\$50,124		
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	8	\$106,212			\$89,699		
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	14	\$87,026		\$62,885	\$75,945	\$101,320	
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	14	\$62,007		\$40,259	\$61,400	\$77,567	
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	16	\$115,049		\$72,659	\$122,312	\$154,594	
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	92	\$129,651	\$41,567	\$64,709	\$96,290	\$161,231	\$232,249
Top Administrative Position	15	\$82,099		\$35,858	\$56,384	\$103,006	
Top Business Position	6	\$108,403			\$104,937		
Top Finance Position	16	\$146,099		\$90,423	\$134,252	\$155,474	
Top Operations Position	6	\$138,202			\$134,252		
<b>Educational Institutions and Related Activities: Graduate &amp; Professional Schools</b>							
CEO/Executive Director	6	\$410,673			\$337,088		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	32	\$272,046	\$85,910	\$157,249	\$242,337	\$353,472	\$530,621
Top Development Position	8	\$222,109			\$208,933		
Top Education Position	7	\$127,532			\$114,875		
Top Finance Position	21	\$158,075	\$54,558	\$119,954	\$152,441	\$202,691	\$226,828
Top Technology Position	6	\$182,017			\$180,819		
<b>Educational Institutions and Related Activities: Libraries</b>							
CEO/Executive Director	6	\$78,408			\$64,823		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	14	\$108,678		\$70,898	\$91,450	\$129,988	
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	10	\$151,661		\$75,117	\$134,014	\$230,382	
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	14	\$111,875		\$39,047	\$95,644	\$145,542	
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	28	\$80,472	\$24,048	\$40,631	\$71,507	\$92,493	\$121,525
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	11	\$61,809		\$52,502	\$62,272	\$70,613	
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	21	\$85,522	\$31,154	\$40,307	\$79,708	\$98,340	\$180,161
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	25	\$272,528	\$76,216	\$119,000	\$189,158	\$290,802	\$337,562
Top Finance Position	12	\$157,604		\$107,604	\$170,275	\$201,005	
Top Operations Position	6	\$251,727			\$175,124		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
Health – General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	5	\$132,424			\$111,700		
Health – General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	5	\$144,409			\$100,111		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	12	\$172,318		\$77,148	\$147,256	\$186,760	
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	41	\$779,925	\$65,376	\$113,695	\$243,332	\$579,085	\$1,134,137
Top Administrative Position	6	\$237,044			\$196,547		
Top Finance Position	28	\$542,827	\$110,483	\$184,366	\$276,104	\$470,470	\$959,135
Top Human Resources Position	10	\$327,553		\$214,209	\$267,744	\$322,359	
Top Legal Position	5	\$549,929			\$334,685		
Top Operations Position	16	\$609,053		\$202,261	\$277,596	\$432,456	
Top Technology Position	5	\$268,698			\$277,570		
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	15	\$121,533		\$89,053	\$100,562	\$134,514	
Top Administrative Position	11	\$99,253		\$83,958	\$94,016	\$103,655	
Top Finance Position	11	\$103,173		\$70,566	\$81,874	\$111,045	
Health – General and Rehabilitative: Public Health							
CEO/Executive Director	7	\$118,584			\$88,740		
Health – General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	7	\$73,674			\$61,448		
Health – General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	6	\$123,612			\$122,455		



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	16	\$200,360		\$78,072	\$109,904	\$149,129	
<b>Housing, Shelter: Housing &amp; Shelter N.E.C.</b>							
CEO/Executive Director	5	\$92,020			\$98,192		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	26	\$89,681	\$50,266	\$70,683	\$77,840	\$101,953	\$137,536
Top Finance Position	6	\$68,079			\$76,682		
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	8	\$109,557			\$101,030		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	13	\$98,977		\$66,544	\$96,906	\$111,492	
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	93	\$94,376	\$38,349	\$62,000	\$87,504	\$116,355	\$155,540
Top Administrative Position	10	\$45,066		\$31,230	\$35,452	\$45,771	
Top Finance Position	19	\$89,428		\$61,241	\$82,324	\$120,165	
Top Operations Position	5	\$113,390			\$119,031		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	56	\$100,952	\$25,264	\$49,877	\$75,869	\$130,170	\$164,699
Top Finance Position	11	\$90,897		\$50,756	\$89,609	\$113,865	
Top Operations Position	9	\$119,867			\$83,623		
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	26	\$68,504	\$34,404	\$40,889	\$63,679	\$85,103	\$118,502

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	49	\$82,806	\$32,107	\$39,062	\$60,543	\$96,011	\$161,404
Top Finance Position	8	\$97,061			\$91,870		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	67	\$103,198	\$32,001	\$57,796	\$81,436	\$130,172	\$191,370
Top Finance Position	15	\$90,795		\$60,949	\$81,879	\$109,909	
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
CEO/Executive Director	9	\$66,319			\$56,581		
<b>Human Services – Multipurpose and Other: Personal Social Services</b>							
CEO/Executive Director	14	\$70,300		\$49,690	\$60,242	\$91,719	
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	27	\$142,342	\$46,052	\$66,720	\$101,572	\$166,745	\$279,770
Top Finance Position	8	\$168,594			\$131,325		
<b>Human Services – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	10	\$82,427		\$57,027	\$73,693	\$98,457	
<b>International, Foreign Affairs and National Security: International Development</b>							
CEO/Executive Director	13	\$61,374		\$37,269	\$42,000	\$50,000	
<b>Mental Health, Crisis Intervention: Counseling</b>							
CEO/Executive Director	6	\$109,652			\$110,195		
<b>Mental Health, Crisis Intervention: Mental Health &amp; Crisis Intervention N.E.C.</b>							
CEO/Executive Director	5	\$67,623			\$65,008		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	36	\$175,764	\$81,585	\$98,792	\$129,420	\$194,151	\$314,794
Top Finance Position	17	\$128,681		\$77,759	\$101,117	\$130,048	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	16	\$139,129		\$48,073	\$69,772	\$124,407	
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs</b>							
CEO/Executive Director	14	\$109,310		\$49,017	\$83,331	\$103,443	
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations</b>							
CEO/Executive Director	7	\$155,430			\$138,569		
<b>Public, Society Benefit – Multipurpose and Other: Leadership Development</b>							
CEO/Executive Director	7	\$108,987			\$90,446		
<b>Public, Society Benefit – Multipurpose and Other: Military &amp; Veterans Organizations</b>							
CEO/Executive Director	5	\$54,946			\$65,589		
<b>Public, Society Benefit – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	6	\$115,555			\$72,245		
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports</b>							
CEO/Executive Director	22	\$89,244	\$34,200	\$40,293	\$59,545	\$101,412	\$145,778
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions</b>							
CEO/Executive Director	5	\$145,082			\$75,513		
<b>Recreation, Sports, Leisure, Athletics: Camps</b>							
CEO/Executive Director	5	\$65,493			\$55,018		
<b>Recreation, Sports, Leisure, Athletics: Physical Fitness &amp; Community Recreational Facilities</b>							
CEO/Executive Director	5	\$103,700			\$81,199		
<b>Religion-Related, Spiritual Development: Christianity</b>							
CEO/Executive Director	95	\$58,437	\$21,849	\$28,271	\$41,500	\$68,107	\$99,500
Top Administrative Position	5	\$27,246			\$23,756		
Top Finance Position	5	\$58,612			\$31,500		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	12	\$77,238		\$57,404	\$83,363	\$86,530	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	7	\$85,230			\$83,941		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	6	\$136,546			\$91,931		
Unknown							
CEO/Executive Director	8	\$355,008			\$148,245		
Youth Development: Scouting							
CEO/Executive Director	5	\$229,694			\$251,805		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	11	\$112,180		\$75,176	\$99,694	\$130,790	
Youth Development: Youth Development Programs							
CEO/Executive Director	25	\$107,598	\$40,346	\$60,833	\$83,750	\$122,901	\$183,960
<b>Montana</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	8	\$44,661			\$40,055		
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	11	\$79,866		\$55,284	\$60,782	\$88,539	
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	15	\$44,329		\$28,866	\$41,820	\$51,658	
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	8	\$49,738			\$46,989		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Montana</b>							
Arts, Culture and Humanities: Museums							
CEO/Executive Director	9	\$49,632			\$43,684		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	10	\$53,727		\$36,188	\$54,974	\$70,935	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	9	\$78,575			\$48,400		
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	6	\$75,502			\$65,139		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	9	\$64,214			\$57,996		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	8	\$57,787			\$55,640		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	5	\$81,129			\$71,112		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	7	\$63,964			\$45,500		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	29	\$67,499	\$34,996	\$41,667	\$46,263	\$72,381	\$119,551
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	\$141,631			\$119,797		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	10	\$140,543		\$67,068	\$83,323	\$234,770	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Montana</b>							
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	6	\$98,735			\$66,164		
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	7	\$70,481			\$64,926		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	36	\$82,334	\$39,784	\$45,887	\$64,648	\$90,960	\$130,921
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	10	\$67,922		\$44,949	\$56,609	\$79,362	
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	5	\$55,843			\$55,004		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	10	\$89,782		\$78,528	\$85,206	\$104,766	
Top Finance Position	9	\$74,397			\$81,172		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	21	\$355,832	\$77,854	\$92,120	\$148,195	\$356,115	\$1,178,951
Top Finance Position	21	\$196,051	\$59,310	\$87,462	\$122,376	\$179,233	\$532,543
Top Operations Position	5	\$275,245			\$200,659		
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
CEO/Executive Director	5	\$77,173			\$64,250		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	10	\$63,530		\$58,200	\$64,431	\$72,971	
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	8	\$48,644			\$46,427		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Montana</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	26	\$68,414	\$35,025	\$38,691	\$51,515	\$82,749	\$101,899
Top Finance Position	6	\$59,246			\$45,282		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	15	\$54,269		\$38,263	\$47,840	\$67,623	
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	6	\$62,072			\$66,157		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	21	\$58,037	\$36,421	\$42,757	\$57,101	\$70,873	\$91,738
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	25	\$71,797	\$45,619	\$51,542	\$69,193	\$85,984	\$106,260
Top Finance Position	9	\$69,565			\$60,730		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	5	\$56,329			\$44,960		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	8	\$98,558			\$75,071		
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	5	\$78,567			\$70,398		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	7	\$100,479			\$97,402		
Top Finance Position	6	\$87,057			\$79,637		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	5	\$81,163			\$80,081		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Montana</b>							
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	9	\$66,331			\$59,055		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	9	\$83,666			\$53,500		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	15	\$71,707		\$22,603	\$46,228	\$72,026	
Unknown							
CEO/Executive Director	7	\$49,480			\$51,373		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	7	\$61,953			\$58,507		
Youth Development: Youth Development Programs							
CEO/Executive Director	9	\$46,613			\$41,550		
<b>Nebraska</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	15	\$60,300		\$32,126	\$46,875	\$72,004	
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	7	\$55,251			\$41,210		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	11	\$102,234		\$43,063	\$73,877	\$119,167	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	19	\$92,959		\$44,250	\$62,000	\$81,083	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	9	\$57,113			\$48,077		



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nebraska</b>							
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	12	\$129,667		\$62,943	\$86,572	\$189,454	
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	6	\$51,133			\$51,123		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	5	\$57,602			\$33,846		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	6	\$165,739			\$119,572		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	\$85,318			\$80,309		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	9	\$210,518			\$224,983		
Top Finance Position	8	\$128,252			\$147,093		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	15	\$125,219		\$66,012	\$97,553	\$105,425	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	9	\$127,657			\$97,084		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	5	\$121,260			\$87,708		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	6	\$68,314			\$75,840		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	12	\$159,938		\$57,087	\$99,199	\$143,445	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nebraska</b>							
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	32	\$392,004	\$78,022	\$176,648	\$282,858	\$525,788	\$848,719
Top Finance Position	25	\$231,009	\$114,358	\$131,676	\$156,161	\$207,090	\$523,752
Top Operations Position	5	\$425,901			\$145,208		
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	6	\$206,807			\$184,369		
Health – General and Rehabilitative: Public Health							
CEO/Executive Director	5	\$123,455			\$102,713		
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	5	\$89,568			\$106,222		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	8	\$147,071			\$88,957		
Housing, Shelter: Housing Support							
CEO/Executive Director	5	\$82,329			\$94,841		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	6	\$121,950			\$121,259		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	31	\$80,398	\$24,005	\$39,366	\$50,000	\$71,941	\$124,750
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	26	\$90,617	\$28,560	\$43,493	\$61,801	\$109,721	\$186,354
Top Finance Position	8	\$107,322			\$96,362		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	18	\$84,323		\$42,559	\$64,336	\$87,813	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nebraska</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	34	\$83,477	\$35,099	\$52,350	\$67,511	\$97,274	\$140,890
Top Finance Position	5	\$78,524			\$72,257		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	14	\$93,677		\$57,868	\$91,356	\$126,906	
Top Finance Position	5	\$84,581			\$79,298		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	15	\$81,891		\$60,542	\$75,654	\$103,198	
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	12	\$96,553		\$60,319	\$103,226	\$129,211	
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	16	\$87,806		\$50,898	\$80,797	\$94,651	
Public, Society Benefit – Multipurpose and Other: Leadership Development							
CEO/Executive Director	5	\$40,408			\$46,154		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	9	\$57,619			\$54,954		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	14	\$58,359		\$39,939	\$47,773	\$68,307	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	7	\$108,698			\$98,594		
Youth Development: Youth Development Programs							
CEO/Executive Director	14	\$72,014		\$44,315	\$50,120	\$64,447	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nevada</b>							
<b>Animal-Related: Animal Protection &amp; Welfare</b>							
CEO/Executive Director	10	\$72,445		\$38,763	\$59,606	\$95,384	
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	6	\$124,657			\$56,131		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	6	\$155,789			\$119,119		
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	7	\$69,394			\$60,000		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	15	\$145,641		\$76,999	\$113,685	\$206,786	
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	5	\$103,794			\$100,455		
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	5	\$109,563			\$91,646		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	7	\$59,735			\$66,070		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	5	\$217,091			\$195,757		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	8	\$153,310			\$132,152		
Top Finance Position	5	\$139,207			\$131,841		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	8	\$160,629			\$111,494		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nevada</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	17	\$62,139		\$39,754	\$47,952	\$70,820	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	10	\$99,208		\$51,462	\$100,997	\$143,313	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	12	\$76,881		\$47,899	\$81,329	\$95,218	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	22	\$133,941	\$47,009	\$74,839	\$107,112	\$165,067	\$248,634
Top Finance Position	5	\$126,253			\$93,087		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	12	\$106,777		\$64,795	\$71,947	\$106,200	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	9	\$45,777			\$44,928		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	9	\$51,774			\$51,543		
Unknown							
CEO/Executive Director	10	\$86,103		\$46,973	\$57,010	\$71,000	
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$68,292			\$54,935		
<b>New Hampshire</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	11	\$59,061		\$43,646	\$54,785	\$79,913	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Hampshire</b>							
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	11	\$51,952		\$27,835	\$57,575	\$66,422	
<b>Arts, Culture and Humanities: Historical Organizations</b>							
CEO/Executive Director	5	\$89,854			\$72,199		
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
CEO/Executive Director	8	\$102,306			\$80,834		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	15	\$80,098		\$52,334	\$62,462	\$101,321	
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	20	\$66,171	\$32,450	\$37,795	\$62,365	\$79,794	\$106,148
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	5	\$56,647			\$54,417		
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	9	\$116,059			\$128,560		
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	5	\$105,502			\$113,083		
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	6	\$115,496			\$87,980		
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	5	\$73,243			\$57,028		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	41	\$156,315	\$37,375	\$61,619	\$100,537	\$200,269	\$384,339
Top Development Position	9	\$185,220			\$185,231		
Top Finance Position	14	\$151,242		\$86,187	\$143,913	\$187,843	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Hampshire</b>							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	8	\$395,594			\$322,443		
Top Finance Position	8	\$197,280			\$180,343		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	11	\$126,266		\$30,808	\$52,962	\$200,583	
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	12	\$82,455		\$79,024	\$90,576	\$100,730	
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	6	\$58,461			\$56,722		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	8	\$165,822			\$173,375		
Top Finance Position	11	\$134,371		\$106,025	\$122,598	\$131,217	
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	5	\$66,484			\$59,771		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	20	\$469,992	\$114,254	\$145,427	\$310,055	\$781,034	\$1,009,869
Top Finance Position	18	\$264,556		\$123,171	\$198,025	\$352,317	
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	16	\$131,272		\$100,090	\$127,346	\$158,304	
Top Finance Position	9	\$110,168			\$101,420		
Health – General and Rehabilitative: Public Health							
CEO/Executive Director	5	\$67,133			\$59,837		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	14	\$132,848		\$71,045	\$112,062	\$172,047	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Hampshire</b>							
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	7	\$62,844			\$54,402		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	30	\$88,695	\$33,503	\$41,243	\$72,015	\$124,807	\$170,906
Top Finance Position	8	\$102,923			\$93,774		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	30	\$54,340	\$26,769	\$33,802	\$55,095	\$64,374	\$84,104
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	15	\$73,262		\$43,284	\$68,942	\$92,060	
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	26	\$106,779	\$41,684	\$57,880	\$104,841	\$130,790	\$170,412
Top Finance Position	5	\$102,818			\$111,542		
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
CEO/Executive Director	5	\$152,120			\$101,198		
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	13	\$132,771		\$97,389	\$112,456	\$154,937	
Top Finance Position	5	\$168,519			\$168,650		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	9	\$159,968			\$161,580		
Top Finance Position	6	\$102,035			\$117,201		
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports</b>							
CEO/Executive Director	8	\$76,186			\$53,575		
<b>Recreation, Sports, Leisure, Athletics: Camps</b>							
CEO/Executive Director	5	\$109,166			\$114,233		



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Hampshire</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	11	\$53,118		\$28,454	\$57,850	\$73,355	
Youth Development: Youth Development Programs							
CEO/Executive Director	6	\$121,024			\$76,973		
<b>New Jersey</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	18	\$67,020		\$30,190	\$63,895	\$104,289	
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	5	\$80,015			\$86,386		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	43	\$77,580	\$25,229	\$36,919	\$60,000	\$98,468	\$137,351
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	11	\$80,248		\$48,061	\$63,191	\$88,235	
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	8	\$95,291			\$89,000		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	17	\$110,456		\$51,510	\$70,408	\$112,896	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	44	\$112,369	\$25,000	\$46,000	\$75,113	\$131,275	\$227,361
Top Finance Position	7	\$87,091			\$79,142		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	5	\$80,027			\$50,000		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
<b>Community Improvement, Capacity Building: Business &amp; Industry</b>							
CEO/Executive Director	11	\$135,800		\$83,476	\$104,848	\$157,731	
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	33	\$120,859	\$37,032	\$62,292	\$90,125	\$143,921	\$185,069
Top Finance Position	5	\$123,867			\$133,181		
<b>Community Improvement, Capacity Building: Community Service Clubs</b>							
CEO/Executive Director	8	\$86,187			\$77,780		
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	17	\$114,452		\$70,000	\$80,660	\$128,149	
<b>Community Improvement, Capacity Building: Nonprofit Management</b>							
CEO/Executive Director	5	\$144,081			\$118,428		
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	11	\$149,638		\$112,371	\$149,992	\$176,008	
Top Finance Position	5	\$105,904			\$98,016		
Top Legal Position	7	\$152,544			\$151,066		
<b>Crime, Legal-Related: Protection Against Abuse</b>							
CEO/Executive Director	5	\$80,041			\$76,440		
<b>Diseases, Disorders, Medical Disciplines: Birth Defects &amp; Genetic Diseases</b>							
CEO/Executive Director	8	\$143,505			\$151,944		
<b>Diseases, Disorders, Medical Disciplines: Cancer</b>							
CEO/Executive Director	10	\$93,984		\$42,227	\$78,034	\$143,489	
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	6	\$211,339			\$72,745		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	5	\$105,624			\$104,040		
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	9	\$95,726			\$91,713		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	22	\$94,082	\$36,842	\$54,858	\$87,767	\$118,447	\$150,172
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	9	\$69,653			\$65,956		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	9	\$143,465			\$131,012		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	11	\$85,781		\$26,135	\$57,189	\$96,011	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	187	\$186,017	\$50,489	\$93,242	\$146,154	\$235,377	\$386,603
Top Administrative Position	6	\$176,146			\$168,321		
Top Business Position	23	\$130,134	\$59,608	\$71,601	\$123,593	\$163,603	\$213,461
Top Development Position	18	\$208,201		\$145,484	\$179,819	\$260,014	
Top Education Position	12	\$153,430		\$117,179	\$131,755	\$189,899	
Top Facilities Position	7	\$144,418			\$148,990		
Top Finance Position	38	\$143,113	\$39,642	\$80,591	\$133,006	\$197,466	\$231,138
Top Operations Position	8	\$140,507			\$133,158		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	14	\$436,368		\$302,713	\$410,593	\$520,329	
Top Administrative Position	5	\$259,926			\$245,937		
Top Development Position	8	\$222,412			\$207,478		
Top Education Position	5	\$180,205			\$143,015		
Top Finance Position	10	\$310,049		\$239,236	\$272,388	\$335,309	
Top Legal Position	6	\$309,258			\$272,660		
Top Technology Position	6	\$231,986			\$201,491		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	32	\$155,664	\$36,633	\$48,363	\$120,888	\$186,066	\$296,028
Top Finance Position	6	\$184,829			\$201,246		
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	12	\$164,627		\$59,885	\$113,753	\$193,583	
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	11	\$101,896		\$63,356	\$93,839	\$156,873	
Top Education Position	7	\$195,931			\$201,723		
<b>Employment, Job-Related: Labor Unions</b>							
CEO/Executive Director	5	\$113,802			\$108,678		
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	12	\$162,545		\$105,133	\$115,716	\$185,001	
<b>Environmental Quality, Protection and Beautification : Environment N.E.C.</b>							
CEO/Executive Director	5	\$107,566			\$113,047		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	18	\$90,886		\$52,186	\$86,712	\$127,924	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
<b>Food, Agriculture and Nutrition: Food Programs</b>							
Health – General and Rehabilitative: Ambulatory & Primary Health Care	25	\$93,531	\$35,712	\$60,720	\$80,347	\$131,381	\$157,948
CEO/Executive Director	17	\$183,727		\$105,000	\$151,880	\$280,830	
Top Finance Position	12	\$156,074		\$112,440	\$139,571	\$177,230	
Top Operations Position	5	\$228,346			\$205,933		
<b>Health – General and Rehabilitative: Health (General &amp; Financing)</b>							
CEO/Executive Director	5	\$88,784			\$84,598		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	21	\$173,076	\$24,921	\$52,990	\$96,044	\$178,749	\$358,740
Top Finance Position	8	\$218,070			\$131,421		
Top Operations Position	5	\$149,520			\$111,837		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	30	\$887,722	\$200,603	\$398,762	\$915,026	\$1,220,486	\$1,569,355
Top Finance Position	20	\$705,991	\$280,816	\$413,343	\$613,992	\$814,450	\$1,041,572
Top Human Resources Position	22	\$404,385	\$267,984	\$312,330	\$389,013	\$445,704	\$551,053
Top Legal Position	8	\$532,264			\$546,901		
Top Operations Position	11	\$491,812		\$384,252	\$492,983	\$548,922	
Top Technology Position	12	\$412,285		\$303,567	\$400,133	\$446,430	
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	26	\$262,479	\$113,964	\$156,345	\$250,337	\$348,908	\$451,094
Top Administrative Position	5	\$133,374			\$129,853		
Top Finance Position	13	\$199,212		\$154,840	\$192,637	\$219,778	
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
CEO/Executive Director	8	\$153,117			\$144,476		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	15	\$224,894		\$112,584	\$153,216	\$260,129	
<b>Housing, Shelter: Homeowners &amp; Tenants Associations</b>							
CEO/Executive Director	5	\$136,098			\$51,815		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	41	\$111,523	\$61,800	\$77,886	\$104,001	\$138,657	\$161,923
Top Finance Position	11	\$106,461		\$97,101	\$108,768	\$129,208	
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	6	\$97,150			\$106,903		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	14	\$91,857		\$73,085	\$86,282	\$102,632	
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	83	\$130,916	\$45,035	\$68,792	\$94,899	\$146,171	\$221,534
Top Finance Position	19	\$116,082		\$74,210	\$89,880	\$145,352	
Top Human Resources Position	7	\$146,107			\$132,060		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	87	\$102,820	\$37,681	\$59,535	\$93,344	\$134,354	\$171,016
Top Finance Position	15	\$106,684		\$90,947	\$103,314	\$116,528	
Top Program Position	5	\$128,777			\$125,000		
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	8	\$83,326			\$89,328		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	53	\$107,351	\$41,880	\$68,768	\$96,998	\$138,360	\$162,351
Top Finance Position	9	\$109,883			\$92,415		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	127	\$140,329	\$51,074	\$82,978	\$122,930	\$178,873	\$235,824
Top Finance Position	39	\$122,219	\$63,500	\$90,548	\$108,818	\$145,139	\$199,828
Top Human Resources Position	5	\$144,024			\$129,098		
Top Operations Position	17	\$149,047		\$115,749	\$134,236	\$177,444	
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	18	\$120,659		\$81,757	\$102,801	\$148,806	
Top Finance Position	6	\$95,229			\$78,740		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	10	\$155,809		\$59,407	\$122,541	\$199,373	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	47	\$173,465	\$66,307	\$88,034	\$128,846	\$192,798	\$317,396
Top Finance Position	20	\$151,375	\$86,318	\$99,664	\$144,364	\$168,651	\$266,619
Top Marketing Position	5	\$131,259			\$138,950		
Top Operations Position	7	\$167,864			\$176,119		
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	10	\$187,487		\$96,257	\$131,904	\$165,381	
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	9	\$84,725			\$50,600		
International, Foreign Affairs and National Security: Promotion of International Understanding							
CEO/Executive Director	5	\$86,816			\$60,615		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	16	\$81,280		\$39,537	\$70,900	\$112,017	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
<b>Mental Health, Crisis Intervention: Hot Lines &amp; Crisis Intervention</b>							
CEO/Executive Director	6	\$81,851			\$60,367		
<b>Mental Health, Crisis Intervention: Mental Health Associations</b>							
CEO/Executive Director	8	\$134,295			\$118,006		
Top Finance Position	5	\$92,719			\$100,194		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	41	\$183,192	\$107,578	\$128,924	\$165,824	\$189,604	\$327,689
Top Finance Position	24	\$152,489	\$89,507	\$102,193	\$143,223	\$167,514	\$205,668
Top Operations Position	8	\$128,339			\$126,978		
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	41	\$140,918	\$66,000	\$89,600	\$125,277	\$148,776	\$226,314
Top Finance Position	11	\$122,917		\$95,640	\$111,792	\$129,669	
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs</b>							
CEO/Executive Director	15	\$135,045		\$77,228	\$119,376	\$198,832	
Top Finance Position	5	\$126,470			\$104,839		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations</b>							
CEO/Executive Director	7	\$143,304			\$151,810		
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports</b>							
CEO/Executive Director	17	\$118,195		\$55,103	\$72,582	\$134,423	
<b>Recreation, Sports, Leisure, Athletics: Physical Fitness &amp; Community Recreational Facilities</b>							
CEO/Executive Director	9	\$160,658			\$171,221		
<b>Religion-Related, Spiritual Development: Christianity</b>							
CEO/Executive Director	52	\$61,333	\$18,989	\$25,753	\$44,560	\$82,169	\$109,110



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	19	\$98,102		\$37,230	\$48,000	\$152,146	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	5	\$65,810			\$68,652		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	6	\$85,274			\$53,052		
Unknown							
CEO/Executive Director	10	\$281,281		\$33,415	\$63,477	\$80,000	
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	7	\$111,531			\$90,067		
Youth Development: Scouting							
CEO/Executive Director	5	\$142,208			\$171,759		
Youth Development: Service and Other							
CEO/Executive Director	5	\$110,220			\$91,995		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	19	\$107,045		\$83,160	\$94,321	\$123,172	
Youth Development: Youth Development Programs							
CEO/Executive Director	20	\$74,484	\$25,900	\$57,019	\$79,202	\$91,361	\$112,197
<b>New Mexico</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	10	\$44,594		\$30,573	\$42,916	\$51,500	
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	15	\$64,447		\$29,809	\$60,000	\$67,365	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Mexico</b>							
<b>Arts, Culture and Humanities: Historical Organizations</b>							
CEO/Executive Director	7	\$76,666			\$68,521		
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
CEO/Executive Director	6	\$39,813			\$35,150		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	10	\$155,074		\$79,779	\$126,461	\$178,230	
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	18	\$96,227		\$42,791	\$54,448	\$87,500	
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	5	\$81,950			\$58,266		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	7	\$66,081			\$64,477		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	11	\$77,000		\$55,268	\$74,161	\$84,464	
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	16	\$97,849		\$49,698	\$90,293	\$135,932	
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	5	\$81,744			\$75,833		
<b>Crime, Legal-Related: Protection Against Abuse</b>							
CEO/Executive Director	6	\$67,258			\$63,009		
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	5	\$98,569			\$75,000		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Mexico</b>							
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	14	\$60,497		\$43,175	\$56,569	\$74,655	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	8	\$106,697			\$93,544		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	43	\$106,347	\$38,178	\$49,960	\$71,000	\$112,187	\$252,139
Top Administrative Position	5	\$85,881			\$78,384		
Top Business Position	6	\$72,706			\$54,904		
Top Finance Position	11	\$111,557		\$69,271	\$89,462	\$116,836	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	15	\$108,550		\$35,205	\$96,579	\$137,503	
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	17	\$70,006		\$50,651	\$54,742	\$75,591	
Environmental Quality, Protection and Beautification : Service and Other							
CEO/Executive Director	5	\$65,485			\$56,645		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	12	\$65,130		\$46,102	\$54,527	\$75,526	
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	15	\$165,320		\$87,520	\$144,642	\$201,856	
Top Finance Position	7	\$133,184			\$120,027		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	7	\$308,773			\$193,517		
Top Finance Position	7	\$246,440			\$207,238		
Top Operations Position	6	\$276,282			\$200,998		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Mexico</b>							
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	7	\$107,085			\$101,167		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	5	\$156,053			\$140,000		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	8	\$83,039			\$57,215		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	5	\$62,437			\$42,000		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	34	\$80,952	\$44,047	\$59,906	\$71,784	\$104,820	\$133,544
Top Finance Position	6	\$88,473			\$89,662		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	26	\$71,835	\$40,990	\$51,605	\$66,528	\$86,923	\$108,446
Top Finance Position	8	\$59,733			\$58,500		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	20	\$63,631	\$23,132	\$35,961	\$62,734	\$80,351	\$97,007
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	22	\$67,341	\$35,957	\$43,724	\$71,849	\$86,197	\$93,635
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
CEO/Executive Director	9	\$69,067			\$47,477		
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	11	\$92,374		\$52,156	\$79,437	\$110,363	
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	10	\$76,574		\$60,469	\$72,283	\$101,833	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Mexico</b>							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	6	\$86,862			\$85,177		
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	8	\$78,257			\$50,013		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	7	\$106,061			\$95,522		
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	6	\$87,657			\$82,263		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	\$49,781			\$51,638		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	19	\$54,470		\$27,500	\$42,000	\$60,990	
Unknown							
CEO/Executive Director	5	\$46,146			\$47,040		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	9	\$71,526			\$76,796		
Youth Development: Youth Development Programs							
CEO/Executive Director	9	\$76,539			\$83,538		
<b>New York</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	52	\$91,673	\$31,268	\$40,000	\$66,089	\$109,203	\$140,598
Top Finance Position	7	\$91,459			\$62,015		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Animal-Related: Service and Other</b>							
CEO/Executive Director	6	\$164,826			\$135,998		
<b>Animal-Related: Wildlife Preservation &amp; Protection</b>							
CEO/Executive Director	11	\$262,685		\$86,565	\$136,249	\$244,906	
<b>Animal-Related: Zoos &amp; Aquariums</b>							
CEO/Executive Director	5	\$91,570			\$81,936		
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	213	\$111,924	\$28,011	\$44,260	\$74,200	\$142,955	\$225,091
Top Administrative Position	7	\$132,164			\$148,600		
Top Development Position	10	\$152,402		\$112,994	\$135,877	\$191,074	
Top Finance Position	24	\$108,297	\$42,221	\$58,582	\$91,405	\$136,407	\$182,753
Top Operations Position	12	\$158,258		\$90,083	\$128,110	\$161,628	
<b>Arts, Culture and Humanities: Arts Services</b>							
CEO/Executive Director	27	\$149,357	\$28,770	\$43,270	\$106,829	\$239,723	\$303,994
Top Finance Position	7	\$177,520			\$173,733		
<b>Arts, Culture and Humanities: Arts, Culture &amp; Humanities N.E.C.</b>							
CEO/Executive Director	38	\$151,910	\$33,417	\$61,650	\$119,462	\$192,558	\$252,558
Top Finance Position	7	\$160,578			\$169,723		
<b>Arts, Culture and Humanities: Historical Organizations</b>							
CEO/Executive Director	74	\$106,375	\$44,185	\$50,585	\$70,396	\$117,897	\$227,528
Top Development Position	6	\$171,443			\$161,327		
Top Finance Position	10	\$119,546		\$57,527	\$115,099	\$171,117	
<b>Arts, Culture and Humanities: Humanities</b>							
CEO/Executive Director	23	\$130,448	\$30,320	\$53,583	\$96,154	\$152,459	\$308,150

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
CEO/Executive Director	108	\$139,663	\$30,648	\$49,841	\$92,400	\$190,186	\$311,783
Top Administrative Position	8	\$140,881			\$143,416		
Top Development Position	7	\$167,434			\$157,380		
Top Finance Position	17	\$116,261		\$31,875	\$104,097	\$161,467	
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	115	\$173,989	\$46,824	\$67,054	\$105,920	\$204,856	\$337,625
Top Development Position	12	\$203,552		\$153,063	\$164,634	\$210,018	
Top Finance Position	28	\$176,429	\$70,897	\$99,177	\$141,228	\$256,295	\$289,391
Top Legal Position	6	\$373,424			\$364,293		
Top Marketing Position	6	\$202,734			\$195,669		
Top Operations Position	10	\$396,179		\$176,534	\$269,567	\$375,250	
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	314	\$118,708	\$24,837	\$42,240	\$76,016	\$122,835	\$233,878
Top Administrative Position	16	\$244,382		\$54,471	\$124,093	\$196,123	
Top Development Position	22	\$201,727	\$122,272	\$141,612	\$177,553	\$248,196	\$323,209
Top Finance Position	51	\$138,652	\$45,247	\$68,743	\$118,436	\$176,021	\$280,831
Top Marketing Position	10	\$164,231		\$125,110	\$151,778	\$206,249	
Top Operations Position	11	\$193,965		\$31,420	\$123,538	\$260,049	
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	44	\$171,932	\$50,775	\$56,131	\$154,352	\$240,248	\$336,613
Top Development Position	5	\$156,197			\$164,074		
Top Finance Position	10	\$141,047		\$108,618	\$150,793	\$171,243	
<b>Arts, Culture and Humanities: Visual Arts</b>							
CEO/Executive Director	35	\$100,918	\$30,892	\$41,600	\$82,880	\$143,752	\$183,308

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Civil Rights, Social Action, Advocacy: Civil Liberties</b>							
CEO/Executive Director	10	\$240,979		\$146,017	\$223,705	\$283,407	
Top Legal Position	5	\$237,832			\$193,807		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	66	\$127,966	\$46,222	\$68,616	\$104,204	\$171,174	\$237,743
Top Administrative Position	6	\$121,939			\$128,225		
Top Development Position	7	\$139,915			\$156,072		
Top Finance Position	11	\$152,072		\$119,923	\$131,223	\$162,658	
Top Legal Position	8	\$207,763			\$217,532		
Top Operations Position	8	\$161,150			\$178,031		
<b>Civil Rights, Social Action, Advocacy: Civil Rights, Social Action &amp; Advocacy N.E.C.</b>							
CEO/Executive Director	24	\$133,563	\$70,587	\$78,894	\$121,962	\$200,000	\$218,020
Top Finance Position	5	\$150,798			\$138,473		
<b>Civil Rights, Social Action, Advocacy: Intergroup &amp; Race Relations</b>							
CEO/Executive Director	5	\$151,627			\$137,781		
<b>Civil Rights, Social Action, Advocacy: Service and Other</b>							
CEO/Executive Director	11	\$194,449		\$107,033	\$193,184	\$255,013	
<b>Community Improvement, Capacity Building: Business &amp; Industry</b>							
CEO/Executive Director	47	\$209,204	\$56,435	\$79,908	\$131,923	\$204,443	\$382,151
Top Finance Position	13	\$185,884		\$109,966	\$142,169	\$199,716	
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	133	\$131,568	\$35,700	\$60,000	\$92,501	\$145,641	\$258,332
Top Finance Position	28	\$146,136	\$63,188	\$81,040	\$132,597	\$205,695	\$257,809
Top Operations Position	8	\$164,261			\$166,939		
Top Program Position	7	\$147,329			\$142,820		



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	17	\$118,711		\$54,723	\$105,959	\$129,167	
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	19	\$109,179		\$53,524	\$93,620	\$153,327	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	74	\$127,437	\$50,144	\$63,631	\$99,628	\$167,902	\$245,753
Top Finance Position	14	\$119,749		\$84,318	\$104,771	\$156,163	
Top Operations Position	5	\$117,491			\$121,262		
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	13	\$151,399		\$59,231	\$137,078	\$213,700	
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	28	\$167,807	\$76,094	\$110,454	\$168,231	\$218,501	\$284,590
Top Finance Position	6	\$146,702			\$134,217		
Crime, Legal-Related: Administration of Justice							
CEO/Executive Director	13	\$145,750		\$62,648	\$70,156	\$109,588	
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	11	\$120,911		\$74,142	\$82,234	\$133,154	
Crime, Legal-Related: Legal Services							
CEO/Executive Director	50	\$149,848	\$75,867	\$94,149	\$145,041	\$196,618	\$227,987
Top Administrative Position	5	\$135,884			\$128,396		
Top Finance Position	18	\$113,562		\$89,909	\$114,081	\$138,844	
Top Legal Position	26	\$146,079	\$105,059	\$125,607	\$144,621	\$165,365	\$178,763
Top Program Position	5	\$169,817			\$171,291		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Crime, Legal-Related: Protection Against Abuse</b>							
CEO/Executive Director	17	\$80,418		\$56,250	\$75,000	\$90,284	
<b>Crime, Legal-Related: Rehabilitation Services for Offenders</b>							
CEO/Executive Director	19	\$121,972		\$58,619	\$105,155	\$161,995	
<b>Crime, Legal-Related: Service and Other</b>							
CEO/Executive Director	8	\$129,931			\$146,140		
<b>Diseases, Disorders, Medical Disciplines: Birth Defects &amp; Genetic Diseases</b>							
CEO/Executive Director	21	\$269,690	\$105,283	\$142,125	\$177,216	\$396,567	\$465,196
Top Finance Position	15	\$172,337		\$109,415	\$127,389	\$246,832	
<b>Diseases, Disorders, Medical Disciplines: Cancer</b>							
CEO/Executive Director	28	\$146,331	\$45,341	\$57,876	\$80,097	\$196,893	\$337,379
Top Development Position	5	\$110,674			\$128,932		
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	35	\$181,863	\$31,073	\$64,005	\$92,715	\$233,219	\$399,026
Top Finance Position	11	\$191,980		\$100,364	\$150,940	\$230,642	
<b>Diseases, Disorders, Medical Disciplines: Medical Disciplines</b>							
CEO/Executive Director	18	\$353,741		\$79,356	\$151,402	\$294,588	
Top Finance Position	7	\$274,330			\$189,733		
<b>Diseases, Disorders, Medical Disciplines: Nerve, Muscle &amp; Bone Diseases</b>							
CEO/Executive Director	14	\$110,970		\$71,740	\$87,569	\$153,471	
<b>Diseases, Disorders, Medical Disciplines: Service and Other</b>							
CEO/Executive Director	11	\$97,723		\$60,973	\$90,000	\$135,834	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	58	\$186,341	\$69,928	\$89,593	\$137,666	\$237,181	\$334,045
Top Development Position	7	\$208,440			\$168,460		
Top Finance Position	14	\$155,445		\$113,329	\$155,428	\$198,936	
Top Operations Position	7	\$199,125			\$173,725		
Diseases, Disorders, Medical Disciplines: Voluntary Health Associations & Medical Disciplines N.E.C							
CEO/Executive Director	11	\$226,720		\$144,098	\$178,119	\$279,457	
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	25	\$136,903	\$40,942	\$56,000	\$87,658	\$160,780	\$243,290
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	59	\$136,973	\$30,340	\$63,543	\$107,484	\$162,115	\$289,824
Top Finance Position	15	\$146,015		\$60,126	\$155,750	\$196,250	
Top Operations Position	7	\$198,852			\$193,202		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	90	\$165,242	\$47,456	\$63,099	\$111,006	\$199,370	\$291,224
Top Administrative Position	6	\$178,180			\$156,065		
Top Development Position	11	\$146,044		\$119,279	\$137,398	\$173,071	
Top Finance Position	18	\$170,837		\$141,466	\$162,813	\$210,588	
Top Operations Position	11	\$225,296		\$108,381	\$150,008	\$219,703	
Top Program Position	8	\$147,407			\$160,452		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	492	\$200,263	\$64,004	\$111,100	\$160,896	\$225,529	\$343,733
Top Administrative Position	39	\$143,241	\$53,011	\$104,889	\$137,651	\$189,455	\$226,900
Top Business Position	29	\$130,457	\$79,121	\$99,694	\$112,893	\$148,022	\$193,931
Top Development Position	39	\$193,485	\$122,813	\$147,527	\$201,452	\$234,452	\$266,176
Top Education Position	23	\$160,663	\$61,829	\$120,786	\$161,611	\$193,641	\$275,455
Top Facilities Position	14	\$199,967		\$135,298	\$180,837	\$224,114	
Top Finance Position	160	\$165,390	\$59,455	\$99,769	\$136,293	\$196,565	\$293,879
Top Human Resources Position	6	\$121,313			\$126,173		
Top Operations Position	63	\$152,176	\$96,051	\$114,583	\$138,087	\$172,988	\$223,375
Top PR/Communications Position	5	\$176,774			\$176,533		
Top Program Position	17	\$137,253		\$108,000	\$122,862	\$161,954	
Top Technology Position	23	\$185,513	\$130,678	\$144,333	\$185,336	\$216,314	\$256,948
<b>Educational Institutions and Related Activities: Graduate &amp; Professional Schools</b>							
CEO/Executive Director	12	\$206,704		\$69,136	\$166,007	\$339,930	
Top Finance Position	13	\$235,704		\$113,792	\$160,537	\$286,547	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	106	\$531,531	\$138,056	\$214,760	\$382,487	\$663,334	\$1,074,220
Top Administrative Position	20	\$261,105	\$165,005	\$201,874	\$235,690	\$289,242	\$375,001
Top Business Position	7	\$170,436			\$168,574		
Top Development Position	33	\$250,431	\$136,994	\$174,827	\$256,362	\$294,088	\$355,270
Top Education Position	26	\$198,286	\$111,994	\$146,579	\$192,338	\$260,170	\$295,632
Top Facilities Position	6	\$253,161			\$225,912		
Top Finance Position	67	\$254,828	\$122,712	\$150,029	\$218,200	\$282,748	\$383,595
Top Human Resources Position	7	\$237,735			\$205,372		
Top Legal Position	11	\$392,890		\$216,386	\$424,867	\$551,162	
Top Operations Position	11	\$213,903		\$174,103	\$203,922	\$230,330	
Top PR/Communications Position	6	\$250,188			\$248,590		
Top Technology Position	19	\$286,462		\$161,247	\$216,196	\$279,122	
<b>Educational Institutions and Related Activities: Libraries</b>							
CEO/Executive Director	64	\$98,410	\$38,054	\$52,860	\$72,533	\$105,600	\$131,438
Top Finance Position	8	\$189,953			\$173,490		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	111	\$191,510	\$55,502	\$88,064	\$151,676	\$234,250	\$361,928
Top Development Position	6	\$140,744			\$124,339		
Top Education Position	6	\$159,273			\$157,597		
Top Finance Position	36	\$190,365	\$104,216	\$116,675	\$170,287	\$222,105	\$344,224
Top Operations Position	17	\$249,805		\$170,574	\$181,417	\$269,465	
Top Program Position	8	\$173,046			\$156,603		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	59	\$156,446	\$53,391	\$87,552	\$142,726	\$193,191	\$291,935
Top Administrative Position	7	\$141,139			\$122,725		
Top Finance Position	14	\$138,601		\$96,969	\$107,797	\$199,573	
Top Operations Position	5	\$215,795			\$253,452		
<b>Educational Institutions and Related Activities: Vocational &amp; Technical Schools</b>							
CEO/Executive Director	10	\$156,789		\$80,138	\$164,203	\$218,302	
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	43	\$145,488	\$38,860	\$84,034	\$138,612	\$203,831	\$244,361
Top Administrative Position	8	\$154,916			\$151,495		
Top Education Position	11	\$181,632		\$121,526	\$155,873	\$259,288	
Top Finance Position	17	\$135,629		\$117,561	\$137,240	\$156,700	
<b>Employment, Job-Related: Labor Unions</b>							
CEO/Executive Director	8	\$133,796			\$116,367		
<b>Employment, Job-Related: Service and Other</b>							
CEO/Executive Director	5	\$201,408			\$166,508		
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	13	\$191,019		\$125,008	\$154,124	\$233,814	
Top Finance Position	7	\$128,073			\$103,258		
Top Operations Position	5	\$175,503			\$161,427		
<b>Environmental Quality, Protection and Beautification : Botanical, Horticultural &amp; Landscape Service</b>							
CEO/Executive Director	11	\$229,724		\$105,324	\$131,439	\$248,065	
<b>Environmental Quality, Protection and Beautification : Environment N.E.C.</b>							
CEO/Executive Director	6	\$90,784			\$100,857		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
Environmental Quality, Protection and Beautification : Environmental Beautification							
CEO/Executive Director	9	\$86,681			\$74,182		
Environmental Quality, Protection and Beautification : Environmental Education							
CEO/Executive Director	16	\$86,331		\$31,369	\$59,682	\$97,417	
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	62	\$156,250	\$45,561	\$64,949	\$100,349	\$173,761	\$355,767
Top Development Position	8	\$200,315			\$174,369		
Top Finance Position	8	\$173,204			\$115,008		
Top Program Position	5	\$156,870			\$131,437		
Environmental Quality, Protection and Beautification : Pollution Abatement & Control							
CEO/Executive Director	14	\$82,568		\$45,541	\$79,681	\$100,276	
Environmental Quality, Protection and Beautification : Service and Other							
CEO/Executive Director	26	\$137,397	\$54,123	\$75,615	\$110,658	\$208,858	\$240,308
Food, Agriculture and Nutrition: Agricultural Programs							
CEO/Executive Director	9	\$116,256			\$74,862		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	50	\$101,807	\$27,303	\$43,442	\$62,406	\$137,773	\$205,272
Top Development Position	6	\$165,925			\$133,714		
Top Finance Position	8	\$117,579			\$105,685		
Top Operations Position	6	\$134,552			\$102,801		
Food, Agriculture and Nutrition: Nutrition							
CEO/Executive Director	8	\$118,274			\$83,825		
Food, Agriculture and Nutrition: Service and Other							
CEO/Executive Director	11	\$87,347		\$75,561	\$87,550	\$102,634	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	64	\$278,790	\$85,494	\$147,128	\$212,291	\$388,640	\$526,005
Top Administrative Position	5	\$164,946			\$144,208		
Top Finance Position	45	\$211,174	\$93,106	\$110,322	\$177,338	\$270,539	\$348,965
Top Operations Position	21	\$205,834	\$128,535	\$144,980	\$194,116	\$249,363	\$262,032
Top Technology Position	6	\$211,511			\$198,080		
<b>Health – General and Rehabilitative: Health (General &amp; Financing)</b>							
CEO/Executive Director	30	\$333,761	\$51,920	\$78,500	\$129,588	\$253,849	\$426,781
Top Finance Position	10	\$430,689		\$156,252	\$203,816	\$321,589	
<b>Health – General and Rehabilitative: Health Care N.E.C.</b>							
CEO/Executive Director	18	\$153,210		\$76,250	\$126,426	\$216,884	
Top Finance Position	5	\$172,273			\$119,981		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	51	\$217,985	\$50,000	\$65,704	\$122,308	\$211,744	\$405,835
Top Administrative Position	6	\$167,133			\$162,755		
Top Finance Position	12	\$199,598		\$59,178	\$124,844	\$258,368	
Top Operations Position	10	\$151,400		\$62,193	\$78,916	\$182,119	



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	141	\$809,697	\$116,743	\$191,687	\$497,300	\$930,132	\$1,328,661
Top Administrative Position	12	\$413,300		\$193,429	\$397,413	\$553,954	
Top Business Position	6	\$344,076			\$262,908		
Top Development Position	6	\$399,684			\$254,757		
Top Finance Position	111	\$469,235	\$142,708	\$200,387	\$305,457	\$563,881	\$832,035
Top Human Resources Position	32	\$346,672	\$149,155	\$192,827	\$259,091	\$367,098	\$634,977
Top Legal Position	13	\$487,000		\$370,792	\$460,702	\$525,089	
Top Operations Position	55	\$530,493	\$135,495	\$195,781	\$358,244	\$518,204	\$1,080,761
Top PR/Communications Position	7	\$325,630			\$277,016		
Top Technology Position	12	\$302,009		\$190,468	\$226,676	\$313,165	
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	76	\$285,569	\$102,184	\$135,311	\$207,530	\$321,675	\$372,127
Top Administrative Position	58	\$202,938	\$118,776	\$143,770	\$170,229	\$247,387	\$311,621
Top Business Position	6	\$253,883			\$247,730		
Top Facilities Position	6	\$193,679			\$191,612		
Top Finance Position	61	\$192,161	\$96,068	\$132,571	\$165,789	\$224,360	\$331,288
Top Human Resources Position	8	\$152,314			\$151,977		
Top Operations Position	15	\$249,967		\$147,426	\$215,355	\$352,241	
Top Program Position	7	\$117,001			\$112,802		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	30	\$163,698	\$49,806	\$69,033	\$129,454	\$212,956	\$353,827
Top Finance Position	9	\$159,704			\$162,160		
Top Technology Position	5	\$234,016			\$183,049		
<b>Health – General and Rehabilitative: Rehabilitative Care</b>							
CEO/Executive Director	11	\$147,608		\$92,908	\$128,667	\$170,688	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
CEO/Executive Director	19	\$174,430		\$76,091	\$122,542	\$187,737	
Top Finance Position	11	\$189,917		\$133,738	\$167,546	\$243,484	
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	65	\$185,082	\$49,108	\$73,448	\$134,058	\$207,384	\$386,801
Top Development Position	11	\$198,025		\$125,445	\$183,494	\$232,511	
Top Finance Position	14	\$212,497		\$140,055	\$177,139	\$254,745	
Top Operations Position	5	\$367,509			\$344,814		
<b>Housing, Shelter: Homeowners &amp; Tenants Associations</b>							
CEO/Executive Director	7	\$158,487			\$81,608		
<b>Housing, Shelter: Housing &amp; Shelter N.E.C.</b>							
CEO/Executive Director	15	\$155,500		\$83,822	\$119,216	\$219,194	
Top Finance Position	5	\$132,413			\$133,870		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	136	\$123,820	\$41,235	\$61,893	\$99,633	\$146,163	\$207,243
Top Administrative Position	10	\$111,412		\$102,466	\$116,383	\$123,949	
Top Finance Position	37	\$143,244	\$57,666	\$80,133	\$111,571	\$159,130	\$237,805
Top Operations Position	14	\$161,170		\$135,454	\$144,327	\$157,576	
Top Program Position	5	\$101,566			\$122,257		
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	29	\$109,383	\$59,830	\$70,778	\$85,000	\$146,912	\$199,706
Top Finance Position	6	\$112,408			\$105,413		
<b>Housing, Shelter: Service and Other</b>							
CEO/Executive Director	11	\$119,826		\$61,527	\$73,956	\$170,959	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	39	\$138,207	\$36,200	\$56,031	\$100,000	\$138,540	\$316,236
Top Finance Position	14	\$129,731		\$84,327	\$120,514	\$179,458	
Top Operations Position	8	\$158,154			\$154,559		
Top Program Position	6	\$137,996			\$136,787		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	295	\$160,382	\$52,225	\$79,523	\$140,132	\$210,103	\$304,617
Top Administrative Position	7	\$145,416			\$147,713		
Top Development Position	17	\$145,911		\$130,821	\$149,496	\$174,871	
Top Facilities Position	5	\$117,911			\$110,000		
Top Finance Position	124	\$135,862	\$69,013	\$94,050	\$130,016	\$166,518	\$210,645
Top Human Resources Position	15	\$143,372		\$118,763	\$133,467	\$149,200	
Top Operations Position	37	\$170,796	\$102,551	\$135,376	\$172,435	\$194,746	\$251,834
Top Program Position	20	\$155,591	\$78,119	\$117,334	\$146,603	\$188,477	\$222,896
Top Technology Position	9	\$147,496			\$151,952		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	238	\$114,994	\$40,403	\$56,360	\$84,003	\$140,000	\$213,553
Top Administrative Position	9	\$76,975			\$60,200		
Top Development Position	9	\$200,853			\$178,628		
Top Finance Position	49	\$137,232	\$47,854	\$80,100	\$126,730	\$192,820	\$250,236
Top Human Resources Position	5	\$172,909			\$170,433		
Top Operations Position	14	\$162,630		\$115,138	\$164,588	\$217,362	
Top Program Position	19	\$130,679		\$79,776	\$117,846	\$200,722	
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	16	\$88,228		\$52,710	\$79,916	\$102,145	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	96	\$107,948	\$33,324	\$55,303	\$90,140	\$133,229	\$198,463
Top Finance Position	19	\$118,927		\$94,191	\$105,769	\$157,889	
Top Operations Position	6	\$163,359			\$150,272		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	278	\$143,259	\$52,186	\$77,929	\$113,975	\$192,061	\$257,432
Top Administrative Position	6	\$125,447			\$136,992		
Top Development Position	17	\$176,089		\$126,938	\$154,262	\$197,969	
Top Finance Position	103	\$125,657	\$60,650	\$78,402	\$112,539	\$152,454	\$202,365
Top Human Resources Position	12	\$138,018		\$122,554	\$132,362	\$146,005	
Top Operations Position	36	\$156,581	\$82,481	\$109,825	\$152,214	\$185,113	\$230,390
Top Program Position	21	\$134,641	\$64,000	\$95,204	\$133,476	\$170,648	\$200,261
Top Technology Position	8	\$120,486			\$128,938		
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
CEO/Executive Director	47	\$184,065	\$56,647	\$70,459	\$118,325	\$204,267	\$368,843
Top Finance Position	18	\$159,437		\$108,913	\$165,430	\$211,137	
Top Operations Position	6	\$142,707			\$136,407		
Top Program Position	7	\$133,693			\$108,116		
<b>Human Services – Multipurpose and Other: Personal Social Services</b>							
CEO/Executive Director	20	\$95,460	\$49,030	\$75,082	\$90,779	\$107,332	\$145,659

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	109	\$207,543	\$64,449	\$106,328	\$165,098	\$251,235	\$351,136
Top Administrative Position	16	\$156,783		\$117,945	\$142,809	\$180,808	
Top Finance Position	53	\$144,427	\$64,941	\$103,819	\$137,384	\$168,405	\$218,924
Top Human Resources Position	12	\$156,270		\$117,972	\$143,083	\$199,370	
Top Operations Position	18	\$170,351		\$144,250	\$166,233	\$220,755	
Top Program Position	6	\$157,647			\$152,881		
Top Technology Position	9	\$143,221			\$123,328		
<b>Human Services – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	40	\$135,140	\$38,172	\$56,153	\$92,824	\$188,676	\$238,831
Top Finance Position	8	\$109,789			\$100,495		
<b>International, Foreign Affairs and National Security: International Development</b>							
CEO/Executive Director	71	\$148,195	\$36,400	\$48,000	\$84,772	\$192,620	\$337,766
Top Development Position	8	\$218,179			\$192,207		
Top Finance Position	19	\$211,402		\$138,339	\$167,418	\$266,800	
Top Operations Position	8	\$212,357			\$167,469		
<b>International, Foreign Affairs and National Security: International Human Rights</b>							
CEO/Executive Director	26	\$174,901	\$36,806	\$64,374	\$175,208	\$250,538	\$315,044
Top Development Position	7	\$135,225			\$114,485		
<b>International, Foreign Affairs and National Security: International Peace &amp; Security</b>							
CEO/Executive Director	20	\$146,366	\$48,253	\$76,747	\$101,885	\$124,183	\$328,986
<b>International, Foreign Affairs and National Security: Promotion of International Understanding</b>							
CEO/Executive Director	33	\$175,719	\$46,540	\$84,460	\$130,000	\$251,700	\$339,317
Top Administrative Position	5	\$171,005			\$175,019		
Top Finance Position	9	\$130,088			\$175,000		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>International, Foreign Affairs and National Security: Service and Other</b>							
CEO/Executive Director	34	\$200,641	\$55,848	\$89,395	\$167,565	\$257,458	\$392,878
Top Development Position	6	\$179,883			\$190,687		
Top Finance Position	8	\$232,935			\$197,814		
<b>Medical Research: Cancer Research</b>							
CEO/Executive Director	13	\$325,260		\$171,224	\$222,677	\$507,926	
Top Finance Position	5	\$247,272			\$142,714		
<b>Medical Research: Medical Disciplines Research</b>							
CEO/Executive Director	10	\$562,522		\$112,363	\$342,423	\$781,966	
<b>Medical Research: Medical Research N.E.C.</b>							
CEO/Executive Director	7	\$100,281			\$87,915		
<b>Medical Research: Service and Other</b>							
CEO/Executive Director	9	\$296,569			\$255,769		
<b>Medical Research: Specifically Named Diseases Research</b>							
CEO/Executive Director	9	\$347,360			\$198,474		
<b>Mental Health, Crisis Intervention: Counseling</b>							
CEO/Executive Director	6	\$68,652			\$72,476		
<b>Mental Health, Crisis Intervention: Hot Lines &amp; Crisis Intervention</b>							
CEO/Executive Director	11	\$97,301		\$86,682	\$96,833	\$109,874	
<b>Mental Health, Crisis Intervention: Mental Health &amp; Crisis Intervention N.E.C.</b>							
CEO/Executive Director	18	\$128,116		\$80,718	\$116,325	\$143,242	
<b>Mental Health, Crisis Intervention: Mental Health Associations</b>							
CEO/Executive Director	31	\$116,350	\$47,832	\$57,753	\$104,002	\$145,256	\$192,983
Top Finance Position	11	\$107,122		\$67,443	\$101,428	\$136,211	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	116	\$188,336	\$63,522	\$103,152	\$158,294	\$223,205	\$337,609
Top Administrative Position	14	\$174,702		\$133,736	\$176,015	\$211,080	
Top Finance Position	62	\$152,041	\$84,813	\$107,276	\$130,129	\$160,557	\$251,703
Top Human Resources Position	6	\$140,826			\$137,959		
Top Operations Position	22	\$167,367	\$100,833	\$110,716	\$167,463	\$194,523	\$283,363
Top Program Position	8	\$186,979			\$159,362		
Top Technology Position	6	\$169,800			\$126,150		
<b>Mental Health, Crisis Intervention: Service and Other</b>							
CEO/Executive Director	14	\$239,694		\$89,375	\$133,712	\$201,090	
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	89	\$126,192	\$50,273	\$77,676	\$105,158	\$147,494	\$210,448
Top Administrative Position	7	\$141,092			\$147,426		
Top Finance Position	29	\$127,211	\$74,412	\$89,423	\$125,632	\$150,232	\$200,081
Top Operations Position	9	\$191,784			\$171,991		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs</b>							
CEO/Executive Director	38	\$130,672	\$40,386	\$55,825	\$97,908	\$152,709	\$248,127
Top Finance Position	10	\$181,374		\$86,852	\$97,941	\$130,333	
Top Operations Position	5	\$144,417			\$146,323		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Charity &amp; Voluntarism Promotio</b>							
CEO/Executive Director	15	\$248,214		\$142,619	\$187,082	\$318,473	
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Voluntarism &amp; Grantmaking Foun</b>							
CEO/Executive Director	18	\$162,186		\$78,835	\$108,794	\$217,404	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Private Grantmaking Foundations</b>							
CEO/Executive Director	25	\$147,708	\$51,383	\$63,000	\$109,565	\$187,335	\$296,627
Top Finance Position	6	\$134,258			\$115,398		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations</b>							
CEO/Executive Director	51	\$181,340	\$48,000	\$72,000	\$123,022	\$239,393	\$339,106
Top Development Position	8	\$186,083			\$157,287		
Top Finance Position	12	\$161,484		\$96,859	\$142,761	\$185,069	
Top Program Position	5	\$290,224			\$193,844		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other</b>							
CEO/Executive Director	28	\$144,944	\$33,798	\$65,081	\$124,227	\$179,344	\$242,812
Top Finance Position	6	\$165,212			\$141,395		
<b>Public Safety, Disaster Preparedness and Relief: Disaster Preparedness &amp; Relief Services</b>							
CEO/Executive Director	9	\$151,624			\$144,490		
<b>Public Safety, Disaster Preparedness and Relief: Safety Education</b>							
CEO/Executive Director	5	\$84,162			\$61,662		
<b>Public, Society Benefit – Multipurpose and Other: Government &amp; Public Administration</b>							
CEO/Executive Director	14	\$208,417		\$103,407	\$130,386	\$241,081	
<b>Public, Society Benefit – Multipurpose and Other: Leadership Development</b>							
CEO/Executive Director	14	\$135,121		\$70,250	\$100,932	\$193,243	
<b>Public, Society Benefit – Multipurpose and Other: Military &amp; Veterans Organizations</b>							
CEO/Executive Director	10	\$103,041		\$43,659	\$79,856	\$127,734	



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
Public, Society Benefit – Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	17	\$177,638		\$112,408	\$148,115	\$262,667	
Top Finance Position	8	\$168,323			\$152,772		
Top Operations Position	5	\$162,281			\$149,823		
Public, Society Benefit – Multipurpose and Other: Public Utilities							
CEO/Executive Director	6	\$247,316			\$94,033		
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	21	\$254,667	\$68,300	\$96,000	\$199,700	\$265,328	\$478,681
Top Finance Position	7	\$249,918			\$236,437		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	45	\$74,120	\$28,615	\$39,000	\$65,000	\$89,321	\$141,194
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
CEO/Executive Director	6	\$201,530			\$181,312		
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	25	\$138,184	\$46,722	\$83,600	\$107,831	\$197,722	\$234,960
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	21	\$152,805	\$41,827	\$64,808	\$94,605	\$169,996	\$245,225
Top Finance Position	7	\$178,584			\$134,930		
Top Operations Position	6	\$144,513			\$166,414		
Recreation, Sports, Leisure, Athletics: Recreation & Sports N.E.C.							
CEO/Executive Director	7	\$127,734			\$132,711		
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
CEO/Executive Director	7	\$108,478			\$77,595		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Recreation, Sports, Leisure, Athletics: Service and Other</b>							
CEO/Executive Director	7	\$127,383			\$139,833		
<b>Recreation, Sports, Leisure, Athletics: Sports Associations &amp; Training Facilities</b>							
CEO/Executive Director	7	\$127,052			\$124,277		
<b>Religion-Related, Spiritual Development: Christianity</b>							
CEO/Executive Director	97	\$61,123	\$21,360	\$33,813	\$49,164	\$76,939	\$105,053
Top Administrative Position	6	\$65,443			\$55,548		
Top Finance Position	6	\$105,982			\$45,046		
Top Operations Position	6	\$154,392			\$123,466		
<b>Religion-Related, Spiritual Development: Interfaith Coalitions</b>							
CEO/Executive Director	10	\$107,180		\$62,913	\$78,075	\$104,088	
<b>Religion-Related, Spiritual Development: Judaism</b>							
CEO/Executive Director	63	\$148,874	\$30,212	\$56,200	\$130,212	\$200,926	\$293,849
Top Finance Position	9	\$109,361			\$59,711		
Top Operations Position	5	\$158,979			\$147,938		
<b>Religion-Related, Spiritual Development: Religion-Related N.E.C.</b>							
CEO/Executive Director	21	\$164,924	\$29,467	\$38,360	\$58,572	\$118,500	\$231,262
Top Finance Position	6	\$138,788			\$119,731		
<b>Religion-Related, Spiritual Development: Religious Media &amp; Communications</b>							
CEO/Executive Director	8	\$107,398			\$70,248		
<b>Religion-Related, Spiritual Development: Service and Other</b>							
CEO/Executive Director	7	\$144,459			\$110,829		
<b>Science and Technology Research Institutes, Services: Biological &amp; Life Sciences</b>							
CEO/Executive Director	6	\$330,905			\$316,258		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
Science and Technology Research Institutes, Services: Engineering & Technology							
CEO/Executive Director	7	\$318,824			\$308,991		
Science and Technology Research Institutes, Services: Science & Technology N.E.C.							
CEO/Executive Director	6	\$152,590			\$111,504		
Science and Technology Research Institutes, Services: Service and Other							
CEO/Executive Director	5	\$269,891			\$202,549		
Social Science Research Institutes, Services: Interdisciplinary Research							
CEO/Executive Director	6	\$86,779			\$79,091		
Social Science Research Institutes, Services: Service and Other							
CEO/Executive Director	6	\$338,862			\$409,070		
Social Science Research Institutes, Services: Social Science							
CEO/Executive Director	11	\$226,167		\$125,159	\$182,248	\$240,621	
Unknown							
CEO/Executive Director	17	\$135,311		\$62,000	\$98,937	\$149,891	
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	11	\$126,388		\$71,894	\$84,830	\$144,060	
Youth Development: Scouting							
CEO/Executive Director	18	\$150,407		\$127,863	\$150,276	\$183,717	
Top Finance Position	7	\$172,979			\$107,585		
Youth Development: Service and Other							
CEO/Executive Director	13	\$140,901		\$67,264	\$91,755	\$170,948	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	41	\$121,307	\$39,231	\$60,352	\$81,941	\$143,731	\$276,096
Top Finance Position	6	\$145,409			\$150,583		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	19	\$164,073		\$88,301	\$119,760	\$210,866	
Youth Development: Youth Development Programs							
CEO/Executive Director	121	\$124,005	\$33,900	\$60,000	\$94,500	\$141,064	\$209,033
Top Administrative Position	5	\$267,550			\$145,043		
Top Development Position	9	\$246,371			\$150,119		
Top Finance Position	17	\$118,210		\$71,182	\$98,940	\$145,043	
Top Operations Position	7	\$196,664			\$178,240		
<b>North Carolina</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	29	\$57,237	\$31,968	\$37,363	\$48,224	\$67,376	\$85,628
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	56	\$70,294	\$35,733	\$43,199	\$54,057	\$83,062	\$132,641
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	19	\$72,452		\$42,426	\$54,001	\$76,620	
Arts, Culture and Humanities: Media & Communication ;							
CEO/Executive Director	14	\$88,687		\$26,896	\$57,542	\$87,251	
Arts, Culture and Humanities: Museums							
CEO/Executive Director	39	\$84,581	\$31,655	\$44,132	\$57,215	\$101,360	\$172,303
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	59	\$78,695	\$19,412	\$32,109	\$65,000	\$101,736	\$138,468
Top Administrative Position	6	\$74,082			\$67,108		
Top Finance Position	5	\$108,103			\$114,139		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	10	\$129,672		\$47,895	\$63,307	\$78,882	
<b>Arts, Culture and Humanities: Visual Arts</b>							
CEO/Executive Director	9	\$65,479			\$63,396		
<b>Civil Rights, Social Action, Advocacy: Civil Liberties</b>							
CEO/Executive Director	6	\$67,524			\$42,373		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	10	\$68,447		\$48,787	\$61,539	\$68,218	
<b>Civil Rights, Social Action, Advocacy: Civil Rights, Social Action &amp; Advocacy N.E.C.</b>							
CEO/Executive Director	5	\$71,076			\$72,000		
<b>Community Improvement, Capacity Building: Business &amp; Industry</b>							
CEO/Executive Director	16	\$208,459		\$63,551	\$98,947	\$149,663	
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	51	\$79,349	\$30,000	\$52,815	\$71,115	\$97,333	\$134,234
<b>Community Improvement, Capacity Building: Community Improvement &amp; Capacity Building N.E.C.</b>							
CEO/Executive Director	7	\$70,696			\$70,000		
<b>Community Improvement, Capacity Building: Community Service Clubs</b>							
CEO/Executive Director	8	\$60,713			\$60,860		
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	33	\$111,300	\$49,900	\$70,150	\$96,773	\$124,928	\$220,652
Top Finance Position	5	\$90,187			\$98,654		
<b>Community Improvement, Capacity Building: Service and Other</b>							
CEO/Executive Director	9	\$104,654			\$79,315		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
<b>Crime, Legal-Related: Administration of Justice</b>							
CEO/Executive Director	6	\$52,828			\$50,846		
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	12	\$94,556		\$53,350	\$110,373	\$129,901	
<b>Crime, Legal-Related: Protection Against Abuse</b>							
CEO/Executive Director	14	\$53,111		\$36,295	\$50,744	\$64,710	
<b>Crime, Legal-Related: Rehabilitation Services for Offenders</b>							
CEO/Executive Director	12	\$51,421		\$40,485	\$44,074	\$59,897	
<b>Diseases, Disorders, Medical Disciplines: Cancer</b>							
CEO/Executive Director	9	\$79,275			\$56,566		
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	18	\$84,783		\$53,120	\$60,129	\$74,007	
<b>Diseases, Disorders, Medical Disciplines: Service and Other</b>							
CEO/Executive Director	7	\$93,773			\$81,392		
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	17	\$91,744		\$59,254	\$87,648	\$119,708	
<b>Educational Institutions and Related Activities: Adult Education</b>							
CEO/Executive Director	15	\$89,968		\$46,678	\$52,915	\$83,976	
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	18	\$112,108		\$54,029	\$99,800	\$155,824	
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	38	\$93,324	\$36,724	\$42,513	\$57,171	\$102,701	\$147,287

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	190	\$119,042	\$37,107	\$60,176	\$87,448	\$136,296	\$233,822
Top Administrative Position	11	\$86,040		\$37,945	\$66,950	\$134,613	
Top Business Position	7	\$140,758			\$84,588		
Top Development Position	9	\$138,085			\$157,717		
Top Finance Position	31	\$107,413	\$50,000	\$65,313	\$98,356	\$133,602	\$174,934
Top Operations Position	6	\$90,604			\$81,450		
Top Technology Position	5	\$127,398			\$129,137		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	41	\$411,379	\$95,846	\$129,578	\$254,876	\$363,913	\$548,764
Top Administrative Position	5	\$129,783			\$106,566		
Top Business Position	5	\$111,685			\$105,891		
Top Development Position	17	\$171,114		\$103,703	\$144,286	\$183,252	
Top Education Position	6	\$138,571			\$141,806		
Top Finance Position	26	\$175,477	\$63,275	\$106,802	\$154,515	\$190,795	\$254,498
<b>Educational Institutions and Related Activities: Libraries</b>							
CEO/Executive Director	6	\$76,681			\$69,097		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	81	\$93,101	\$39,693	\$61,017	\$83,718	\$103,286	\$152,972
Top Finance Position	11	\$94,176		\$64,842	\$69,103	\$97,991	
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	19	\$122,207		\$46,420	\$92,572	\$142,148	
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	13	\$79,311		\$43,436	\$70,119	\$104,369	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	24	\$119,902	\$49,419	\$60,448	\$90,531	\$132,514	\$234,165
Top Finance Position	9	\$103,917			\$78,826		
<b>Environmental Quality, Protection and Beautification : Environmental Education</b>							
CEO/Executive Director	5	\$78,184			\$76,021		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	47	\$78,828	\$39,268	\$51,825	\$75,303	\$99,721	\$115,679
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	9	\$102,587			\$80,371		
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	33	\$71,913	\$28,197	\$40,000	\$53,344	\$85,448	\$139,365
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	47	\$136,477	\$52,641	\$65,260	\$108,150	\$169,046	\$222,305
Top Finance Position	14	\$110,320		\$86,067	\$103,392	\$130,605	
Top Operations Position	5	\$147,826			\$141,332		
<b>Health – General and Rehabilitative: Health (General &amp; Financing)</b>							
CEO/Executive Director	5	\$77,079			\$81,801		
<b>Health – General and Rehabilitative: Health Care N.E.C.</b>							
CEO/Executive Director	9	\$64,986			\$55,769		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	26	\$126,870	\$40,892	\$56,553	\$89,953	\$141,404	\$300,765
Top Finance Position	9	\$76,198			\$55,061		



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	41	\$527,064	\$67,570	\$123,042	\$351,147	\$693,986	\$1,132,631
Top Finance Position	23	\$402,252	\$137,493	\$172,097	\$277,115	\$477,205	\$705,035
Top Human Resources Position	7	\$544,430			\$420,381		
Top Operations Position	12	\$564,261		\$250,391	\$524,216	\$656,437	
Top Technology Position	6	\$559,750			\$515,558		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	13	\$181,948		\$67,154	\$174,019	\$213,944	
Top Finance Position	8	\$162,618			\$145,092		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	15	\$136,487		\$71,643	\$88,084	\$152,707	
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
CEO/Executive Director	6	\$72,404			\$53,382		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	16	\$145,803		\$76,013	\$115,820	\$158,297	
<b>Housing, Shelter: Housing &amp; Shelter N.E.C.</b>							
CEO/Executive Director	6	\$82,880			\$76,985		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	62	\$97,316	\$33,042	\$49,117	\$71,308	\$109,442	\$196,162
Top Administrative Position	5	\$71,644			\$61,643		
Top Finance Position	13	\$130,686		\$80,986	\$144,248	\$166,043	
Top Operations Position	6	\$134,282			\$142,770		
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	8	\$61,171			\$58,008		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
<b>Housing, Shelter: Temporary Housing</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population	19	\$65,609		\$38,280	\$66,000	\$76,635	
CEO/Executive Director	92	\$85,088	\$35,963	\$49,353	\$66,532	\$89,520	\$122,659
Top Finance Position	12	\$97,880		\$52,211	\$73,201	\$96,550	
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	76	\$90,613	\$34,668	\$48,143	\$61,975	\$101,681	\$189,347
Top Finance Position	5	\$126,193			\$114,240		
Top Operations Position	5	\$71,834			\$43,677		
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
Human Services – Multipurpose and Other: Family Services	21	\$65,856	\$21,750	\$35,100	\$58,821	\$89,149	\$107,074
CEO/Executive Director	74	\$61,114	\$27,830	\$38,173	\$55,507	\$75,339	\$100,761
Top Finance Position	6	\$67,683			\$59,203		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	108	\$99,923	\$31,870	\$52,088	\$76,019	\$125,196	\$158,428
Top Finance Position	24	\$105,541	\$48,300	\$72,974	\$89,012	\$109,830	\$186,845
Top Operations Position	7	\$177,088			\$147,592		
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
Human Services – Multipurpose and Other: Personal Social Services	22	\$70,995	\$40,469	\$49,224	\$59,607	\$88,226	\$112,312
CEO/Executive Director	14	\$83,841		\$47,260	\$66,049	\$101,179	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	79	\$144,791	\$55,168	\$81,304	\$119,892	\$200,050	\$255,849
Top Finance Position	30	\$147,119	\$79,807	\$100,707	\$145,619	\$185,045	\$216,854
Top Marketing Position	7	\$140,926			\$142,200		
Top Operations Position	10	\$146,269		\$119,692	\$132,783	\$191,008	
<b>Human Services – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	17	\$93,969		\$53,801	\$92,078	\$123,179	
<b>International, Foreign Affairs and National Security: International Development</b>							
CEO/Executive Director	17	\$88,971		\$46,350	\$55,709	\$67,580	
<b>Medical Research: Cancer Research</b>							
CEO/Executive Director	6	\$179,708			\$160,533		
<b>Medical Research: Medical Disciplines Research</b>							
CEO/Executive Director	5	\$113,496			\$115,790		
<b>Mental Health, Crisis Intervention: Counseling</b>							
CEO/Executive Director	9	\$78,377			\$73,233		
<b>Mental Health, Crisis Intervention: Hot Lines &amp; Crisis Intervention</b>							
CEO/Executive Director	8	\$66,472			\$53,133		
<b>Mental Health, Crisis Intervention: Mental Health Associations</b>							
CEO/Executive Director	9	\$58,000			\$52,500		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	31	\$115,761	\$22,281	\$51,416	\$93,717	\$145,916	\$250,631
Top Finance Position	8	\$100,313			\$94,328		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	28	\$126,411	\$35,960	\$59,464	\$92,256	\$171,013	\$236,472
Top Finance Position	10	\$98,189		\$99,329	\$107,540	\$115,279	
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs</b>							
CEO/Executive Director	32	\$77,521	\$28,465	\$49,121	\$69,004	\$90,177	\$105,645
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Charity &amp; Voluntarism Promotio</b>							
CEO/Executive Director	10	\$75,831		\$41,326	\$50,000	\$90,941	
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Private Grantmaking Foundations</b>							
CEO/Executive Director	7	\$123,222			\$80,777		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations</b>							
CEO/Executive Director	21	\$167,893	\$53,596	\$84,000	\$130,500	\$212,461	\$293,565
Top Finance Position	7	\$118,083			\$149,758		
<b>Public Safety, Disaster Preparedness and Relief: Disaster Preparedness &amp; Relief Services</b>							
CEO/Executive Director	27	\$64,006	\$26,114	\$38,367	\$62,308	\$76,977	\$98,304
<b>Public, Society Benefit – Multipurpose and Other: Leadership Development</b>							
CEO/Executive Director	8	\$98,143			\$90,585		
<b>Public, Society Benefit – Multipurpose and Other: Military &amp; Veterans Organizations</b>							
CEO/Executive Director	7	\$58,758			\$49,917		
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports</b>							
CEO/Executive Director	40	\$80,352	\$29,832	\$44,233	\$65,152	\$102,480	\$133,043
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions</b>							
CEO/Executive Director	7	\$87,944			\$80,240		
<b>Recreation, Sports, Leisure, Athletics: Camps</b>							
CEO/Executive Director	9	\$76,221			\$60,923		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
Recreation, Sports, Leisure, Athletics: Recreation & Sports N.E.C.							
CEO/Executive Director	5	\$147,641			\$108,580		
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
CEO/Executive Director	6	\$52,912			\$52,304		
Recreation, Sports, Leisure, Athletics: Service and Other							
CEO/Executive Director	5	\$132,962			\$86,479		
Recreation, Sports, Leisure, Athletics: Sports Associations & Training Facilities							
CEO/Executive Director	7	\$512,534			\$102,793		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	153	\$63,605	\$23,280	\$34,890	\$57,187	\$80,922	\$109,355
Top Finance Position	15	\$46,816		\$27,455	\$50,100	\$55,108	
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	24	\$80,395	\$23,293	\$33,986	\$49,073	\$103,599	\$182,602
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	8	\$86,452			\$54,113		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	8	\$66,451			\$57,882		
Science and Technology Research Institutes, Services: Service and Other							
CEO/Executive Director	5	\$184,135			\$103,734		
Unknown							
CEO/Executive Director	10	\$63,456		\$49,750	\$57,239	\$74,381	
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	5	\$65,505			\$57,564		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
Youth Development: Scouting							
CEO/Executive Director	11	\$166,009		\$130,358	\$160,417	\$210,262	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	22	\$70,143	\$31,858	\$52,833	\$66,868	\$82,935	\$95,841
Youth Development: Youth Development Programs							
CEO/Executive Director	51	\$65,095	\$30,047	\$36,899	\$53,300	\$83,542	\$125,010
<b>North Dakota</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	9	\$47,943			\$37,208		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	5	\$76,882			\$54,222		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	9	\$38,291			\$42,551		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	6	\$94,080			\$77,418		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	10	\$83,665		\$53,109	\$79,333	\$113,386	
Top Finance Position	5	\$73,720			\$73,451		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	\$137,896			\$127,960		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Dakota</b>							
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	15	\$299,582		\$111,779	\$162,853	\$309,251	
Top Administrative Position	7	\$162,730			\$126,613		
Top Finance Position	19	\$196,965		\$75,808	\$92,940	\$140,642	
Top Operations Position	5	\$554,764			\$671,509		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	6	\$172,367			\$176,241		
Top Administrative Position	11	\$114,558		\$94,503	\$113,243	\$119,030	
Top Finance Position	7	\$126,687			\$126,306		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	6	\$122,485			\$64,569		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	5	\$72,664			\$58,000		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	8	\$72,883			\$65,843		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	28	\$104,719	\$42,697	\$62,446	\$89,162	\$135,806	\$179,668
Top Finance Position	9	\$92,334			\$79,505		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	6	\$111,317			\$93,429		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	8	\$83,559			\$78,166		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	11	\$95,373		\$68,536	\$82,456	\$123,235	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Dakota</b>							
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	\$122,278			\$134,523		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	\$123,798			\$87,796		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	7	\$73,295			\$70,486		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	7	\$56,386			\$56,006		
Youth Development: Youth Development Programs							
CEO/Executive Director	8	\$54,089			\$55,238		
<b>Ohio</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	39	\$65,671	\$28,005	\$39,279	\$54,000	\$87,969	\$120,292
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	5	\$39,063			\$37,440		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	47	\$82,331	\$28,129	\$40,000	\$52,708	\$96,335	\$130,930
Top Finance Position	5	\$80,860			\$71,426		
Arts, Culture and Humanities: Arts, Culture & Humanities N.E.C.							
CEO/Executive Director	7	\$97,442			\$70,719		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	25	\$77,694	\$31,257	\$39,040	\$60,200	\$96,510	\$128,860



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
Arts, Culture and Humanities: Humanities							
CEO/Executive Director	5	\$93,295			\$64,435		
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	19	\$118,276		\$57,362	\$95,700	\$156,442	
Arts, Culture and Humanities: Museums							
CEO/Executive Director	47	\$160,336	\$33,761	\$50,101	\$80,384	\$190,178	\$434,806
Top Finance Position	13	\$153,506		\$94,802	\$141,670	\$178,977	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	89	\$98,403	\$29,500	\$42,754	\$69,756	\$97,617	\$178,339
Top Administrative Position	5	\$74,611			\$47,672		
Top Development Position	5	\$187,906			\$144,129		
Top Finance Position	9	\$132,269			\$114,808		
Arts, Culture and Humanities: Service and Other							
CEO/Executive Director	11	\$97,443		\$69,869	\$83,761	\$100,449	
Arts, Culture and Humanities: Visual Arts							
CEO/Executive Director	12	\$79,408		\$46,955	\$54,250	\$69,502	
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	11	\$60,018		\$34,014	\$45,000	\$66,882	
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	17	\$90,455		\$68,473	\$78,862	\$109,950	
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	17	\$184,700		\$60,464	\$102,742	\$182,399	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	82	\$111,999	\$35,194	\$59,232	\$85,585	\$110,163	\$201,972
Top Finance Position	18	\$89,705		\$55,683	\$80,852	\$108,221	
Top Operations Position	6	\$118,550			\$98,432		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	7	\$119,053			\$68,000		
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	8	\$74,692			\$79,276		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	45	\$127,824	\$46,770	\$55,430	\$96,809	\$142,114	\$209,271
Top Finance Position	7	\$112,632			\$96,283		
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	9	\$103,469			\$105,166		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	13	\$163,777		\$75,875	\$135,066	\$218,667	
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	6	\$59,168			\$58,667		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	15	\$110,359		\$76,706	\$94,757	\$147,601	
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	11	\$62,011		\$45,451	\$59,377	\$71,939	
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	11	\$169,068		\$94,069	\$117,944	\$149,477	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
<b>Crime, Legal-Related: Service and Other</b>							
CEO/Executive Director	6	\$78,151			\$82,622		
<b>Diseases, Disorders, Medical Disciplines: Birth Defects &amp; Genetic Diseases</b>							
CEO/Executive Director	6	\$59,626			\$45,857		
<b>Diseases, Disorders, Medical Disciplines: Cancer</b>							
CEO/Executive Director	8	\$82,176			\$84,603		
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	18	\$89,063		\$35,682	\$65,918	\$130,807	
<b>Diseases, Disorders, Medical Disciplines: Medical Disciplines</b>							
CEO/Executive Director	6	\$482,249			\$105,729		
<b>Diseases, Disorders, Medical Disciplines: Service and Other</b>							
CEO/Executive Director	7	\$119,700			\$93,900		
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	18	\$92,572		\$62,558	\$77,365	\$117,089	
<b>Diseases, Disorders, Medical Disciplines: Voluntary Health Associations &amp; Medical Disciplines N.E.C</b>							
CEO/Executive Director	5	\$98,542			\$98,289		
<b>Educational Institutions and Related Activities: Adult Education</b>							
CEO/Executive Director	12	\$90,995		\$32,144	\$65,834	\$90,675	
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	16	\$135,815		\$67,539	\$101,393	\$169,794	
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	35	\$137,944	\$36,802	\$50,826	\$68,050	\$108,288	\$185,213

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	156	\$114,005	\$36,565	\$54,197	\$78,350	\$132,987	\$234,785
Top Administrative Position	28	\$79,059	\$29,595	\$45,729	\$64,149	\$94,549	\$144,666
Top Development Position	8	\$159,028			\$140,455		
Top Education Position	6	\$82,279			\$58,083		
Top Finance Position	40	\$105,371	\$28,950	\$51,535	\$105,013	\$129,740	\$191,635
Top Operations Position	11	\$86,284		\$41,612	\$52,879	\$115,797	
<b>Educational Institutions and Related Activities: Graduate &amp; Professional Schools</b>							
CEO/Executive Director	5	\$187,197			\$215,961		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	37	\$319,862	\$97,339	\$205,444	\$299,608	\$412,418	\$503,206
Top Administrative Position	12	\$208,715		\$179,407	\$192,400	\$211,510	
Top Business Position	5	\$202,564			\$199,298		
Top Development Position	23	\$180,442	\$129,091	\$132,380	\$166,778	\$215,684	\$265,377
Top Education Position	11	\$160,795		\$125,710	\$136,615	\$178,357	
Top Finance Position	35	\$167,780	\$91,551	\$127,715	\$174,267	\$194,709	\$231,492
Top Technology Position	7	\$182,862			\$167,054		
<b>Educational Institutions and Related Activities: Libraries</b>							
CEO/Executive Director	13	\$194,588		\$76,502	\$110,000	\$139,936	
Top Finance Position	10	\$94,187		\$68,954	\$78,843	\$92,502	
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	51	\$123,759	\$30,600	\$64,809	\$101,048	\$177,024	\$212,368
Top Finance Position	10	\$99,311		\$57,348	\$95,820	\$132,059	
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	21	\$113,104	\$62,041	\$78,375	\$106,311	\$132,393	\$177,014

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	19	\$114,273		\$80,470	\$89,000	\$128,578	
Top Education Position	6	\$91,585			\$80,265		
Top Finance Position	6	\$93,308			\$89,109		
<b>Employment, Job-Related: Labor Unions</b>							
CEO/Executive Director	5	\$109,053			\$99,485		
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	23	\$94,223	\$48,395	\$69,169	\$86,798	\$101,271	\$120,561
Top Finance Position	7	\$106,499			\$80,080		
<b>Environmental Quality, Protection and Beautification : Environmental Education</b>							
CEO/Executive Director	8	\$74,477			\$64,361		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	25	\$74,409	\$34,762	\$54,248	\$65,877	\$94,222	\$106,825
<b>Food, Agriculture and Nutrition: Agricultural Programs</b>							
CEO/Executive Director	9	\$50,430			\$49,094		
Top Finance Position	7	\$30,108			\$19,638		
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	35	\$91,398	\$28,022	\$39,638	\$54,089	\$124,457	\$203,063
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	45	\$140,459	\$47,309	\$77,500	\$116,582	\$166,685	\$235,757
Top Finance Position	19	\$100,189		\$71,346	\$92,952	\$109,981	
Top Operations Position	6	\$123,048			\$130,143		
<b>Health – General and Rehabilitative: Health (General &amp; Financing)</b>							
CEO/Executive Director	8	\$122,773			\$112,204		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
<b>Health – General and Rehabilitative: Health Care N.E.C.</b>							
CEO/Executive Director	10	\$81,629		\$46,894	\$62,943	\$103,980	
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	28	\$183,926	\$39,103	\$74,546	\$141,072	\$232,601	\$428,174
Top Finance Position	9	\$164,336			\$171,984		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	63	\$739,883	\$134,711	\$180,939	\$403,244	\$805,105	\$1,470,363
Top Administrative Position	6	\$192,851			\$185,656		
Top Finance Position	44	\$361,520	\$115,631	\$146,994	\$266,271	\$418,983	\$830,569
Top Human Resources Position	20	\$282,028	\$144,007	\$171,194	\$215,274	\$295,537	\$414,870
Top Legal Position	11	\$596,823		\$321,022	\$419,752	\$824,061	
Top Operations Position	24	\$463,064	\$113,357	\$173,054	\$273,470	\$431,202	\$1,220,349
Top Technology Position	13	\$355,964		\$219,705	\$255,023	\$404,474	
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	32	\$150,638	\$69,843	\$95,163	\$125,414	\$192,940	\$301,112
Top Administrative Position	7	\$102,943			\$112,821		
Top Finance Position	12	\$138,631		\$99,318	\$121,911	\$190,051	
Top Operations Position	5	\$161,268			\$186,840		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	12	\$93,810		\$44,342	\$81,137	\$102,523	
Top Finance Position	6	\$157,266			\$86,150		
<b>Health – General and Rehabilitative: Rehabilitative Care</b>							
CEO/Executive Director	8	\$77,980			\$76,522		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
CEO/Executive Director	16	\$64,325		\$34,201	\$55,785	\$81,589	
Top Finance Position	5	\$99,453			\$92,641		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	27	\$183,035	\$43,778	\$63,151	\$127,087	\$321,485	\$350,469
Top Administrative Position	5	\$322,712			\$135,623		
Top Finance Position	7	\$175,536			\$175,462		
Top Operations Position	5	\$231,603			\$172,860		
<b>Housing, Shelter: Housing &amp; Shelter N.E.C.</b>							
CEO/Executive Director	16	\$94,228		\$64,377	\$75,794	\$100,156	
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	70	\$111,675	\$30,540	\$52,400	\$78,630	\$131,726	\$210,250
Top Administrative Position	6	\$150,166			\$130,705		
Top Finance Position	20	\$130,666	\$55,640	\$87,646	\$124,026	\$158,040	\$222,871
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	12	\$96,535		\$59,034	\$105,099	\$117,769	
<b>Housing, Shelter: Service and Other</b>							
CEO/Executive Director	7	\$229,535			\$97,480		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	31	\$84,004	\$35,000	\$52,507	\$67,022	\$97,692	\$121,724
Top Finance Position	5	\$80,647			\$88,253		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	147	\$93,168	\$34,992	\$49,163	\$70,342	\$113,527	\$167,007
Top Administrative Position	5	\$113,030			\$118,473		
Top Finance Position	41	\$91,510	\$35,482	\$63,779	\$84,716	\$119,972	\$147,811
Top Operations Position	10	\$98,091		\$54,327	\$75,497	\$87,879	
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	91	\$102,540	\$32,890	\$51,396	\$82,000	\$128,254	\$176,991
Top Administrative Position	6	\$71,725			\$56,098		
Top Finance Position	22	\$101,551	\$39,060	\$72,241	\$96,302	\$125,364	\$169,733
Top Operations Position	8	\$118,435			\$120,154		
Top Program Position	5	\$77,524			\$53,607		
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	23	\$56,447	\$33,389	\$41,274	\$59,641	\$72,549	\$78,372
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	78	\$69,253	\$28,182	\$35,287	\$55,859	\$77,494	\$116,662
Top Finance Position	11	\$81,027		\$65,298	\$84,416	\$94,941	
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	178	\$97,672	\$27,799	\$49,914	\$81,401	\$119,191	\$191,810
Top Administrative Position	11	\$81,122		\$51,747	\$60,399	\$101,308	
Top Development Position	5	\$139,119			\$131,801		
Top Finance Position	54	\$91,204	\$47,799	\$64,450	\$82,778	\$119,912	\$146,277
Top Operations Position	25	\$113,980	\$47,758	\$82,679	\$108,798	\$146,824	\$169,713
Top Program Position	5	\$123,962			\$142,514		



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	21	\$113,848	\$38,168	\$50,000	\$96,031	\$140,923	\$176,457
Top Finance Position	6	\$86,803			\$77,506		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	16	\$106,641		\$46,839	\$71,194	\$91,205	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	79	\$162,386	\$56,533	\$83,984	\$143,053	\$196,827	\$249,690
Top Administrative Position	5	\$189,868			\$159,421		
Top Finance Position	26	\$131,145	\$60,515	\$80,759	\$111,435	\$146,388	\$237,451
Top Operations Position	12	\$151,336		\$121,948	\$136,186	\$148,199	
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	20	\$83,589	\$18,000	\$50,909	\$68,612	\$112,111	\$153,978
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	14	\$96,081		\$38,320	\$79,750	\$122,022	
International, Foreign Affairs and National Security: Promotion of International Understanding							
CEO/Executive Director	7	\$104,449			\$89,271		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	8	\$80,585			\$76,938		
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	7	\$73,111			\$74,363		
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	9	\$71,815			\$75,000		
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	14	\$87,729		\$57,642	\$69,974	\$106,410	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	80	\$134,995	\$55,019	\$87,835	\$115,722	\$158,042	\$250,323
Top Administrative Position	5	\$92,776			\$101,530		
Top Finance Position	42	\$105,443	\$47,047	\$68,719	\$99,613	\$126,655	\$170,844
Top Operations Position	13	\$138,208		\$108,658	\$138,725	\$155,949	
<b>Mental Health, Crisis Intervention: Service and Other</b>							
CEO/Executive Director	5	\$76,851			\$54,410		
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	64	\$100,465	\$49,650	\$65,000	\$99,566	\$122,587	\$145,466
Top Finance Position	16	\$79,649		\$67,976	\$75,885	\$96,176	
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs</b>							
CEO/Executive Director	53	\$132,809	\$31,637	\$45,077	\$84,169	\$129,502	\$192,535
Top Finance Position	11	\$122,177		\$86,179	\$92,019	\$132,312	
Top Operations Position	5	\$149,942			\$119,709		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Private Grantmaking Foundations</b>							
CEO/Executive Director	5	\$136,664			\$112,680		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations</b>							
CEO/Executive Director	49	\$169,984	\$54,476	\$72,000	\$112,216	\$199,267	\$399,129
Top Finance Position	20	\$133,631	\$64,224	\$93,099	\$120,884	\$163,685	\$186,307
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other</b>							
CEO/Executive Director	10	\$111,860		\$59,009	\$76,688	\$185,105	
<b>Public, Society Benefit – Multipurpose and Other: Leadership Development</b>							
CEO/Executive Director	17	\$83,944		\$59,853	\$67,627	\$99,641	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
Public, Society Benefit – Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	7	\$39,180			\$43,154		
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	7	\$89,375			\$86,000		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	29	\$60,794	\$26,000	\$39,800	\$60,885	\$75,000	\$88,671
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	15	\$82,230		\$43,944	\$59,480	\$85,925	
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	9	\$124,726			\$78,920		
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
CEO/Executive Director	5	\$70,334			\$60,000		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	119	\$56,587	\$22,210	\$34,188	\$48,750	\$73,744	\$98,631
Top Administrative Position	8	\$35,610			\$32,315		
Top Finance Position	9	\$42,092			\$36,500		
Religion-Related, Spiritual Development: Interfaith Coalitions							
CEO/Executive Director	6	\$52,727			\$52,433		
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	9	\$137,635			\$114,165		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	10	\$51,255		\$36,042	\$47,859	\$60,966	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	7	\$100,997			\$79,113		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
Social Science Research Institutes, Services: Interdisciplinary Research							
CEO/Executive Director	11	\$79,157		\$70,171	\$72,434	\$78,238	
Unknown							
CEO/Executive Director	12	\$77,775		\$37,800	\$59,603	\$82,240	
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	15	\$57,868		\$39,581	\$53,536	\$76,152	
Youth Development: Scouting							
CEO/Executive Director	12	\$176,009		\$148,178	\$177,771	\$198,863	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	19	\$77,847		\$48,280	\$67,557	\$98,756	
Youth Development: Youth Development Programs							
CEO/Executive Director	47	\$70,977	\$35,048	\$49,331	\$62,946	\$90,723	\$129,503
Top Program Position	6	\$32,530			\$30,159		
<b>Oklahoma</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	10	\$46,930		\$26,179	\$41,105	\$52,071	
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	11	\$78,321		\$63,559	\$70,396	\$89,933	
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	6	\$40,692			\$41,810		
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	7	\$73,387			\$66,896		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oklahoma</b>							
Arts, Culture and Humanities: Museums							
CEO/Executive Director	19	\$119,156		\$62,653	\$85,211	\$145,588	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	19	\$74,948		\$30,199	\$64,000	\$91,962	
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	9	\$61,138			\$54,058		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	15	\$69,760		\$37,979	\$51,387	\$75,500	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	6	\$170,137			\$153,361		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	7	\$49,109			\$38,777		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	5	\$38,693			\$27,548		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	5	\$77,092			\$64,400		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	\$56,540			\$67,500		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	44	\$94,925	\$34,073	\$54,912	\$73,917	\$114,398	\$172,787
Top Administrative Position	9	\$58,816			\$49,857		
Top Finance Position	6	\$94,522			\$91,106		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oklahoma</b>							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	12	\$343,747		\$203,871	\$273,128	\$395,740	
Top Development Position	5	\$144,064			\$129,537		
Top Finance Position	7	\$136,118			\$121,610		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	11	\$125,095		\$50,130	\$60,000	\$114,100	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	7	\$62,801			\$35,766		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	6	\$79,872			\$66,129		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	8	\$94,537			\$77,638		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	10	\$69,396		\$43,112	\$51,877	\$68,818	
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	14	\$144,105		\$82,944	\$115,872	\$177,541	
Health – General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	5	\$107,852			\$105,025		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	7	\$129,604			\$106,000		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	25	\$340,280	\$89,756	\$110,165	\$147,920	\$343,560	\$474,652
Top Finance Position	14	\$205,452		\$120,804	\$153,344	\$203,542	
Top Operations Position	8	\$454,788			\$333,366		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oklahoma</b>							
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	6	\$94,016			\$78,673		
Health – General and Rehabilitative: Public Health							
CEO/Executive Director	5	\$70,109			\$54,058		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	11	\$107,578		\$41,869	\$54,056	\$128,051	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	9	\$67,261			\$60,923		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	37	\$80,352	\$37,297	\$49,000	\$70,000	\$102,689	\$143,880
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	34	\$66,527	\$35,446	\$44,128	\$58,493	\$76,444	\$108,726
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	8	\$79,549			\$85,400		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	27	\$64,859	\$27,794	\$41,572	\$63,525	\$87,352	\$110,827
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	59	\$83,202	\$32,874	\$50,786	\$70,675	\$103,960	\$129,571
Top Finance Position	9	\$89,093			\$95,383		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	7	\$91,368			\$61,500		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	7	\$53,614			\$51,227		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oklahoma</b>							
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	31	\$119,594	\$36,000	\$56,379	\$91,154	\$137,663	\$242,580
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	10	\$78,999		\$45,678	\$51,470	\$66,759	
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	9	\$55,891			\$39,870		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	19	\$174,511		\$84,906	\$132,554	\$252,068	
Top Finance Position	7	\$172,187			\$136,534		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	22	\$71,090	\$27,552	\$45,052	\$72,560	\$86,013	\$95,722
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	8	\$68,621			\$55,828		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	7	\$229,619			\$213,242		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	9	\$74,434			\$67,147		
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	5	\$49,992			\$40,000		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	98	\$63,731	\$19,350	\$27,843	\$52,568	\$85,317	\$115,544
Top Finance Position	10	\$71,352		\$43,985	\$60,026	\$106,371	
Top Operations Position	5	\$86,990			\$53,000		



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oklahoma</b>							
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	17	\$63,565		\$36,000	\$62,413	\$69,083	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	7	\$120,417			\$56,626		
Unknown							
CEO/Executive Director	10	\$79,795		\$40,868	\$57,829	\$116,440	
Youth Development: Scouting							
CEO/Executive Director	8	\$140,597			\$107,403		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	9	\$48,529			\$42,230		
Youth Development: Youth Development Programs							
CEO/Executive Director	15	\$65,145		\$40,017	\$48,000	\$86,459	
<b>Oregon</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	21	\$64,572	\$21,685	\$31,629	\$50,452	\$79,879	\$93,438
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	11	\$51,132		\$36,990	\$48,935	\$60,026	
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	41	\$73,254	\$30,000	\$41,333	\$54,142	\$81,678	\$159,980
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	10	\$77,537		\$46,639	\$54,835	\$62,660	
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	18	\$98,453		\$59,105	\$75,846	\$99,000	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>							
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	23	\$86,104	\$32,731	\$39,234	\$54,401	\$93,531	\$135,155
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	50	\$70,295	\$24,896	\$40,158	\$55,334	\$77,969	\$119,713
Top Finance Position	6	\$93,073			\$81,595		
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	9	\$69,851			\$73,932		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	10	\$77,914		\$44,940	\$53,562	\$98,563	
<b>Civil Rights, Social Action, Advocacy: Service and Other</b>							
CEO/Executive Director	9	\$79,441			\$65,718		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	23	\$83,479	\$38,047	\$56,725	\$73,417	\$91,344	\$122,794
Top Finance Position	7	\$89,914			\$74,082		
<b>Community Improvement, Capacity Building: Community Improvement &amp; Capacity Building N.E.C.</b>							
CEO/Executive Director	6	\$83,865			\$73,735		
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	13	\$82,218		\$61,741	\$76,187	\$94,320	
<b>Community Improvement, Capacity Building: Service and Other</b>							
CEO/Executive Director	8	\$81,277			\$69,037		
<b>Crime, Legal-Related: Crime Prevention</b>							
CEO/Executive Director	5	\$63,753			\$61,996		
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	15	\$105,601		\$78,910	\$107,500	\$133,997	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>							
<b>Crime, Legal-Related: Protection Against Abuse</b>							
CEO/Executive Director	13	\$60,458		\$40,921	\$53,909	\$68,420	
<b>Crime, Legal-Related: Rehabilitation Services for Offenders</b>							
CEO/Executive Director	5	\$48,417			\$26,461		
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	8	\$49,926			\$41,991		
<b>Educational Institutions and Related Activities: Adult Education</b>							
CEO/Executive Director	5	\$57,455			\$58,268		
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	15	\$76,129		\$53,204	\$61,463	\$106,511	
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	24	\$100,999	\$32,955	\$47,292	\$66,809	\$106,026	\$152,823
Top Finance Position	5	\$112,272			\$83,781		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	105	\$85,179	\$28,746	\$56,167	\$77,280	\$101,483	\$130,466
Top Administrative Position	15	\$78,356		\$49,507	\$80,105	\$96,241	
Top Finance Position	15	\$81,949		\$41,583	\$68,998	\$91,403	
<b>Educational Institutions and Related Activities: Graduate &amp; Professional Schools</b>							
CEO/Executive Director	6	\$215,332			\$109,737		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	18	\$313,028		\$180,588	\$277,604	\$481,832	
Top Development Position	8	\$199,159			\$211,356		
Top Finance Position	8	\$186,353			\$160,221		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	20	\$122,932	\$26,735	\$38,369	\$112,980	\$180,749	\$205,828
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	6	\$81,673			\$61,681		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	20	\$81,662	\$34,039	\$41,046	\$88,425	\$113,849	\$133,956
Top Finance Position	7	\$96,871			\$98,831		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	18	\$144,337		\$67,013	\$78,208	\$140,468	
Top Finance Position	5	\$96,357			\$90,773		
Environmental Quality, Protection and Beautification : Environment N.E.C.							
CEO/Executive Director	11	\$87,838		\$71,166	\$86,900	\$94,618	
Environmental Quality, Protection and Beautification : Environmental Education							
CEO/Executive Director	9	\$80,139			\$66,500		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	72	\$100,737	\$39,339	\$56,171	\$76,093	\$123,819	\$184,647
Top Finance Position	11	\$123,489		\$101,033	\$128,571	\$144,835	
Environmental Quality, Protection and Beautification : Pollution Abatement & Control							
CEO/Executive Director	6	\$70,315			\$71,693		
Environmental Quality, Protection and Beautification : Service and Other							
CEO/Executive Director	10	\$84,918		\$71,323	\$78,926	\$84,818	
Food, Agriculture and Nutrition: Agricultural Programs							
CEO/Executive Director	10	\$54,299		\$34,300	\$47,000	\$79,621	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>							
Food, Agriculture and Nutrition: Food Programs							
Health – General and Rehabilitative: Ambulatory & Primary Health Care	13	\$75,490		\$37,860	\$65,550	\$107,512	
CEO/Executive Director	26	\$112,018	\$38,111	\$58,008	\$99,568	\$156,647	\$198,631
Top Finance Position	12	\$97,933		\$78,825	\$100,452	\$118,601	
Top Operations Position	7	\$91,985			\$96,130		
Health – General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	7	\$128,295			\$107,695		
Health – General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	6	\$300,825			\$93,974		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	6	\$118,021			\$115,315		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	17	\$574,076		\$168,105	\$323,801	\$658,649	
Top Finance Position	13	\$319,967		\$155,699	\$264,057	\$408,376	
Top Operations Position	5	\$269,809			\$264,057		
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	9	\$114,882			\$120,334		
Health – General and Rehabilitative: Public Health							
CEO/Executive Director	10	\$97,653		\$56,985	\$88,422	\$149,541	
Health – General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	6	\$65,494			\$33,642		
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	13	\$103,867		\$73,340	\$82,238	\$147,726	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>							
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	6	\$52,805			\$49,508		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	44	\$100,546	\$33,530	\$60,949	\$84,230	\$115,833	\$198,971
Top Finance Position	14	\$93,870		\$64,442	\$84,403	\$135,142	
Housing, Shelter: Housing Support							
CEO/Executive Director	9	\$86,953			\$78,558		
Housing, Shelter: Service and Other							
CEO/Executive Director	6	\$95,237			\$89,495		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	14	\$57,858		\$38,996	\$51,360	\$67,634	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	71	\$93,283	\$42,116	\$65,921	\$84,395	\$112,141	\$138,263
Top Finance Position	13	\$84,753		\$61,482	\$78,632	\$96,701	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	47	\$79,061	\$23,881	\$43,721	\$68,407	\$113,261	\$145,289
Top Finance Position	6	\$63,083			\$57,568		
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	18	\$72,026		\$50,317	\$62,603	\$90,326	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	30	\$65,407	\$39,981	\$46,631	\$58,122	\$73,708	\$107,180
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	47	\$116,846	\$42,700	\$51,875	\$82,715	\$104,300	\$130,556
Top Finance Position	10	\$94,244		\$73,047	\$89,422	\$101,126	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>							
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	18	\$85,392		\$56,408	\$83,028	\$115,325	
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	17	\$84,439		\$57,500	\$72,000	\$99,315	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	36	\$138,573	\$76,862	\$99,125	\$122,157	\$176,474	\$234,714
Top Finance Position	8	\$110,720			\$100,355		
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	10	\$59,410		\$31,688	\$55,032	\$79,449	
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	16	\$80,293		\$31,206	\$52,460	\$75,439	
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	10	\$61,462		\$44,183	\$60,651	\$73,087	
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	8	\$42,478			\$48,912		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	30	\$141,502	\$65,545	\$81,979	\$110,600	\$168,344	\$198,060
Top Finance Position	9	\$95,875			\$77,147		
Top Operations Position	5	\$94,329			\$128,152		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	17	\$118,805		\$49,032	\$107,352	\$182,787	
Top Finance Position	5	\$125,733			\$132,922		
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	10	\$114,730		\$77,781	\$89,989	\$112,695	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>							
Philanthropy, Voluntarism and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	5	\$163,068			\$44,950		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	11	\$157,925		\$81,608	\$148,550	\$201,914	
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	8	\$113,226			\$75,427		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	17	\$103,224		\$59,000	\$78,331	\$123,684	
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	8	\$109,953			\$80,316		
Recreation, Sports, Leisure, Athletics: Recreation & Sports N.E.C.							
CEO/Executive Director	5	\$60,490			\$60,000		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	61	\$57,251	\$23,194	\$31,464	\$48,000	\$72,683	\$87,200
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	9	\$78,483			\$80,005		
Science and Technology Research Institutes, Services: Engineering & Technology							
CEO/Executive Director	6	\$124,412			\$140,574		
Unknown							
CEO/Executive Director	25	\$63,408	\$23,000	\$40,972	\$58,500	\$76,535	\$93,176
Youth Development: Scouting							
CEO/Executive Director	7	\$113,333			\$124,654		



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>							
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	12	\$80,866		\$47,940	\$66,717	\$94,202	
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	5	\$145,055			\$96,491		
Youth Development: Youth Development Programs							
CEO/Executive Director	28	\$76,437	\$33,995	\$52,662	\$66,171	\$90,788	\$127,213
<b>Pennsylvania</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	40	\$67,404	\$20,940	\$27,500	\$58,678	\$96,124	\$134,236
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	6	\$41,913			\$32,554		
Animal-Related: Zoos & Aquariums							
CEO/Executive Director	6	\$210,698			\$151,075		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	84	\$83,479	\$33,816	\$48,679	\$64,266	\$89,500	\$114,555
Top Development Position	5	\$181,636			\$193,265		
Top Finance Position	6	\$114,522			\$106,933		
Arts, Culture and Humanities: Arts, Culture & Humanities N.E.C.							
CEO/Executive Director	9	\$117,919			\$75,026		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	51	\$82,249	\$29,000	\$41,825	\$63,917	\$94,334	\$171,757
Arts, Culture and Humanities: Humanities							
CEO/Executive Director	5	\$112,881			\$102,004		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
CEO/Executive Director	27	\$156,777	\$50,375	\$59,501	\$95,131	\$189,947	\$259,280
Top Finance Position	7	\$133,816			\$111,541		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	47	\$163,769	\$39,804	\$65,394	\$98,061	\$185,282	\$374,447
Top Development Position	8	\$177,173			\$194,514		
Top Finance Position	13	\$146,870		\$92,689	\$123,065	\$189,192	
Top Operations Position	7	\$180,492			\$121,972		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	114	\$101,589	\$27,434	\$41,220	\$60,000	\$94,141	\$238,326
Top Administrative Position	8	\$143,269			\$127,386		
Top Development Position	5	\$178,433			\$160,788		
Top Finance Position	14	\$139,479		\$92,049	\$117,408	\$177,594	
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	10	\$99,351		\$44,420	\$77,857	\$147,278	
<b>Arts, Culture and Humanities: Visual Arts</b>							
CEO/Executive Director	14	\$62,457		\$26,787	\$40,034	\$78,190	
<b>Civil Rights, Social Action, Advocacy: Civil Liberties</b>							
CEO/Executive Director	7	\$110,990			\$58,591		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	20	\$106,951	\$67,124	\$78,127	\$91,514	\$107,188	\$153,456
<b>Civil Rights, Social Action, Advocacy: Service and Other</b>							
CEO/Executive Director	5	\$71,177			\$57,941		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	23	\$179,672	\$46,013	\$97,999	\$157,980	\$215,476	\$318,466
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	90	\$86,732	\$33,303	\$49,491	\$73,348	\$94,218	\$134,555
Top Finance Position	7	\$113,795			\$124,655		
Top Operations Position	5	\$89,453			\$97,701		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	12	\$91,156		\$55,984	\$78,736	\$120,122	
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	7	\$58,242			\$60,384		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	54	\$113,737	\$36,877	\$57,516	\$92,105	\$148,631	\$222,908
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	8	\$124,360			\$92,700		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	13	\$148,130		\$83,246	\$123,874	\$159,568	
Crime, Legal-Related: Administration of Justice							
CEO/Executive Director	7	\$73,913			\$74,513		
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	12	\$142,053		\$65,554	\$126,800	\$202,019	
Crime, Legal-Related: Legal Services							
CEO/Executive Director	23	\$97,658	\$41,536	\$61,875	\$99,748	\$127,829	\$154,063
Top Finance Position	9	\$95,825			\$90,770		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
<b>Crime, Legal-Related: Protection Against Abuse</b>							
CEO/Executive Director	14	\$89,510		\$54,790	\$77,264	\$135,907	
<b>Crime, Legal-Related: Rehabilitation Services for Offenders</b>							
CEO/Executive Director	13	\$98,164		\$49,806	\$77,391	\$137,958	
<b>Diseases, Disorders, Medical Disciplines: Birth Defects &amp; Genetic Diseases</b>							
CEO/Executive Director	14	\$87,457		\$56,674	\$73,548	\$116,246	
<b>Diseases, Disorders, Medical Disciplines: Cancer</b>							
CEO/Executive Director	23	\$137,061	\$33,870	\$50,773	\$94,833	\$150,989	\$234,845
Top Finance Position	5	\$165,152			\$136,553		
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	18	\$135,981		\$50,247	\$86,919	\$127,207	
<b>Diseases, Disorders, Medical Disciplines: Medical Disciplines</b>							
CEO/Executive Director	12	\$284,832		\$59,965	\$94,584	\$184,320	
<b>Diseases, Disorders, Medical Disciplines: Service and Other</b>							
CEO/Executive Director	11	\$215,730		\$87,777	\$123,600	\$264,339	
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	13	\$100,869		\$59,262	\$78,800	\$85,787	
<b>Diseases, Disorders, Medical Disciplines: Voluntary Health Associations &amp; Medical Disciplines N.E.C</b>							
CEO/Executive Director	5	\$139,253			\$143,376		
<b>Educational Institutions and Related Activities: Adult Education</b>							
CEO/Executive Director	18	\$66,513		\$42,984	\$64,303	\$80,934	
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	31	\$84,174	\$25,000	\$42,430	\$75,000	\$106,156	\$153,153
Top Administrative Position	5	\$61,307			\$50,813		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	54	\$139,389	\$35,159	\$62,184	\$95,002	\$131,650	\$223,126
Top Finance Position	10	\$168,408		\$81,002	\$133,888	\$207,282	
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	304	\$147,573	\$45,768	\$79,839	\$130,726	\$185,711	\$255,793
Top Administrative Position	22	\$119,707	\$33,200	\$44,231	\$67,430	\$120,857	\$236,810
Top Business Position	13	\$108,254		\$65,836	\$95,192	\$134,823	
Top Development Position	21	\$166,941	\$125,721	\$150,915	\$169,987	\$198,000	\$214,285
Top Education Position	12	\$124,449		\$103,559	\$131,105	\$152,455	
Top Finance Position	53	\$138,598	\$49,268	\$97,069	\$139,672	\$175,906	\$224,076
Top Human Resources Position	5	\$168,152			\$138,970		
Top Operations Position	24	\$141,875	\$79,521	\$102,566	\$156,074	\$184,214	\$199,265
<b>Educational Institutions and Related Activities: Graduate &amp; Professional Schools</b>							
CEO/Executive Director	16	\$435,006		\$133,729	\$204,217	\$418,637	
Top Finance Position	5	\$350,460			\$274,807		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	80	\$415,212	\$140,972	\$203,527	\$355,228	\$498,575	\$740,080
Top Administrative Position	26	\$233,006	\$132,396	\$167,408	\$202,236	\$297,654	\$363,336
Top Business Position	5	\$264,985			\$231,456		
Top Development Position	40	\$207,723	\$129,396	\$146,204	\$187,156	\$235,700	\$307,072
Top Education Position	13	\$169,802		\$126,815	\$147,535	\$194,698	
Top Finance Position	61	\$207,172	\$105,815	\$134,715	\$186,635	\$273,585	\$337,170
Top Human Resources Position	8	\$219,976			\$186,761		
Top Legal Position	14	\$338,600		\$229,898	\$290,716	\$368,424	
Top Operations Position	8	\$304,239			\$211,469		
Top Technology Position	15	\$183,680		\$136,659	\$163,544	\$206,075	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
<b>Educational Institutions and Related Activities: Libraries</b>							
CEO/Executive Director	66	\$66,549	\$35,536	\$42,037	\$56,407	\$80,459	\$111,404
Top Finance Position	6	\$114,929			\$109,804		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	72	\$125,324	\$27,987	\$61,104	\$101,485	\$162,691	\$251,132
Top Finance Position	10	\$149,128		\$64,703	\$165,112	\$202,157	
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	31	\$119,028	\$52,809	\$83,069	\$103,124	\$156,815	\$190,339
Top Finance Position	5	\$130,222			\$121,324		
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	31	\$90,070	\$18,900	\$54,927	\$95,399	\$116,011	\$152,196
Top Finance Position	8	\$97,433			\$89,592		
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	26	\$139,418	\$50,164	\$71,405	\$114,650	\$150,556	\$262,915
Top Finance Position	10	\$108,368		\$69,838	\$105,513	\$133,228	
<b>Environmental Quality, Protection and Beautification : Botanical, Horticultural &amp; Landscape Service</b>							
CEO/Executive Director	6	\$133,403			\$98,924		
<b>Environmental Quality, Protection and Beautification : Environmental Education</b>							
CEO/Executive Director	13	\$85,976		\$58,347	\$80,577	\$113,668	
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	49	\$92,117	\$34,600	\$44,261	\$81,345	\$126,087	\$168,738
Top Finance Position	5	\$103,321			\$89,538		
<b>Environmental Quality, Protection and Beautification : Pollution Abatement &amp; Control</b>							
CEO/Executive Director	5	\$51,380			\$56,969		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	9	\$110,511			\$122,237		
<b>Food, Agriculture and Nutrition: Agricultural Programs</b>							
CEO/Executive Director	5	\$106,204			\$106,581		
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	31	\$71,641	\$30,000	\$48,335	\$71,465	\$92,035	\$113,505
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	52	\$282,774	\$50,025	\$109,428	\$166,312	\$321,087	\$859,692
Top Finance Position	26	\$218,495	\$54,644	\$98,316	\$120,507	\$161,894	\$434,973
Top Operations Position	10	\$181,086		\$105,467	\$122,389	\$269,418	
<b>Health – General and Rehabilitative: Health (General &amp; Financing)</b>							
CEO/Executive Director	6	\$103,431			\$96,489		
<b>Health – General and Rehabilitative: Health Care N.E.C.</b>							
CEO/Executive Director	6	\$105,331			\$84,539		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	65	\$116,893	\$31,881	\$57,500	\$81,758	\$125,641	\$190,567
Top Administrative Position	7	\$67,032			\$62,994		
Top Finance Position	19	\$117,156		\$60,671	\$67,235	\$128,216	
Top Operations Position	10	\$116,661		\$52,596	\$86,243	\$184,463	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	89	\$616,874	\$104,025	\$168,074	\$277,889	\$738,154	\$1,035,459
Top Administrative Position	10	\$276,967		\$206,604	\$295,615	\$350,494	
Top Development Position	7	\$223,205			\$189,371		
Top Finance Position	71	\$450,014	\$92,824	\$150,652	\$249,907	\$455,637	\$1,115,368
Top Human Resources Position	22	\$359,451	\$171,413	\$250,084	\$300,667	\$433,393	\$647,235
Top Legal Position	7	\$680,833			\$438,342		
Top Operations Position	36	\$475,058	\$153,216	\$265,491	\$401,801	\$483,245	\$1,025,163
Top Technology Position	18	\$399,048		\$237,316	\$347,209	\$567,039	
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	52	\$195,380	\$63,320	\$113,751	\$161,285	\$238,049	\$346,621
Top Administrative Position	22	\$133,503	\$72,912	\$107,481	\$132,782	\$155,533	\$191,563
Top Finance Position	33	\$121,639	\$80,475	\$90,521	\$106,064	\$142,708	\$184,333
Top Operations Position	11	\$156,165		\$129,191	\$140,531	\$158,809	
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	11	\$115,931		\$66,754	\$93,880	\$134,525	
<b>Health – General and Rehabilitative: Rehabilitative Care</b>							
CEO/Executive Director	11	\$146,435		\$49,856	\$113,804	\$171,950	
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
CEO/Executive Director	17	\$123,730		\$69,851	\$135,720	\$167,040	
Top Operations Position	5	\$100,394			\$106,684		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	40	\$177,328	\$48,312	\$102,593	\$140,645	\$202,754	\$275,879
Top Finance Position	10	\$250,624		\$97,404	\$154,746	\$202,340	
Top Operations Position	5	\$267,359			\$179,592		



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
Housing, Shelter: Homeowners & Tenants Associations							
CEO/Executive Director	5	\$64,705			\$60,923		
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	5	\$76,265			\$71,062		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	66	\$116,154	\$49,150	\$64,898	\$86,859	\$118,651	\$241,481
Top Administrative Position	6	\$113,652			\$113,886		
Top Finance Position	13	\$115,937		\$88,801	\$119,934	\$137,394	
Top Human Resources Position	5	\$102,284			\$103,653		
Housing, Shelter: Housing Support							
CEO/Executive Director	16	\$99,077		\$66,585	\$99,163	\$126,130	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	32	\$71,962	\$41,866	\$49,906	\$57,687	\$84,062	\$123,816
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	220	\$111,297	\$39,900	\$56,706	\$83,727	\$117,883	\$203,708
Top Finance Position	58	\$130,358	\$51,796	\$76,480	\$113,333	\$166,592	\$245,992
Top Human Resources Position	12	\$149,256		\$116,090	\$132,203	\$166,664	
Top Operations Position	21	\$176,176	\$74,326	\$115,309	\$157,579	\$217,783	\$272,137
Top Program Position	8	\$122,202			\$105,351		
Top Technology Position	7	\$176,307			\$164,319		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	137	\$104,842	\$36,880	\$52,922	\$79,297	\$125,778	\$197,942
Top Finance Position	29	\$104,571	\$56,092	\$86,355	\$101,544	\$122,177	\$142,578
Top Operations Position	13	\$143,561		\$75,565	\$128,357	\$144,723	
Top Program Position	5	\$113,079			\$118,744		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	29	\$80,661	\$53,286	\$61,888	\$73,156	\$90,260	\$114,287
Top Finance Position	6	\$80,066			\$77,338		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	94	\$91,145	\$36,629	\$52,855	\$76,844	\$109,392	\$168,970
Top Finance Position	10	\$93,874		\$71,817	\$93,233	\$115,616	
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	210	\$103,114	\$37,192	\$56,718	\$82,766	\$114,547	\$196,421
Top Administrative Position	5	\$104,401			\$53,115		
Top Finance Position	49	\$113,202	\$52,298	\$73,990	\$106,678	\$127,137	\$206,406
Top Operations Position	19	\$133,879		\$92,553	\$124,801	\$154,344	
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
CEO/Executive Director	32	\$111,919	\$49,524	\$69,906	\$97,448	\$133,176	\$166,494
Top Finance Position	15	\$100,872		\$78,748	\$95,161	\$112,658	
<b>Human Services – Multipurpose and Other: Personal Social Services</b>							
CEO/Executive Director	25	\$107,258	\$46,829	\$63,555	\$86,133	\$148,900	\$203,734
Top Finance Position	5	\$115,365			\$109,646		
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	118	\$185,662	\$59,461	\$92,498	\$156,375	\$233,126	\$316,324
Top Administrative Position	15	\$107,898		\$83,454	\$112,653	\$138,841	
Top Finance Position	58	\$151,291	\$61,953	\$87,252	\$144,293	\$170,549	\$223,877
Top Human Resources Position	15	\$152,036		\$122,364	\$141,164	\$168,274	
Top Marketing Position	7	\$144,229			\$137,559		
Top Operations Position	20	\$170,258	\$98,419	\$127,139	\$169,552	\$188,654	\$221,293

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
Human Services – Multipurpose and Other: Service and Other							
International, Foreign Affairs and National Security: International Development	31	\$134,454	\$45,876	\$67,159	\$104,199	\$151,194	\$281,800
International, Foreign Affairs and National Security: Promotion of International Understanding	26	\$94,838	\$22,178	\$52,924	\$79,750	\$108,311	\$156,104
Medical Research: Cancer Research	13	\$109,927		\$37,100	\$78,422	\$143,607	
Mental Health, Crisis Intervention: Counseling	5	\$247,654			\$154,385		
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention	10	\$81,827		\$56,479	\$71,695	\$85,290	
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.	9	\$86,746			\$84,364		
Mental Health, Crisis Intervention: Mental Health Associations	10	\$110,137		\$52,686	\$82,042	\$125,262	
Mental Health, Crisis Intervention: Mental Health Treatment	13	\$75,361		\$56,486	\$75,000	\$88,969	
	78	\$129,355	\$37,393	\$68,693	\$119,764	\$178,398	\$232,688
	31	\$120,142	\$75,000	\$89,340	\$110,645	\$146,098	\$174,261
	18	\$134,448		\$101,978	\$133,784	\$152,977	
Mental Health, Crisis Intervention: Service and Other	9	\$86,073			\$68,997		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	62	\$127,150	\$59,290	\$70,832	\$91,018	\$122,091	\$269,917
Top Finance Position	18	\$108,134		\$75,133	\$85,914	\$152,794	
Top Operations Position	5	\$123,863			\$97,817		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs</b>							
CEO/Executive Director	36	\$100,667	\$29,720	\$36,008	\$69,415	\$143,668	\$205,862
Top Finance Position	6	\$124,122			\$117,692		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Voluntarism &amp; Grantmaking Foun</b>							
CEO/Executive Director	7	\$233,039			\$104,226		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Private Grantmaking Foundations</b>							
CEO/Executive Director	16	\$96,082		\$55,813	\$68,141	\$108,084	
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations</b>							
CEO/Executive Director	39	\$136,501	\$54,399	\$70,486	\$114,547	\$169,943	\$212,575
Top Finance Position	11	\$126,443		\$98,580	\$108,345	\$130,514	
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Voluntarism Promotion</b>							
CEO/Executive Director	7	\$85,993			\$75,000		
<b>Public Safety, Disaster Preparedness and Relief: Disaster Preparedness &amp; Relief Services</b>							
CEO/Executive Director	5	\$53,334			\$50,132		
<b>Public, Society Benefit – Multipurpose and Other: Government &amp; Public Administration</b>							
CEO/Executive Director	6	\$156,990			\$119,271		
<b>Public, Society Benefit – Multipurpose and Other: Leadership Development</b>							
CEO/Executive Director	10	\$145,302		\$86,899	\$114,702	\$192,647	
<b>Public, Society Benefit – Multipurpose and Other: Military &amp; Veterans Organizations</b>							
CEO/Executive Director	5	\$76,210			\$72,131		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
Public, Society Benefit – Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	13	\$94,334		\$62,763	\$74,500	\$105,334	
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	13	\$215,728		\$95,190	\$144,106	\$232,661	
Top Finance Position	5	\$118,387			\$107,196		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	34	\$102,749	\$25,710	\$34,536	\$70,539	\$101,486	\$136,905
Top Finance Position	5	\$61,562			\$29,040		
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	24	\$78,089	\$45,388	\$53,011	\$61,842	\$94,087	\$132,416
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	15	\$94,252		\$65,163	\$73,557	\$111,567	
Recreation, Sports, Leisure, Athletics: Recreation & Sports N.E.C.							
CEO/Executive Director	8	\$63,786			\$51,693		
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
CEO/Executive Director	7	\$81,666			\$60,140		
Recreation, Sports, Leisure, Athletics: Sports Associations & Training Facilities							
CEO/Executive Director	5	\$153,276			\$97,490		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	131	\$65,943	\$23,000	\$30,950	\$56,875	\$85,601	\$136,944
Top Administrative Position	7	\$48,371			\$40,495		
Top Finance Position	23	\$72,372	\$24,796	\$39,491	\$65,361	\$99,357	\$120,430
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	9	\$75,847			\$59,448		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	19	\$55,692		\$33,660	\$55,170	\$67,799	
Top Finance Position	6	\$50,265			\$46,351		
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	11	\$58,211		\$42,045	\$48,623	\$73,376	
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	6	\$79,539			\$71,088		
Science and Technology Research Institutes, Services: Engineering & Technology							
CEO/Executive Director	5	\$522,480			\$465,253		
Top Finance Position	5	\$226,087			\$195,623		
Unknown							
CEO/Executive Director	10	\$451,162		\$65,875	\$86,626	\$190,752	
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	11	\$78,249		\$55,627	\$64,109	\$72,038	
Youth Development: Scouting							
CEO/Executive Director	13	\$201,479		\$135,209	\$184,383	\$235,854	
Youth Development: Service and Other							
CEO/Executive Director	8	\$83,209			\$80,500		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	28	\$88,805	\$34,966	\$60,000	\$78,075	\$127,411	\$142,008
Youth Development: Youth Development Programs							
CEO/Executive Director	59	\$79,928	\$26,646	\$46,178	\$68,350	\$102,298	\$143,016
Top Finance Position	5	\$63,952			\$82,791		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Puerto Rico</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	9	\$93,932			\$73,900		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	7	\$139,688			\$133,000		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	11	\$120,355		\$84,934	\$106,709	\$150,116	
Top Finance Position	8	\$68,241			\$63,097		
Top Human Resources Position	5	\$65,163			\$58,085		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	5	\$197,532			\$102,469		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$66,131			\$65,000		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	5	\$55,139			\$43,200		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	12	\$44,538		\$33,436	\$41,402	\$54,231	
Unknown							
CEO/Executive Director	8	\$112,868			\$97,887		
<b>Rhode Island</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	6	\$105,104			\$112,852		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	9	\$100,907			\$104,751		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Rhode Island</b>							
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	10	\$177,425		\$32,366	\$52,073	\$94,274	
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	11	\$88,021		\$49,357	\$68,125	\$103,375	
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	7	\$101,152			\$76,470		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	37	\$164,852	\$62,470	\$93,470	\$143,883	\$168,302	\$259,046
Top Finance Position	8	\$161,389			\$138,249		
<b>Educational Institutions and Related Activities: Libraries</b>							
CEO/Executive Director	9	\$76,615			\$78,303		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	9	\$152,645			\$119,989		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	7	\$108,543			\$92,603		
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	6	\$47,581			\$30,032		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	8	\$324,945			\$229,590		
Top Finance Position	5	\$304,514			\$354,917		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	6	\$440,714			\$432,893		



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Rhode Island</b>							
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	8	\$174,839			\$163,209		
Top Administrative Position	9	\$150,398			\$148,199		
Top Finance Position	5	\$128,970			\$113,530		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	8	\$90,154			\$91,160		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	19	\$121,682		\$60,378	\$86,739	\$124,199	
Top Finance Position	5	\$87,144			\$99,230		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	10	\$88,928		\$46,994	\$80,690	\$107,369	
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	5	\$63,160			\$56,497		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	10	\$100,285		\$74,336	\$100,874	\$110,340	
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	18	\$126,019		\$80,162	\$137,316	\$173,626	
Top Finance Position	7	\$110,379			\$102,744		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	9	\$195,843			\$148,315		
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	6	\$77,042			\$65,920		
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports</b>							
CEO/Executive Director	8	\$103,251			\$109,187		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Rhode Island</b>							
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	8	\$95,413			\$91,667		
Youth Development: Youth Development Programs							
CEO/Executive Director	6	\$67,734			\$58,353		
<b>South Carolina</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	18	\$65,660		\$40,000	\$52,243	\$90,830	
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	17	\$70,672		\$30,000	\$69,907	\$96,000	
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	12	\$82,456		\$50,038	\$76,605	\$110,158	
Arts, Culture and Humanities: Museums							
CEO/Executive Director	18	\$107,635		\$53,270	\$101,417	\$158,790	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	28	\$76,600	\$30,373	\$36,234	\$59,064	\$82,881	\$103,004
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	5	\$65,142			\$66,100		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	18	\$74,401		\$51,491	\$64,850	\$94,513	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	10	\$156,365		\$86,416	\$135,729	\$209,358	
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	5	\$38,238			\$35,000		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Carolina</b>							
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	7	\$107,988			\$98,634		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	8	\$45,272			\$39,367		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	13	\$63,741		\$37,416	\$43,457	\$80,514	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	10	\$79,585		\$37,500	\$51,637	\$93,670	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	79	\$110,863	\$42,029	\$61,077	\$86,858	\$144,837	\$180,473
Top Business Position	6	\$53,562			\$54,741		
Top Finance Position	8	\$100,954			\$109,223		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	26	\$219,429	\$76,327	\$107,530	\$167,621	\$305,703	\$454,201
Top Business Position	5	\$116,079			\$130,333		
Top Development Position	9	\$154,349			\$148,343		
Top Finance Position	6	\$161,791			\$163,395		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	35	\$86,660	\$39,136	\$52,364	\$73,032	\$98,156	\$140,308
Top Finance Position	5	\$150,518			\$133,056		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	8	\$149,937			\$108,510		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	14	\$92,866		\$71,381	\$81,259	\$114,428	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Carolina</b>							
Food, Agriculture and Nutrition: Food Programs							
Health – General and Rehabilitative: Ambulatory & Primary Health Care	14	\$66,780		\$45,790	\$61,617	\$82,086	
CEO/Executive Director	26	\$150,529	\$49,300	\$64,964	\$133,881	\$193,537	\$227,988
Top Finance Position	13	\$111,410		\$85,141	\$111,754	\$125,616	
Top Operations Position	9	\$113,228			\$101,826		
Health – General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	8	\$112,617			\$100,729		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	6	\$143,133			\$103,039		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	19	\$422,923		\$121,656	\$234,249	\$471,477	
Top Finance Position	15	\$324,074		\$100,227	\$155,188	\$519,992	
Top Human Resources Position	5	\$245,020			\$259,091		
Top Operations Position	5	\$210,442			\$97,502		
Health – General and Rehabilitative: Public Health							
CEO/Executive Director	5	\$68,780			\$49,504		
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	11	\$127,025		\$68,500	\$83,857	\$149,320	
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	28	\$65,552	\$46,215	\$48,505	\$61,539	\$86,288	\$88,484
Housing, Shelter: Temporary Housing							
CEO/Executive Director	14	\$62,281		\$44,439	\$55,438	\$81,866	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Carolina</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	48	\$70,726	\$33,901	\$49,161	\$67,184	\$84,961	\$113,387
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	26	\$90,114	\$38,052	\$52,249	\$75,043	\$102,775	\$122,660
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	10	\$53,228		\$40,352	\$50,211	\$58,529	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	27	\$64,136	\$26,687	\$45,433	\$66,252	\$80,422	\$95,551
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	53	\$103,915	\$27,840	\$45,625	\$85,112	\$142,495	\$215,072
Top Finance Position	11	\$98,561		\$78,318	\$90,586	\$106,668	
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	6	\$57,818			\$57,354		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	6	\$46,452			\$30,450		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	26	\$142,635	\$45,286	\$85,098	\$118,623	\$169,714	\$298,065
Top Finance Position	11	\$138,453		\$79,480	\$125,025	\$202,776	
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	6	\$77,797			\$74,885		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	8	\$78,801			\$61,735		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	16	\$87,665		\$71,809	\$85,315	\$114,635	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Carolina</b>							
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	10	\$100,688		\$68,365	\$88,918	\$94,746	
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	7	\$118,755			\$83,384		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	8	\$85,765			\$54,534		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	77	\$65,868	\$23,316	\$31,450	\$49,500	\$72,000	\$108,704
Top Finance Position	5	\$71,388			\$64,573		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	13	\$48,494		\$32,500	\$37,787	\$65,000	
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	5	\$86,543			\$96,389		
Youth Development: Scouting							
CEO/Executive Director	6	\$180,927			\$189,352		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	7	\$74,282			\$70,225		
Youth Development: Youth Development Programs							
CEO/Executive Director	18	\$55,196		\$34,528	\$42,000	\$67,278	
<b>South Dakota</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	6	\$91,980			\$90,406		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Dakota</b>							
<b>Arts, Culture and Humanities: Historical Organizations</b>							
CEO/Executive Director	5	\$59,536			\$58,340		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	7	\$58,389			\$52,857		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	10	\$101,094		\$73,481	\$87,633	\$141,469	
Top Administrative Position	6	\$94,965			\$80,815		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	11	\$162,846		\$113,605	\$146,100	\$207,326	
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	7	\$138,229			\$125,477		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	7	\$163,648			\$126,217		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	15	\$263,193		\$158,160	\$200,263	\$237,981	
Top Finance Position	18	\$126,669		\$65,408	\$94,812	\$121,420	
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	6	\$57,962			\$51,909		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	18	\$78,572		\$48,438	\$70,760	\$94,876	
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	9	\$59,787			\$48,075		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	11	\$50,299		\$32,120	\$45,567	\$68,241	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Dakota</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	16	\$85,895		\$41,771	\$87,955	\$122,124	
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	8	\$72,021			\$74,018		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	10	\$115,937		\$93,519	\$124,172	\$135,625	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	19	\$58,210		\$42,722	\$55,000	\$72,757	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	5	\$76,295			\$63,499		
Youth Development: Youth Development Programs							
CEO/Executive Director	7	\$61,818			\$42,030		
<b>Tennessee</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	14	\$56,658		\$38,691	\$51,729	\$63,193	
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	20	\$69,324	\$27,457	\$40,967	\$60,529	\$99,303	\$116,755
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	16	\$60,473		\$38,500	\$50,480	\$73,333	
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	15	\$120,301		\$70,931	\$106,524	\$143,093	
Top Finance Position	5	\$77,142			\$71,429		



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	27	\$136,997	\$36,615	\$52,413	\$83,741	\$197,872	\$287,983
Top Finance Position	6	\$88,338			\$91,306		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	35	\$87,736	\$19,590	\$31,668	\$60,786	\$103,253	\$198,998
Top Finance Position	6	\$110,635			\$128,695		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	8	\$97,462			\$72,343		
<b>Civil Rights, Social Action, Advocacy: Service and Other</b>							
CEO/Executive Director	5	\$99,264			\$99,709		
<b>Community Improvement, Capacity Building: Business &amp; Industry</b>							
CEO/Executive Director	13	\$124,807		\$86,900	\$101,812	\$184,661	
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	34	\$85,147	\$39,903	\$50,234	\$66,311	\$92,462	\$181,570
Top Finance Position	6	\$61,709			\$62,475		
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	15	\$123,924		\$70,926	\$134,396	\$160,316	
<b>Community Improvement, Capacity Building: Service and Other</b>							
CEO/Executive Director	10	\$138,817		\$89,423	\$102,108	\$148,410	
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	8	\$108,882			\$107,250		
<b>Crime, Legal-Related: Protection Against Abuse</b>							
CEO/Executive Director	6	\$59,538			\$56,094		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
<b>Crime, Legal-Related: Rehabilitation Services for Offenders</b>							
CEO/Executive Director	9	\$69,548			\$60,681		
<b>Diseases, Disorders, Medical Disciplines: Cancer</b>							
CEO/Executive Director	7	\$486,025			\$85,887		
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	13	\$302,391		\$49,998	\$71,485	\$107,344	
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	9	\$83,185			\$85,850		
<b>Educational Institutions and Related Activities: Adult Education</b>							
CEO/Executive Director	7	\$73,025			\$71,226		
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	16	\$117,247		\$56,300	\$84,972	\$152,517	
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	30	\$90,708	\$34,885	\$47,953	\$79,920	\$119,300	\$157,388
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	111	\$150,000	\$43,132	\$76,559	\$114,786	\$177,610	\$324,191
Top Administrative Position	7	\$67,261			\$35,645		
Top Development Position	12	\$143,799		\$131,344	\$134,874	\$147,925	
Top Finance Position	30	\$106,530	\$46,778	\$67,786	\$105,342	\$138,106	\$152,686
Top Operations Position	12	\$98,177		\$66,687	\$109,059	\$121,156	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	35	\$239,054	\$91,434	\$139,198	\$213,282	\$299,887	\$344,881
Top Administrative Position	7	\$128,736			\$120,468		
Top Development Position	16	\$130,695		\$98,448	\$117,852	\$163,576	
Top Education Position	8	\$110,559			\$111,272		
Top Finance Position	23	\$134,807	\$86,404	\$108,202	\$120,468	\$161,184	\$182,690
Top Operations Position	5	\$145,834			\$116,118		
<b>Educational Institutions and Related Activities: Libraries</b>							
CEO/Executive Director	6	\$56,578			\$41,190		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	27	\$155,980	\$39,160	\$64,630	\$95,291	\$211,858	\$356,824
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	12	\$128,893		\$67,611	\$104,400	\$178,819	
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	6	\$124,050			\$107,875		
<b>Environmental Quality, Protection and Beautification : Environmental Education</b>							
CEO/Executive Director	6	\$66,083			\$67,524		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	18	\$101,323		\$24,770	\$84,389	\$117,905	
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	5	\$103,286			\$89,744		
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	18	\$62,108		\$35,869	\$50,748	\$77,110	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	36	\$162,335	\$53,604	\$90,603	\$127,645	\$211,383	\$333,547
Top Finance Position	21	\$112,841	\$56,572	\$68,034	\$87,794	\$125,716	\$197,824
Top Operations Position	11	\$134,159		\$73,520	\$80,420	\$120,301	
<b>Health – General and Rehabilitative: Health (General &amp; Financing)</b>							
CEO/Executive Director	9	\$71,975			\$64,867		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	13	\$170,074		\$84,043	\$112,654	\$272,618	
Top Finance Position	6	\$123,965			\$112,165		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	25	\$546,433	\$93,843	\$187,990	\$291,923	\$652,965	\$1,357,836
Top Finance Position	27	\$285,613	\$104,893	\$124,726	\$182,455	\$259,722	\$704,128
Top Operations Position	10	\$495,337		\$166,036	\$458,405	\$723,612	
Top Technology Position	5	\$273,368			\$349,749		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	13	\$211,341		\$61,149	\$112,586	\$209,219	
Top Finance Position	7	\$155,606			\$141,789		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	6	\$118,973			\$96,686		
<b>Health – General and Rehabilitative: Rehabilitative Care</b>							
CEO/Executive Director	9	\$145,835			\$83,077		
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
CEO/Executive Director	10	\$75,623		\$37,928	\$55,858	\$87,806	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	12	\$291,712		\$80,559	\$129,314	\$182,425	
Top Finance Position	6	\$251,815			\$68,261		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	31	\$91,060	\$45,581	\$60,000	\$84,725	\$109,303	\$151,000
Top Finance Position	8	\$65,838			\$55,253		
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	13	\$80,870		\$70,800	\$77,203	\$84,220	
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	22	\$57,331	\$30,383	\$37,385	\$46,585	\$57,587	\$88,435
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	93	\$75,010	\$31,204	\$50,030	\$69,388	\$94,502	\$114,568
Top Finance Position	13	\$69,749		\$59,530	\$66,756	\$76,542	
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	53	\$74,496	\$37,296	\$48,000	\$63,565	\$82,838	\$120,660
Top Finance Position	7	\$70,295			\$56,571		
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	23	\$63,008	\$31,085	\$39,647	\$47,637	\$66,396	\$98,596
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	49	\$72,414	\$25,854	\$44,926	\$62,264	\$100,000	\$121,402
Top Finance Position	6	\$70,006			\$70,702		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	57	\$93,099	\$29,885	\$41,942	\$80,731	\$107,067	\$191,550
Top Finance Position	12	\$99,373		\$61,953	\$107,929	\$122,678	
Top Operations Position	7	\$135,365			\$139,436		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	12	\$59,828		\$27,910	\$42,855	\$87,267	
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	11	\$84,439		\$56,322	\$75,933	\$104,554	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	20	\$142,600	\$59,459	\$75,910	\$123,479	\$183,529	\$244,528
Top Finance Position	8	\$141,351			\$141,684		
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	7	\$95,489			\$89,564		
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	24	\$96,304	\$33,824	\$41,672	\$77,104	\$104,504	\$172,638
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	8	\$71,359			\$56,661		
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	6	\$63,203			\$52,527		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	23	\$175,061	\$57,760	\$63,990	\$136,321	\$229,339	\$340,368
Top Administrative Position	5	\$122,563			\$149,875		
Top Operations Position	9	\$157,606			\$143,717		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	5	\$85,709			\$75,000		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	35	\$71,346	\$31,324	\$45,673	\$69,110	\$85,530	\$129,925
Top Finance Position	6	\$66,147			\$69,706		
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	21	\$88,424	\$37,907	\$48,833	\$68,039	\$92,779	\$192,346
Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Voluntarism & Grantmaking Foun							
CEO/Executive Director	5	\$119,055			\$125,510		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	12	\$143,361		\$48,125	\$151,030	\$207,347	
Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other							
CEO/Executive Director	7	\$99,414			\$64,400		
Public, Society Benefit – Multipurpose and Other: Leadership Development							
CEO/Executive Director	5	\$87,191			\$80,906		
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	10	\$98,119		\$49,854	\$70,803	\$142,036	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	15	\$55,348		\$42,785	\$56,604	\$64,399	
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	5	\$121,977			\$119,537		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	181	\$69,075	\$25,757	\$38,000	\$59,730	\$83,224	\$130,241
Top Administrative Position	6	\$90,910			\$66,115		
Top Finance Position	20	\$63,769	\$20,663	\$26,850	\$43,009	\$91,701	\$137,915
Top Operations Position	5	\$96,193			\$89,900		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	16	\$60,004		\$36,766	\$57,000	\$70,661	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	10	\$84,603		\$54,345	\$83,235	\$100,076	
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	9	\$111,711			\$58,100		
Unknown							
CEO/Executive Director	18	\$84,499		\$30,889	\$51,017	\$87,950	
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	5	\$74,155			\$81,880		
Youth Development: Scouting							
CEO/Executive Director	6	\$180,270			\$176,224		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	18	\$84,589		\$52,111	\$73,868	\$100,829	
Youth Development: Youth Development Programs							
CEO/Executive Director	36	\$90,821	\$30,000	\$46,494	\$80,818	\$98,088	\$168,442



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
<b>Animal-Related: Animal Protection &amp; Welfare</b>							
CEO/Executive Director	50	\$71,324	\$23,940	\$32,472	\$53,917	\$86,335	\$152,425
Top Finance Position	8	\$72,826			\$70,417		
Top Operations Position	5	\$76,669			\$87,248		
<b>Animal-Related: Animal Services N.E.C.</b>							
CEO/Executive Director	5	\$64,134			\$76,667		
<b>Animal-Related: Service and Other</b>							
CEO/Executive Director	5	\$146,624			\$81,805		
<b>Animal-Related: Wildlife Preservation &amp; Protection</b>							
CEO/Executive Director	15	\$81,560		\$35,572	\$60,000	\$118,943	
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	88	\$72,373	\$28,818	\$42,337	\$63,215	\$83,925	\$129,825
<b>Arts, Culture and Humanities: Arts Services</b>							
CEO/Executive Director	8	\$57,923			\$56,716		
<b>Arts, Culture and Humanities: Arts, Culture &amp; Humanities N.E.C.</b>							
CEO/Executive Director	7	\$113,294			\$92,708		
<b>Arts, Culture and Humanities: Historical Organizations</b>							
CEO/Executive Director	32	\$63,736	\$35,182	\$45,375	\$60,000	\$74,283	\$79,890
<b>Arts, Culture and Humanities: Humanities</b>							
CEO/Executive Director	8	\$56,070			\$52,815		
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
CEO/Executive Director	35	\$98,772	\$42,040	\$53,182	\$72,571	\$110,535	\$141,931

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	78	\$135,682	\$40,715	\$58,569	\$80,601	\$148,146	\$315,943
Top Administrative Position	6	\$105,374			\$108,859		
Top Development Position	10	\$162,494		\$127,181	\$143,489	\$169,833	
Top Finance Position	25	\$149,424	\$42,951	\$71,655	\$144,187	\$194,697	\$238,154
Top Operations Position	10	\$161,053		\$65,310	\$117,779	\$257,745	
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	130	\$106,339	\$24,970	\$40,238	\$60,730	\$100,764	\$307,464
Top Administrative Position	6	\$158,828			\$154,233		
Top Development Position	13	\$140,966		\$128,532	\$138,512	\$154,149	
Top Finance Position	15	\$134,334		\$103,956	\$125,590	\$153,630	
Top Operations Position	6	\$70,151			\$55,573		
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	9	\$134,631			\$108,392		
<b>Arts, Culture and Humanities: Visual Arts</b>							
CEO/Executive Director	14	\$82,017		\$38,875	\$78,210	\$112,555	
<b>Civil Rights, Social Action, Advocacy: Civil Liberties</b>							
CEO/Executive Director	7	\$140,116			\$114,066		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	32	\$82,227	\$40,272	\$52,942	\$67,446	\$100,302	\$135,486
<b>Civil Rights, Social Action, Advocacy: Civil Rights, Social Action &amp; Advocacy N.E.C.</b>							
CEO/Executive Director	7	\$96,956			\$92,343		
<b>Civil Rights, Social Action, Advocacy: Service and Other</b>							
CEO/Executive Director	6	\$110,923			\$74,372		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	11	\$136,359		\$48,005	\$136,335	\$158,237	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	53	\$81,464	\$36,167	\$51,923	\$71,154	\$108,228	\$133,392
Top Finance Position	9	\$108,388			\$81,753		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	18	\$78,571		\$39,880	\$61,998	\$100,000	
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	11	\$70,315		\$38,519	\$57,306	\$86,181	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	35	\$124,917	\$37,796	\$51,790	\$100,924	\$153,626	\$244,075
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	7	\$84,046			\$69,868		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	9	\$143,682			\$89,135		
Crime, Legal-Related: Correctional Facilities							
CEO/Executive Director	5	\$46,867			\$38,750		
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	10	\$90,634		\$46,788	\$74,217	\$129,869	
Crime, Legal-Related: Legal Services							
CEO/Executive Director	24	\$94,349	\$22,186	\$60,448	\$89,452	\$137,576	\$162,807
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	25	\$90,744	\$52,021	\$65,000	\$85,516	\$98,915	\$149,018

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
<b>Crime, Legal-Related: Rehabilitation Services for Offenders</b>							
CEO/Executive Director	15	\$68,747		\$41,733	\$55,492	\$82,888	
<b>Crime, Legal-Related: Service and Other</b>							
CEO/Executive Director	6	\$74,159			\$65,823		
<b>Diseases, Disorders, Medical Disciplines: Cancer</b>							
CEO/Executive Director	16	\$147,942		\$62,769	\$80,872	\$182,752	
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	24	\$214,735	\$38,774	\$57,219	\$99,246	\$141,918	\$332,187
Top Finance Position	5	\$158,425			\$114,176		
<b>Diseases, Disorders, Medical Disciplines: Medical Disciplines</b>							
CEO/Executive Director	7	\$334,704			\$118,169		
<b>Diseases, Disorders, Medical Disciplines: Service and Other</b>							
CEO/Executive Director	8	\$82,854			\$57,922		
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	25	\$96,232	\$41,491	\$63,000	\$78,578	\$94,543	\$155,354
<b>Diseases, Disorders, Medical Disciplines: Voluntary Health Associations &amp; Medical Disciplines N.E.C</b>							
CEO/Executive Director	5	\$84,335			\$90,357		
<b>Educational Institutions and Related Activities: Adult Education</b>							
CEO/Executive Director	28	\$98,204	\$35,423	\$40,545	\$71,949	\$92,786	\$188,798
Top Finance Position	5	\$109,353			\$111,378		
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	48	\$112,714	\$37,282	\$65,904	\$100,288	\$141,239	\$196,095
Top Administrative Position	5	\$90,194			\$98,876		
Top Finance Position	11	\$103,328		\$84,567	\$94,777	\$120,732	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	64	\$103,136	\$31,980	\$56,174	\$87,238	\$139,475	\$201,932
Top Administrative Position	5	\$91,171			\$99,013		
Top Development Position	5	\$154,108			\$149,284		
Top Finance Position	12	\$113,661		\$70,560	\$101,293	\$150,545	
Top Operations Position	5	\$87,013			\$75,841		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	320	\$126,815	\$40,000	\$59,946	\$102,935	\$147,841	\$221,762
Top Administrative Position	50	\$118,401	\$49,850	\$72,312	\$113,273	\$145,746	\$189,280
Top Business Position	15	\$71,869		\$45,702	\$65,485	\$87,194	
Top Development Position	17	\$160,295		\$120,831	\$138,880	\$186,474	
Top Education Position	11	\$102,048		\$87,415	\$110,517	\$115,754	
Top Finance Position	76	\$116,707	\$47,633	\$67,852	\$107,989	\$138,699	\$209,821
Top Operations Position	26	\$118,433	\$51,731	\$93,012	\$111,750	\$138,335	\$181,262
Top Technology Position	5	\$135,346			\$131,571		
<b>Educational Institutions and Related Activities: Graduate &amp; Professional Schools</b>							
CEO/Executive Director	16	\$141,917		\$59,727	\$142,140	\$155,909	
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	47	\$452,103	\$97,200	\$172,059	\$285,433	\$429,746	\$779,976
Top Administrative Position	13	\$260,802		\$108,150	\$148,601	\$202,456	
Top Business Position	5	\$233,279			\$178,285		
Top Development Position	15	\$199,522		\$142,953	\$179,797	\$225,337	
Top Education Position	10	\$147,609		\$90,954	\$131,574	\$188,000	
Top Finance Position	25	\$185,028	\$80,325	\$101,355	\$166,683	\$234,304	\$332,547
Top Legal Position	8	\$299,413			\$243,128		
Top Technology Position	8	\$292,306			\$271,002		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
<b>Educational Institutions and Related Activities: Libraries</b>							
CEO/Executive Director	13	\$109,592		\$38,452	\$68,250	\$152,703	
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	70	\$184,502	\$47,437	\$65,448	\$108,463	\$194,063	\$345,128
Top Administrative Position	6	\$119,164			\$122,189		
Top Finance Position	13	\$138,001		\$95,483	\$117,575	\$209,137	
Top Operations Position	7	\$158,606			\$142,609		
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	37	\$132,442	\$27,535	\$48,000	\$80,900	\$121,100	\$288,821
Top Finance Position	6	\$191,290			\$180,965		
<b>Educational Institutions and Related Activities: Vocational &amp; Technical Schools</b>							
CEO/Executive Director	5	\$131,902			\$119,136		
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	39	\$102,550	\$32,288	\$48,219	\$96,324	\$141,062	\$162,132
Top Education Position	8	\$80,350			\$88,093		
Top Finance Position	10	\$93,715		\$72,951	\$94,928	\$108,447	
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	24	\$183,285	\$52,867	\$66,328	\$112,255	\$260,569	\$403,981
Top Finance Position	7	\$122,026			\$114,005		
Top Operations Position	5	\$155,509			\$160,821		
<b>Environmental Quality, Protection and Beautification : Botanical, Horticultural &amp; Landscape Service</b>							
CEO/Executive Director	5	\$134,935			\$73,321		
<b>Environmental Quality, Protection and Beautification : Environmental Beautification</b>							
CEO/Executive Director	10	\$95,116		\$49,552	\$81,345	\$138,598	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
Environmental Quality, Protection and Beautification : Environmental Education							
CEO/Executive Director	13	\$69,839		\$40,000	\$55,000	\$86,649	
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	33	\$90,483	\$35,596	\$47,291	\$77,170	\$104,550	\$167,276
Environmental Quality, Protection and Beautification : Service and Other							
CEO/Executive Director	13	\$93,585		\$44,005	\$63,870	\$105,232	
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	74	\$104,776	\$24,392	\$47,188	\$73,821	\$115,223	\$176,076
Top Finance Position	9	\$87,593			\$105,183		
Top Operations Position	10	\$110,176		\$76,064	\$122,467	\$143,774	
Food, Agriculture and Nutrition: Food, Agriculture & Nutrition N.E.C.							
CEO/Executive Director	5	\$172,236			\$103,362		
Food, Agriculture and Nutrition: Nutrition							
CEO/Executive Director	11	\$100,233		\$34,800	\$101,928	\$124,931	
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	72	\$204,624	\$61,884	\$97,854	\$143,869	\$201,204	\$331,767
Top Administrative Position	6	\$308,616			\$172,733		
Top Development Position	5	\$170,181			\$122,496		
Top Finance Position	45	\$175,072	\$54,591	\$94,170	\$114,246	\$179,019	\$352,142
Top Operations Position	17	\$294,006		\$83,916	\$108,924	\$186,416	
Health – General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	26	\$130,085	\$40,500	\$62,776	\$87,491	\$173,648	\$246,387
Health – General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	14	\$170,700		\$32,755	\$78,153	\$198,335	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	44	\$191,152	\$50,996	\$81,371	\$121,959	\$208,401	\$391,698
Top Finance Position	17	\$151,317		\$86,436	\$166,678	\$211,327	
Top Operations Position	9	\$201,506			\$199,371		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	82	\$717,814	\$68,181	\$159,882	\$440,153	\$896,084	\$1,421,235
Top Administrative Position	16	\$293,051		\$171,522	\$275,412	\$392,626	
Top Development Position	7	\$219,874			\$200,210		
Top Finance Position	67	\$321,888	\$95,871	\$156,169	\$264,344	\$400,635	\$580,900
Top Human Resources Position	11	\$357,090		\$179,708	\$289,231	\$297,498	
Top Legal Position	8	\$405,855			\$343,638		
Top Operations Position	26	\$374,970	\$152,310	\$171,155	\$261,323	\$351,058	\$577,421
Top Technology Position	6	\$290,737			\$220,527		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	16	\$157,011		\$55,986	\$144,688	\$168,290	
Top Administrative Position	6	\$125,471			\$120,627		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	24	\$106,730	\$33,773	\$49,195	\$67,140	\$120,144	\$203,156
Top Finance Position	6	\$89,122			\$55,247		
<b>Health – General and Rehabilitative: Rehabilitative Care</b>							
CEO/Executive Director	21	\$101,221	\$47,500	\$60,751	\$92,483	\$137,428	\$151,870
Top Finance Position	6	\$99,351			\$93,233		
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
CEO/Executive Director	29	\$94,368	\$38,855	\$42,900	\$65,577	\$109,500	\$164,935
Top Finance Position	5	\$141,588			\$147,110		



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	46	\$325,521	\$48,500	\$76,500	\$159,919	\$261,946	\$518,728
Top Finance Position	8	\$240,113			\$195,625		
Top Human Resources Position	5	\$268,493			\$229,585		
Top Operations Position	7	\$216,603			\$223,308		
<b>Housing, Shelter: Housing &amp; Shelter N.E.C.</b>							
CEO/Executive Director	12	\$70,757		\$57,388	\$62,500	\$79,666	
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	98	\$111,396	\$30,047	\$50,377	\$84,387	\$136,004	\$217,457
Top Administrative Position	5	\$127,187			\$111,962		
Top Business Position	8	\$136,760			\$138,642		
Top Finance Position	19	\$101,493		\$70,793	\$105,160	\$125,826	
Top Marketing Position	6	\$128,253			\$131,766		
Top Operations Position	10	\$110,088		\$71,114	\$95,912	\$140,591	
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	22	\$85,940	\$45,136	\$59,024	\$67,897	\$93,845	\$145,442
<b>Housing, Shelter: Service and Other</b>							
CEO/Executive Director	8	\$93,883			\$81,769		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	34	\$87,862	\$28,853	\$48,373	\$67,400	\$118,746	\$165,887
Top Finance Position	5	\$84,448			\$57,277		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	181	\$82,931	\$32,000	\$44,500	\$61,685	\$96,168	\$147,792
Top Administrative Position	6	\$64,520			\$65,809		
Top Finance Position	35	\$106,485	\$47,247	\$55,930	\$90,000	\$123,325	\$204,623
Top Operations Position	8	\$83,917			\$63,983		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	203	\$101,597	\$33,592	\$52,420	\$79,428	\$127,973	\$197,057
Top Administrative Position	11	\$97,376		\$26,348	\$124,747	\$140,646	
Top Development Position	6	\$145,862			\$153,522		
Top Finance Position	23	\$115,428	\$47,922	\$62,358	\$89,577	\$118,700	\$179,042
Top Human Resources Position	5	\$123,235			\$170,182		
Top Operations Position	10	\$141,821		\$58,611	\$108,485	\$195,968	
Top Program Position	9	\$129,294			\$127,674		
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	60	\$76,563	\$34,192	\$48,016	\$69,573	\$89,746	\$131,850
Top Finance Position	10	\$90,981		\$54,694	\$67,743	\$105,284	
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	112	\$79,280	\$26,918	\$44,159	\$70,623	\$95,872	\$149,110
Top Finance Position	13	\$87,859		\$48,369	\$70,457	\$103,744	
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	204	\$102,527	\$33,770	\$52,703	\$84,416	\$121,929	\$182,997
Top Administrative Position	5	\$113,922			\$125,763		
Top Development Position	6	\$103,645			\$106,000		
Top Finance Position	51	\$98,296	\$48,175	\$60,796	\$77,289	\$124,176	\$163,688
Top Operations Position	18	\$128,150		\$56,236	\$113,491	\$170,888	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	31	\$109,110	\$31,722	\$44,925	\$65,000	\$112,305	\$271,120
Top Finance Position	6	\$117,899			\$121,276		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	23	\$76,866	\$30,084	\$36,616	\$60,000	\$99,332	\$124,319
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	79	\$137,623	\$42,395	\$74,212	\$108,000	\$173,794	\$251,890
Top Administrative Position	11	\$70,786		\$42,370	\$69,141	\$98,799	
Top Finance Position	23	\$133,238	\$60,804	\$84,876	\$117,920	\$168,023	\$212,545
Top Operations Position	11	\$183,828		\$116,253	\$154,020	\$198,293	
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	21	\$96,010	\$43,618	\$58,625	\$80,580	\$121,258	\$168,000
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	58	\$65,780	\$25,700	\$34,235	\$45,100	\$89,584	\$119,780
Top Finance Position	8	\$39,735			\$28,306		
International, Foreign Affairs and National Security: Promotion of International Understanding							
CEO/Executive Director	7	\$118,739			\$105,939		
International, Foreign Affairs and National Security: Service and Other							
CEO/Executive Director	5	\$97,790			\$100,691		
Medical Research: Service and Other							
CEO/Executive Director	7	\$203,601			\$142,695		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	17	\$81,655		\$48,523	\$71,688	\$119,386	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
<b>Mental Health, Crisis Intervention: Hot Lines &amp; Crisis Intervention</b>							
CEO/Executive Director	17	\$72,920		\$50,075	\$68,750	\$82,354	
<b>Mental Health, Crisis Intervention: Mental Health &amp; Crisis Intervention N.E.C.</b>							
CEO/Executive Director	5	\$81,859			\$78,352		
<b>Mental Health, Crisis Intervention: Mental Health Associations</b>							
CEO/Executive Director	8	\$82,585			\$61,125		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	41	\$117,101	\$35,673	\$56,084	\$82,055	\$143,532	\$222,971
Top Finance Position	11	\$107,365		\$72,475	\$98,954	\$121,729	
Top Operations Position	7	\$127,818			\$109,965		
<b>Mental Health, Crisis Intervention: Service and Other</b>							
CEO/Executive Director	8	\$122,228			\$74,000		
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	66	\$92,142	\$39,538	\$62,793	\$82,950	\$111,960	\$139,658
Top Finance Position	5	\$87,328			\$76,539		
Top Operations Position	6	\$87,993			\$82,648		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs</b>							
CEO/Executive Director	46	\$93,492	\$31,358	\$48,500	\$74,539	\$100,420	\$147,642
Top Finance Position	12	\$77,167		\$61,285	\$65,760	\$89,510	
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Charity &amp; Voluntarism Promotio</b>							
CEO/Executive Director	15	\$85,749		\$42,226	\$71,667	\$98,198	
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Private Grantmaking Foundations</b>							
CEO/Executive Director	17	\$101,040		\$68,922	\$89,384	\$119,000	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	54	\$126,708	\$38,412	\$55,221	\$98,619	\$160,884	\$231,514
Top Finance Position	10	\$130,719		\$90,510	\$141,657	\$159,826	
Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other							
CEO/Executive Director	11	\$96,941		\$59,849	\$80,000	\$109,691	
Philanthropy, Voluntarism and Grantmaking Foundations: Voluntarism Promotion							
CEO/Executive Director	5	\$78,893			\$40,422		
Public Safety, Disaster Preparedness and Relief: Disaster Preparedness & Relief Services							
CEO/Executive Director	21	\$68,604	\$27,315	\$36,569	\$67,215	\$83,909	\$92,940
Public Safety, Disaster Preparedness and Relief: Safety Education							
CEO/Executive Director	6	\$96,069			\$80,620		
Public, Society Benefit – Multipurpose and Other: Government & Public Administration							
CEO/Executive Director	6	\$83,453			\$99,885		
Public, Society Benefit – Multipurpose and Other: Leadership Development							
CEO/Executive Director	13	\$79,378		\$33,097	\$45,000	\$94,615	
Public, Society Benefit – Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	18	\$83,637		\$54,000	\$63,053	\$93,113	
Top Operations Position	5	\$69,427			\$30,000		
Public, Society Benefit – Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	12	\$222,595		\$71,991	\$94,137	\$235,608	
Public, Society Benefit – Multipurpose and Other: Public Utilities							
CEO/Executive Director	5	\$145,235			\$108,000		
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	10	\$160,121		\$64,142	\$118,276	\$241,751	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports</b>							
CEO/Executive Director	71	\$111,861	\$27,958	\$38,000	\$70,362	\$128,342	\$175,281
Top Administrative Position	6	\$41,395			\$42,554		
Top Finance Position	11	\$120,336		\$43,738	\$48,000	\$114,744	
Top Operations Position	10	\$120,881		\$28,234	\$56,962	\$101,139	
<b>Recreation, Sports, Leisure, Athletics: Camps</b>							
CEO/Executive Director	13	\$84,877		\$43,427	\$57,263	\$99,887	
<b>Recreation, Sports, Leisure, Athletics: Physical Fitness &amp; Community Recreational Facilities</b>							
CEO/Executive Director	20	\$106,042	\$29,773	\$52,548	\$84,455	\$115,618	\$233,259
<b>Recreation, Sports, Leisure, Athletics: Recreation &amp; Sports N.E.C.</b>							
CEO/Executive Director	6	\$88,424			\$89,916		
<b>Recreation, Sports, Leisure, Athletics: Recreational Clubs</b>							
CEO/Executive Director	12	\$253,772		\$69,943	\$128,618	\$351,303	
<b>Recreation, Sports, Leisure, Athletics: Service and Other</b>							
CEO/Executive Director	8	\$142,445			\$109,626		
<b>Recreation, Sports, Leisure, Athletics: Sports Associations &amp; Training Facilities</b>							
CEO/Executive Director	9	\$101,618			\$65,604		
<b>Religion-Related, Spiritual Development: Christianity</b>							
CEO/Executive Director	430	\$71,154	\$21,671	\$31,847	\$55,491	\$91,949	\$130,599
Top Administrative Position	9	\$60,613			\$55,695		
Top Development Position	6	\$115,002			\$124,193		
Top Finance Position	47	\$63,371	\$19,800	\$26,000	\$46,435	\$76,689	\$118,368
Top Operations Position	19	\$103,933		\$73,098	\$101,851	\$117,565	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
Religion-Related, Spiritual Development: Interfaith Coalitions							
CEO/Executive Director	11	\$52,359		\$26,365	\$43,997	\$76,738	
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	7	\$85,084			\$92,464		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	60	\$69,200	\$25,892	\$32,163	\$51,030	\$73,613	\$100,891
Top Finance Position	7	\$52,088			\$37,780		
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	28	\$93,260	\$30,917	\$42,450	\$72,236	\$125,595	\$165,623
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	36	\$85,160	\$24,892	\$34,151	\$53,295	\$125,056	\$174,761
Unknown							
CEO/Executive Director	61	\$72,372	\$23,000	\$35,868	\$56,981	\$80,897	\$115,682
Top Finance Position	9	\$111,625			\$113,682		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	10	\$93,795		\$62,617	\$66,290	\$124,759	
Youth Development: Scouting							
CEO/Executive Director	24	\$192,181	\$62,409	\$109,119	\$149,496	\$207,020	\$276,483
Top Finance Position	10	\$174,486		\$95,912	\$133,772	\$199,415	
Top Operations Position	5	\$119,356			\$140,615		
Youth Development: Service and Other							
CEO/Executive Director	11	\$85,730		\$49,484	\$67,882	\$121,141	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	44	\$85,321	\$30,780	\$39,625	\$66,074	\$108,303	\$179,900
Top Finance Position	7	\$77,478			\$74,119		
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	7	\$82,109			\$70,875		
Youth Development: Youth Development Programs							
CEO/Executive Director	97	\$83,919	\$39,360	\$50,000	\$71,000	\$102,500	\$132,026
Top Finance Position	6	\$110,382			\$111,070		
<b>Utah</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	13	\$77,042		\$56,980	\$79,113	\$92,500	
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	7	\$126,950			\$76,583		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	9	\$87,918			\$54,000		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	20	\$77,756	\$28,800	\$36,900	\$60,497	\$103,751	\$152,895
Crime, Legal-Related: Legal Services							
CEO/Executive Director	5	\$94,985			\$82,048		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	6	\$75,645			\$66,000		



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Utah</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	45	\$114,376	\$56,917	\$83,495	\$95,109	\$120,542	\$176,640
Top Finance Position	5	\$93,916			\$104,476		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	\$92,665			\$50,093		
Environmental Quality, Protection and Beautification : Environmental Education							
CEO/Executive Director	6	\$98,443			\$109,199		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	11	\$66,844		\$29,713	\$52,781	\$75,031	
Environmental Quality, Protection and Beautification : Service and Other							
CEO/Executive Director	5	\$101,992			\$120,345		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	11	\$129,063		\$96,636	\$121,433	\$153,187	
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	11	\$376,547		\$111,683	\$138,300	\$255,537	
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	5	\$212,571			\$73,626		
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	5	\$94,198			\$109,323		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	13	\$112,559		\$61,467	\$107,846	\$149,482	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	14	\$78,396		\$46,176	\$69,318	\$99,894	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Utah</b>							
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	12	\$93,836		\$64,230	\$82,603	\$105,119	
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	5	\$100,908			\$76,165		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	14	\$77,569		\$56,632	\$75,074	\$93,613	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	13	\$76,323		\$53,316	\$75,171	\$91,529	
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	6	\$74,778			\$66,685		
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	5	\$108,974			\$76,800		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	7	\$167,707			\$130,000		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	6	\$185,518			\$105,365		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	9	\$100,626			\$62,700		
Unknown							
CEO/Executive Director	6	\$84,966			\$68,606		
Youth Development: Scouting							
CEO/Executive Director	5	\$184,240			\$235,729		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Utah</b>							
Youth Development: Youth Development Programs							
CEO/Executive Director	7	\$98,863			\$74,115		
<b>Vermont</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	7	\$48,762			\$54,496		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	15	\$60,961		\$36,646	\$54,870	\$79,080	
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	18	\$82,314		\$54,807	\$60,594	\$76,188	
Arts, Culture and Humanities: Museums							
CEO/Executive Director	12	\$91,310		\$57,761	\$76,930	\$103,256	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	21	\$54,908	\$31,646	\$40,124	\$47,523	\$61,850	\$84,489
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	7	\$61,272			\$61,180		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	6	\$116,143			\$125,413		
Crime, Legal-Related: Administration of Justice							
CEO/Executive Director	8	\$49,973			\$51,728		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	6	\$65,514			\$64,318		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	6	\$98,576			\$93,991		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Vermont</b>							
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	7	\$73,456			\$62,000		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	23	\$140,867	\$42,512	\$70,447	\$142,813	\$193,201	\$241,367
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	12	\$312,360		\$217,125	\$284,153	\$463,266	
Top Finance Position	9	\$192,775			\$175,705		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	\$100,426			\$104,962		
Environmental Quality, Protection and Beautification : Environmental Education							
CEO/Executive Director	5	\$68,958			\$65,000		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	17	\$96,136		\$52,357	\$74,884	\$113,340	
Environmental Quality, Protection and Beautification : Service and Other							
CEO/Executive Director	8	\$80,248			\$79,297		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	14	\$130,484		\$72,648	\$121,949	\$197,459	
Top Finance Position	5	\$126,898			\$123,764		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	9	\$65,248			\$70,872		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	13	\$322,264		\$118,742	\$323,201	\$417,940	
Top Finance Position	9	\$241,663			\$223,162		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Vermont</b>							
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	9	\$162,856			\$141,298		
Top Finance Position	6	\$118,479			\$113,086		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	14	\$116,211		\$98,201	\$114,545	\$130,854	
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	25	\$72,588	\$26,260	\$28,768	\$65,250	\$96,438	\$131,773
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	30	\$58,115	\$35,299	\$43,338	\$51,857	\$68,768	\$91,401
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	8	\$51,378			\$49,310		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	18	\$75,736		\$57,907	\$71,574	\$85,912	
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
CEO/Executive Director	9	\$70,084			\$67,974		
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	7	\$100,355			\$68,383		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	14	\$145,465		\$69,196	\$150,740	\$181,501	
Top Finance Position	5	\$120,027			\$120,015		
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	5	\$100,228			\$92,221		
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports</b>							
CEO/Executive Director	6	\$70,817			\$60,700		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Vermont</b>							
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	8	\$97,233			\$73,616		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	6	\$52,191			\$53,606		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	5	\$58,577			\$60,000		
Youth Development: Youth Development Programs							
CEO/Executive Director	9	\$92,487			\$93,873		
<b>Virginia</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	33	\$70,601	\$24,113	\$35,070	\$56,886	\$85,128	\$143,160
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	6	\$115,975			\$111,361		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	44	\$89,716	\$29,691	\$35,000	\$53,634	\$101,394	\$225,499
Arts, Culture and Humanities: Arts, Culture & Humanities N.E.C.							
CEO/Executive Director	9	\$114,554			\$113,899		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	30	\$72,771	\$19,340	\$45,660	\$68,150	\$82,717	\$113,759
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	23	\$190,162	\$34,755	\$85,869	\$111,050	\$208,249	\$412,260

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	40	\$148,072	\$38,755	\$58,233	\$106,218	\$162,922	\$290,516
Top Development Position	7	\$147,137			\$155,672		
Top Finance Position	5	\$119,801			\$84,172		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	52	\$72,464	\$21,796	\$38,393	\$55,210	\$74,778	\$116,468
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	9	\$263,048			\$214,380		
<b>Arts, Culture and Humanities: Visual Arts</b>							
CEO/Executive Director	9	\$77,313			\$58,501		
<b>Civil Rights, Social Action, Advocacy: Civil Liberties</b>							
CEO/Executive Director	7	\$199,988			\$193,143		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	14	\$67,518		\$41,289	\$49,158	\$92,772	
<b>Civil Rights, Social Action, Advocacy: Service and Other</b>							
CEO/Executive Director	9	\$156,925			\$107,963		
<b>Community Improvement, Capacity Building: Business &amp; Industry</b>							
CEO/Executive Director	14	\$148,586		\$68,709	\$118,685	\$202,162	
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	16	\$84,594		\$48,681	\$68,270	\$91,769	
<b>Community Improvement, Capacity Building: Community Improvement &amp; Capacity Building N.E.C.</b>							
CEO/Executive Director	10	\$126,983		\$71,113	\$78,513	\$125,731	
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	24	\$105,100	\$38,880	\$55,311	\$88,043	\$145,415	\$200,609

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	10	\$112,699		\$70,652	\$86,194	\$105,647	
Crime, Legal-Related: Administration of Justice							
CEO/Executive Director	6	\$86,351			\$57,145		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	10	\$86,262		\$48,955	\$61,262	\$73,987	
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	6	\$72,349			\$70,952		
Crime, Legal-Related: Service and Other							
CEO/Executive Director	6	\$152,127			\$105,031		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	8	\$104,841			\$65,462		
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	8	\$236,953			\$239,077		
Diseases, Disorders, Medical Disciplines: Nerve, Muscle & Bone Diseases							
CEO/Executive Director	5	\$131,645			\$107,360		
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	12	\$238,018		\$106,907	\$172,361	\$261,426	
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	19	\$73,453		\$44,405	\$67,467	\$102,462	
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	14	\$53,384		\$40,476	\$49,000	\$62,492	



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	20	\$99,884	\$26,800	\$34,857	\$80,030	\$163,257	\$214,965
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	38	\$143,939	\$37,680	\$55,083	\$103,267	\$163,354	\$226,357
Top Operations Position	5	\$150,495			\$168,933		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	155	\$140,479	\$37,790	\$59,930	\$104,908	\$183,557	\$272,892
Top Administrative Position	17	\$63,363		\$39,000	\$52,650	\$66,641	
Top Business Position	10	\$123,698		\$112,510	\$124,957	\$131,702	
Top Development Position	9	\$158,547			\$134,144		
Top Finance Position	28	\$125,619	\$46,331	\$77,578	\$111,449	\$141,525	\$250,366
Top Operations Position	13	\$131,297		\$95,783	\$123,015	\$179,661	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	36	\$338,116	\$46,656	\$165,192	\$306,827	\$400,810	\$715,911
Top Administrative Position	6	\$99,749			\$92,607		
Top Development Position	14	\$209,194		\$145,337	\$192,786	\$223,732	
Top Education Position	9	\$152,676			\$159,912		
Top Finance Position	18	\$160,666		\$129,882	\$160,839	\$193,593	
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	8	\$81,291			\$86,231		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	62	\$250,731	\$43,660	\$88,011	\$175,500	\$256,404	\$384,253
Top Administrative Position	6	\$169,350			\$171,382		
Top Development Position	5	\$205,513			\$228,917		
Top Finance Position	25	\$142,059	\$61,903	\$103,485	\$130,861	\$197,073	\$223,641
Top Operations Position	8	\$285,027			\$232,352		
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	31	\$154,194	\$34,392	\$59,435	\$129,450	\$177,998	\$312,579
Top Finance Position	6	\$160,982			\$156,626		
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	15	\$141,441		\$55,928	\$71,000	\$214,065	
<b>Employment, Job-Related: Service and Other</b>							
CEO/Executive Director	6	\$299,634			\$123,500		
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	19	\$187,483		\$111,598	\$129,540	\$251,380	
Top Finance Position	6	\$146,501			\$108,208		
Top Operations Position	5	\$148,680			\$110,624		
<b>Environmental Quality, Protection and Beautification : Environment N.E.C.</b>							
CEO/Executive Director	5	\$253,723			\$150,000		
<b>Environmental Quality, Protection and Beautification : Environmental Education</b>							
CEO/Executive Director	5	\$74,971			\$56,084		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	40	\$156,379	\$45,296	\$61,445	\$94,338	\$195,076	\$399,449
Top Finance Position	10	\$173,847		\$106,217	\$153,076	\$210,366	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
Environmental Quality, Protection and Beautification : Service and Other							
CEO/Executive Director	8	\$142,692			\$120,770		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	15	\$95,497		\$52,153	\$67,263	\$112,814	
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	43	\$155,449	\$26,709	\$51,041	\$102,198	\$175,594	\$397,934
Top Finance Position	13	\$123,211		\$60,880	\$123,496	\$173,930	
Top Operations Position	5	\$131,036			\$103,625		
Health – General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	11	\$178,406		\$71,543	\$97,000	\$292,482	
Health – General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	9	\$110,766			\$73,669		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	23	\$256,068	\$44,632	\$97,079	\$177,514	\$327,723	\$494,499
Top Finance Position	10	\$171,046		\$52,985	\$132,817	\$203,234	
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	34	\$555,367	\$42,363	\$72,080	\$127,511	\$378,039	\$991,814
Top Finance Position	15	\$399,898		\$132,542	\$165,315	\$469,280	
Top Operations Position	6	\$438,736			\$374,387		
Top Technology Position	5	\$251,543			\$252,315		
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	7	\$202,784			\$249,465		
Health – General and Rehabilitative: Public Health							
CEO/Executive Director	12	\$119,970		\$65,089	\$104,739	\$154,146	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
<b>Health – General and Rehabilitative: Rehabilitative Care</b>							
CEO/Executive Director	8	\$81,749			\$75,614		
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
CEO/Executive Director	8	\$94,719			\$68,951		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	26	\$273,600	\$44,732	\$95,775	\$214,907	\$324,176	\$460,945
Top Finance Position	9	\$175,513			\$159,210		
<b>Housing, Shelter: Housing &amp; Shelter N.E.C.</b>							
CEO/Executive Director	6	\$97,104			\$73,620		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	44	\$112,337	\$41,790	\$57,173	\$76,159	\$133,087	\$216,582
Top Administrative Position	5	\$125,124			\$129,602		
Top Finance Position	10	\$147,988		\$130,180	\$147,007	\$174,243	
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	15	\$110,179		\$44,420	\$112,212	\$155,780	
Top Finance Position	7	\$114,040			\$121,790		
<b>Housing, Shelter: Service and Other</b>							
CEO/Executive Director	5	\$104,796			\$88,000		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	19	\$80,183		\$51,859	\$66,152	\$103,260	
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	80	\$108,213	\$48,064	\$62,865	\$84,884	\$132,224	\$183,003
Top Finance Position	15	\$98,367		\$67,419	\$91,253	\$110,210	
Top Operations Position	6	\$120,866			\$83,232		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	59	\$104,270	\$37,693	\$53,509	\$82,112	\$120,208	\$203,680
Top Finance Position	11	\$123,015		\$73,967	\$113,616	\$152,526	
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	27	\$82,351	\$35,024	\$45,590	\$74,558	\$99,935	\$115,098
Top Finance Position	5	\$129,245			\$120,107		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	51	\$81,631	\$33,222	\$47,828	\$65,564	\$104,827	\$176,997
Top Finance Position	10	\$79,819		\$51,830	\$57,833	\$122,604	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	76	\$109,706	\$29,714	\$56,694	\$88,418	\$131,059	\$233,688
Top Finance Position	17	\$107,587		\$71,454	\$102,000	\$141,474	
Top Operations Position	8	\$160,382			\$167,833		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	15	\$119,002		\$69,600	\$115,282	\$161,886	
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	12	\$111,317		\$70,411	\$96,194	\$140,204	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	40	\$194,757	\$42,573	\$87,663	\$149,242	\$230,608	\$427,669
Top Administrative Position	6	\$112,605			\$112,211		
Top Business Position	5	\$153,424			\$139,745		
Top Finance Position	16	\$180,431		\$137,880	\$161,802	\$210,392	
Top Operations Position	5	\$211,715			\$211,756		
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	11	\$182,961		\$73,263	\$114,207	\$229,325	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	40	\$115,074	\$20,027	\$34,332	\$73,248	\$169,131	\$308,018
Top Finance Position	7	\$169,435			\$157,609		
International, Foreign Affairs and National Security: International Peace & Security							
CEO/Executive Director	6	\$209,865			\$177,451		
International, Foreign Affairs and National Security: Promotion of International Understanding							
CEO/Executive Director	8	\$105,332			\$87,720		
International, Foreign Affairs and National Security: Service and Other							
CEO/Executive Director	8	\$188,557			\$174,281		
Medical Research: Service and Other							
CEO/Executive Director	5	\$268,299			\$270,753		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	5	\$112,318			\$33,077		
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	5	\$50,469			\$57,254		
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	6	\$100,855			\$61,283		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	15	\$119,988		\$81,834	\$101,994	\$128,206	
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	8	\$177,427			\$123,052		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	8	\$125,407			\$85,008		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
Mutual/Membership Benefit Organizations, Other: Mutual & Membership Benefit N.E.C.							
CEO/Executive Director	5	\$256,464			\$148,136		
Mutual/Membership Benefit Organizations, Other: Service and Other							
CEO/Executive Director	7	\$207,430			\$186,208		
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	14	\$96,222		\$40,802	\$69,969	\$101,053	
Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Charity & Voluntarism Promotio							
CEO/Executive Director	8	\$142,472			\$128,921		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	26	\$153,594	\$62,281	\$83,822	\$124,764	\$201,600	\$306,525
Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other							
CEO/Executive Director	7	\$163,561			\$85,553		
Public Safety, Disaster Preparedness and Relief: Disaster Preparedness & Relief Services							
CEO/Executive Director	7	\$95,555			\$98,345		
Public Safety, Disaster Preparedness and Relief: Safety Education							
CEO/Executive Director	9	\$298,485			\$222,484		
Public Safety, Disaster Preparedness and Relief: Service and Other							
CEO/Executive Director	5	\$229,280			\$268,046		
Public, Society Benefit – Multipurpose and Other: Government & Public Administration							
CEO/Executive Director	9	\$160,275			\$132,768		
Public, Society Benefit – Multipurpose and Other: Leadership Development							
CEO/Executive Director	8	\$306,675			\$78,250		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
Public, Society Benefit – Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	22	\$151,832	\$26,940	\$56,314	\$124,083	\$259,798	\$290,480
Top Operations Position	5	\$120,594			\$125,519		
Public, Society Benefit – Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	7	\$333,104			\$269,316		
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	20	\$243,839	\$94,334	\$122,625	\$206,562	\$249,901	\$461,292
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	27	\$85,887	\$29,680	\$40,884	\$80,000	\$104,839	\$156,689
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
CEO/Executive Director	5	\$37,848			\$37,909		
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	5	\$50,685			\$51,640		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	6	\$139,922			\$100,039		
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
CEO/Executive Director	8	\$101,326			\$97,964		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	103	\$69,830	\$22,066	\$31,400	\$61,689	\$91,660	\$124,984
Top Finance Position	11	\$49,254		\$20,123	\$31,200	\$57,900	
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	13	\$97,816		\$35,576	\$49,817	\$153,865	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	5	\$153,165			\$100,000		



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	9	\$90,432			\$84,075		
Science and Technology Research Institutes, Services: Engineering & Technology							
CEO/Executive Director	9	\$738,910			\$310,092		
Science and Technology Research Institutes, Services: Physical & Earth Sciences							
CEO/Executive Director	9	\$220,402			\$204,532		
Science and Technology Research Institutes, Services: Service and Other							
CEO/Executive Director	7	\$196,458			\$172,028		
Social Science Research Institutes, Services: Social Science							
CEO/Executive Director	7	\$256,307			\$270,427		
<b>Unknown</b>							
CEO/Executive Director	11	\$244,098		\$50,578	\$75,000	\$400,179	
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	6	\$76,569			\$67,177		
Youth Development: Service and Other							
CEO/Executive Director	7	\$79,221			\$88,525		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	17	\$81,383		\$52,500	\$66,752	\$77,795	
Youth Development: Youth Development Programs							
CEO/Executive Director	34	\$88,065	\$32,583	\$47,934	\$74,971	\$107,916	\$144,411
Top Finance Position	6	\$57,148			\$35,963		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	28	\$73,539	\$33,170	\$50,000	\$70,144	\$79,998	\$131,010
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	15	\$69,072		\$52,600	\$60,000	\$86,262	
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	46	\$78,256	\$38,201	\$55,411	\$69,424	\$94,661	\$115,675
Arts, Culture and Humanities: Arts, Culture & Humanities N.E.C.							
CEO/Executive Director	5	\$107,471			\$109,783		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	13	\$59,814		\$37,375	\$54,925	\$67,500	
Arts, Culture and Humanities: Media & Communication							
CEO/Executive Director	17	\$106,112		\$61,616	\$81,983	\$100,519	
Arts, Culture and Humanities: Museums							
CEO/Executive Director	34	\$126,013	\$54,001	\$65,151	\$92,124	\$136,617	\$197,873
Top Development Position	5	\$155,685			\$154,413		
Top Finance Position	7	\$81,209			\$67,229		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	69	\$88,440	\$29,740	\$41,624	\$61,792	\$89,166	\$175,324
Top Administrative Position	6	\$48,222			\$47,935		
Top Finance Position	12	\$117,235		\$78,612	\$112,101	\$151,605	
Arts, Culture and Humanities: Service and Other							
CEO/Executive Director	8	\$77,993			\$60,454		
Arts, Culture and Humanities: Visual Arts							
CEO/Executive Director	6	\$97,421			\$87,731		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	5	\$85,337			\$87,317		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	13	\$75,420		\$46,667	\$66,216	\$106,646	
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	7	\$89,735			\$88,927		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	7	\$175,547			\$104,135		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	36	\$75,469	\$45,000	\$49,891	\$65,841	\$87,599	\$123,050
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	14	\$82,670		\$38,480	\$79,091	\$97,208	
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	9	\$96,622			\$97,647		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	17	\$99,093		\$48,451	\$86,828	\$135,000	
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	8	\$88,533			\$92,376		
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	5	\$47,135			\$45,000		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	5	\$111,912			\$42,173		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	6	\$158,790			\$72,344		
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	6	\$276,521			\$253,749		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	12	\$68,069		\$48,403	\$65,721	\$85,110	
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	6	\$54,735			\$51,735		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	28	\$107,894	\$23,184	\$58,167	\$92,072	\$130,935	\$198,504
Top Finance Position	5	\$101,345			\$116,884		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	30	\$97,693	\$29,689	\$56,386	\$85,462	\$115,293	\$162,135
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	133	\$134,921	\$44,033	\$63,657	\$101,113	\$164,197	\$298,204
Top Administrative Position	11	\$89,330		\$58,573	\$72,008	\$107,441	
Top Business Position	6	\$118,073			\$114,007		
Top Development Position	12	\$133,746		\$122,401	\$146,662	\$157,525	
Top Finance Position	45	\$107,978	\$41,058	\$49,442	\$100,154	\$140,141	\$187,594
Top Operations Position	10	\$106,118		\$59,023	\$124,808	\$139,078	
Top Technology Position	5	\$125,373			\$140,129		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	20	\$304,325	\$67,606	\$99,075	\$298,092	\$444,672	\$556,785
Top Development Position	7	\$201,430			\$214,843		
Top Education Position	6	\$195,637			\$151,801		
Top Finance Position	10	\$218,616		\$143,512	\$209,672	\$276,481	
<b>Educational Institutions and Related Activities: Libraries</b>							
CEO/Executive Director	5	\$98,072			\$82,177		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	34	\$139,291	\$52,640	\$75,286	\$129,269	\$179,044	\$230,901
Top Finance Position	10	\$124,545		\$61,901	\$102,187	\$170,550	
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	13	\$82,142		\$38,127	\$66,904	\$78,739	
<b>Educational Institutions and Related Activities: Vocational &amp; Technical Schools</b>							
CEO/Executive Director	5	\$122,433			\$118,833		
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	24	\$141,459	\$75,143	\$81,109	\$101,953	\$147,118	\$221,227
Top Finance Position	9	\$118,506			\$105,223		
Top Operations Position	5	\$181,634			\$153,982		
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	18	\$134,307		\$76,474	\$94,157	\$137,976	
<b>Environmental Quality, Protection and Beautification : Environment N.E.C.</b>							
CEO/Executive Director	7	\$115,573			\$126,001		
<b>Environmental Quality, Protection and Beautification : Environmental Education</b>							
CEO/Executive Director	10	\$64,213		\$42,626	\$57,966	\$74,531	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	64	\$72,257	\$28,158	\$47,346	\$74,081	\$84,874	\$113,779
Environmental Quality, Protection and Beautification : Pollution Abatement & Control							
CEO/Executive Director	6	\$73,211			\$70,372		
Environmental Quality, Protection and Beautification : Service and Other							
CEO/Executive Director	14	\$86,259		\$69,207	\$85,812	\$113,761	
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	34	\$84,303	\$40,980	\$54,975	\$71,279	\$101,191	\$149,299
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	34	\$294,471	\$68,120	\$129,712	\$199,123	\$260,248	\$447,982
Top Finance Position	21	\$183,212	\$38,400	\$114,775	\$145,613	\$211,033	\$410,603
Top Operations Position	12	\$177,648		\$125,604	\$141,682	\$206,854	
Health – General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	5	\$73,308			\$57,000		
Health – General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	6	\$65,727			\$57,566		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	10	\$303,247		\$96,039	\$134,554	\$425,185	
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	25	\$906,939	\$60,483	\$192,658	\$327,311	\$726,758	\$1,343,572
Top Administrative Position	5	\$259,742			\$240,578		
Top Finance Position	17	\$376,229		\$193,740	\$235,716	\$432,978	
Top Operations Position	10	\$374,950		\$194,269	\$262,022	\$356,807	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	14	\$160,317		\$115,936	\$153,607	\$192,592	
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	14	\$98,408		\$49,213	\$89,740	\$113,725	
<b>Health – General and Rehabilitative: Rehabilitative Care</b>							
CEO/Executive Director	5	\$149,741			\$156,939		
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
CEO/Executive Director	13	\$95,041		\$44,884	\$55,000	\$75,005	
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	24	\$156,080	\$30,779	\$57,297	\$89,325	\$181,408	\$289,878
Top Finance Position	5	\$203,654			\$135,425		
<b>Housing, Shelter: Housing &amp; Shelter N.E.C.</b>							
CEO/Executive Director	9	\$110,475			\$81,715		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	46	\$81,227	\$48,146	\$61,521	\$75,590	\$95,569	\$121,513
Top Finance Position	8	\$97,010			\$86,344		
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	5	\$108,897			\$92,103		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	21	\$81,894	\$32,746	\$50,440	\$82,061	\$96,959	\$125,858

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	111	\$86,618	\$37,456	\$55,964	\$74,328	\$106,902	\$143,146
Top Finance Position	24	\$91,013	\$44,271	\$62,400	\$91,425	\$111,814	\$128,608
Top Operations Position	9	\$93,433			\$80,549		
Top Program Position	6	\$62,950			\$41,919		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	65	\$82,625	\$37,500	\$48,995	\$69,719	\$105,025	\$134,000
Top Finance Position	8	\$77,911			\$74,825		
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	19	\$59,616		\$42,484	\$56,906	\$65,500	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	37	\$77,929	\$36,300	\$54,600	\$73,399	\$103,510	\$126,863
Top Finance Position	5	\$70,481			\$68,959		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	102	\$104,753	\$40,138	\$57,087	\$95,516	\$124,953	\$177,935
Top Finance Position	33	\$102,709	\$68,311	\$83,598	\$96,359	\$117,099	\$137,562
Top Operations Position	9	\$147,661			\$122,609		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	25	\$115,593	\$47,535	\$63,593	\$97,015	\$142,180	\$191,320
Top Finance Position	9	\$124,150			\$105,350		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	18	\$101,823		\$66,791	\$88,760	\$112,736	



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	30	\$144,452	\$38,990	\$60,657	\$105,777	\$202,288	\$276,276
Top Administrative Position	8	\$100,376			\$86,023		
Top Finance Position	13	\$137,543		\$80,965	\$132,999	\$150,591	
<b>Human Services – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	19	\$96,375		\$63,400	\$78,900	\$112,349	
<b>International, Foreign Affairs and National Security: International Development</b>							
CEO/Executive Director	30	\$87,810	\$25,162	\$38,075	\$59,167	\$85,723	\$109,441
<b>International, Foreign Affairs and National Security: Promotion of International Understanding</b>							
CEO/Executive Director	9	\$122,102			\$83,849		
<b>Mental Health, Crisis Intervention: Hot Lines &amp; Crisis Intervention</b>							
CEO/Executive Director	5	\$92,430			\$93,347		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	35	\$133,236	\$56,137	\$81,752	\$106,346	\$166,704	\$240,373
Top Finance Position	16	\$110,532		\$73,268	\$100,950	\$125,134	
Top Operations Position	6	\$131,950			\$130,265		
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	23	\$100,750	\$49,505	\$67,001	\$98,130	\$119,431	\$152,170
Top Finance Position	6	\$56,069			\$51,121		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs</b>							
CEO/Executive Director	12	\$97,254		\$71,315	\$84,552	\$111,995	
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Private Grantmaking Foundations</b>							
CEO/Executive Director	5	\$77,861			\$71,668		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	28	\$119,457	\$42,140	\$73,641	\$99,498	\$136,778	\$243,104
Top Finance Position	5	\$117,306			\$137,501		
Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other							
CEO/Executive Director	9	\$108,735			\$104,236		
Public, Society Benefit – Multipurpose and Other: Leadership Development							
CEO/Executive Director	7	\$109,361			\$71,750		
Public, Society Benefit – Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	7	\$138,001			\$131,943		
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	8	\$95,800			\$103,662		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	24	\$68,348	\$28,235	\$44,588	\$61,792	\$78,848	\$111,330
Top Finance Position	6	\$35,744			\$32,778		
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
CEO/Executive Director	7	\$96,665			\$110,276		
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	11	\$73,872		\$37,605	\$61,185	\$89,827	
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	7	\$77,146			\$73,280		
Recreation, Sports, Leisure, Athletics: Recreation & Sports N.E.C.							
CEO/Executive Director	7	\$70,613			\$83,000		
Recreation, Sports, Leisure, Athletics: Service and Other							
CEO/Executive Director	5	\$54,246			\$36,500		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	58	\$60,065	\$28,631	\$40,217	\$53,311	\$75,428	\$100,402
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	11	\$42,891		\$24,000	\$40,987	\$51,000	
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	5	\$61,924			\$60,000		
Science and Technology Research Institutes, Services: General Science							
CEO/Executive Director	5	\$94,633			\$86,000		
Unknown							
CEO/Executive Director	54	\$79,366	\$24,945	\$35,424	\$66,712	\$92,329	\$150,824
Top Finance Position	6	\$83,697			\$71,736		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	6	\$73,291			\$62,625		
Youth Development: Scouting							
CEO/Executive Director	12	\$100,201		\$61,053	\$85,006	\$130,242	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	16	\$111,974		\$66,926	\$99,624	\$135,431	
Youth Development: Youth Development Programs							
CEO/Executive Director	53	\$79,393	\$37,264	\$52,903	\$70,250	\$100,209	\$116,198
<b>West Virginia</b>							
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	5	\$59,390			\$54,981		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>West Virginia</b>							
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	22	\$67,595	\$46,394	\$51,090	\$64,568	\$81,547	\$93,654
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	7	\$91,997			\$83,172		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	7	\$44,651			\$44,581		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	13	\$65,791		\$28,327	\$50,025	\$89,423	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	8	\$168,641			\$123,684		
Top Finance Position	6	\$118,551			\$117,777		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	8	\$146,877			\$101,906		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	8	\$67,619			\$66,256		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	13	\$69,693		\$51,192	\$75,034	\$84,240	
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	7	\$108,418			\$52,521		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	7	\$57,398			\$55,000		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>West Virginia</b>							
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	29	\$154,351	\$70,024	\$81,166	\$144,078	\$186,322	\$216,285
Top Finance Position	7	\$142,065			\$135,851		
Top Operations Position	5	\$158,147			\$140,793		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	6	\$100,638			\$93,533		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	21	\$413,969	\$127,312	\$178,646	\$320,566	\$550,560	\$665,527
Top Finance Position	20	\$250,877	\$90,462	\$118,242	\$199,316	\$324,692	\$520,201
Top Human Resources Position	5	\$325,698			\$312,859		
Top Operations Position	6	\$357,777			\$290,979		
Top Technology Position	6	\$269,899			\$227,301		
<b>Health – General and Rehabilitative: Rehabilitative Care</b>							
CEO/Executive Director	5	\$68,089			\$48,923		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	9	\$57,735			\$61,231		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	42	\$65,538	\$40,488	\$45,889	\$53,778	\$74,449	\$121,384
Top Finance Position	9	\$64,345			\$61,904		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	15	\$64,656		\$41,992	\$57,200	\$81,684	
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	20	\$53,301	\$29,909	\$41,346	\$50,889	\$60,849	\$70,391

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>West Virginia</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	27	\$76,300	\$32,736	\$48,268	\$74,463	\$97,939	\$116,109
Top Finance Position	7	\$77,253			\$77,807		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	12	\$112,301		\$70,044	\$96,202	\$126,789	
Top Administrative Position	5	\$156,384			\$124,123		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	7	\$130,171			\$116,871		
Top Finance Position	5	\$119,276			\$102,499		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	7	\$67,507			\$55,583		
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	6	\$74,162			\$77,962		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	8	\$85,892			\$61,382		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	13	\$70,818		\$28,500	\$42,545	\$74,262	
<b>Wisconsin</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	21	\$56,903	\$26,026	\$33,000	\$44,979	\$61,309	\$101,488
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	33	\$79,113	\$28,679	\$48,048	\$62,227	\$89,891	\$154,207
Top Finance Position	5	\$101,166			\$82,489		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
Arts, Culture and Humanities: Arts, Culture & Humanities N.E.C.							
CEO/Executive Director	5	\$98,558			\$94,650		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	18	\$52,841		\$37,418	\$54,214	\$62,338	
Arts, Culture and Humanities: Media & Communication ;							
CEO/Executive Director	11	\$90,327		\$47,750	\$68,766	\$102,356	
Arts, Culture and Humanities: Museums							
CEO/Executive Director	24	\$89,670	\$45,566	\$53,329	\$66,356	\$108,940	\$163,050
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	50	\$86,118	\$30,068	\$44,017	\$58,029	\$89,271	\$195,543
Top Administrative Position	5	\$83,172			\$52,726		
Top Finance Position	6	\$109,696			\$101,431		
Arts, Culture and Humanities: Service and Other							
CEO/Executive Director	7	\$102,599			\$94,350		
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	5	\$76,369			\$79,000		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	8	\$80,152			\$85,402		
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	5	\$113,054			\$92,810		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	5	\$191,890			\$126,440		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	30	\$87,258	\$30,750	\$46,688	\$72,736	\$101,414	\$115,520
Top Finance Position	5	\$78,414			\$72,770		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	6	\$86,858			\$77,194		
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	7	\$65,565			\$60,492		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	29	\$99,971	\$31,595	\$59,597	\$70,400	\$129,390	\$232,218
Crime, Legal-Related: Administration of Justice							
CEO/Executive Director	6	\$89,493			\$65,926		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	5	\$106,847			\$82,369		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	8	\$72,791			\$65,117		
Diseases, Disorders, Medical Disciplines: Birth Defects & Genetic Diseases							
CEO/Executive Director	5	\$87,882			\$83,588		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	7	\$99,331			\$71,902		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	6	\$118,625			\$69,014		
Diseases, Disorders, Medical Disciplines: Voluntary Health Associations & Medical Disciplines N.E.C							
CEO/Executive Director	5	\$105,083			\$109,446		



## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	15	\$96,655		\$50,759	\$64,230	\$105,923	
Top Finance Position	5	\$76,847			\$84,509		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	18	\$73,467		\$46,250	\$65,301	\$109,063	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	17	\$120,693		\$63,379	\$81,186	\$137,434	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	70	\$117,593	\$48,428	\$67,768	\$96,739	\$130,497	\$217,395
Top Administrative Position	13	\$64,067		\$38,150	\$46,529	\$94,156	
Top Finance Position	19	\$93,981		\$58,575	\$95,299	\$124,689	
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	7	\$211,675			\$177,258		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	21	\$286,000	\$106,000	\$209,865	\$269,143	\$333,038	\$416,419
Top Development Position	7	\$164,418			\$142,998		
Top Education Position	5	\$142,792			\$141,703		
Top Finance Position	11	\$157,387		\$110,612	\$139,017	\$174,737	
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	5	\$56,980			\$61,923		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	29	\$135,576	\$37,128	\$55,676	\$118,661	\$178,738	\$246,503
Top Finance Position	7	\$136,372			\$140,154		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	7	\$87,857			\$58,277		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	13	\$108,970		\$79,498	\$98,426	\$130,358	
Top Finance Position	6	\$100,315			\$89,368		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	25	\$155,143	\$64,687	\$82,816	\$109,915	\$126,884	\$272,215
Top Finance Position	6	\$154,398			\$88,432		
Environmental Quality, Protection and Beautification : Environmental Education							
CEO/Executive Director	7	\$71,226			\$54,618		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	50	\$79,586	\$39,355	\$56,603	\$70,480	\$96,109	\$136,986
Environmental Quality, Protection and Beautification : Service and Other							
CEO/Executive Director	5	\$63,536			\$70,085		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	25	\$65,598	\$27,800	\$43,000	\$51,935	\$81,060	\$112,821
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	26	\$132,757	\$43,537	\$79,359	\$104,455	\$162,480	\$235,620
Top Finance Position	9	\$169,543			\$111,677		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	19	\$127,790		\$60,236	\$79,971	\$167,328	
Top Finance Position	5	\$166,457			\$126,475		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	49	\$707,357	\$96,127	\$226,801	\$350,166	\$529,562	\$1,048,559
Top Administrative Position	5	\$538,410			\$501,531		
Top Finance Position	42	\$307,566	\$130,505	\$156,555	\$244,561	\$362,297	\$499,600
Top Human Resources Position	9	\$382,619			\$364,481		
Top Operations Position	14	\$376,349		\$163,256	\$200,863	\$396,192	
Top Technology Position	6	\$383,277			\$314,396		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	24	\$150,832	\$64,033	\$102,326	\$135,493	\$202,711	\$253,399
Top Administrative Position	5	\$103,390			\$98,340		
Top Finance Position	9	\$116,909			\$128,448		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	14	\$136,508		\$98,935	\$116,150	\$158,766	
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	10	\$228,758		\$64,821	\$100,436	\$270,659	
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	35	\$64,964	\$32,408	\$40,260	\$58,084	\$85,723	\$104,828
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	18	\$109,954		\$64,920	\$95,025	\$126,756	
Top Finance Position	5	\$72,490			\$70,028		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	14	\$72,758		\$57,618	\$70,751	\$93,163	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	85	\$108,154	\$42,238	\$61,387	\$80,337	\$123,682	\$171,229
Top Finance Position	22	\$105,798	\$56,056	\$62,708	\$93,247	\$125,458	\$157,362
Top Operations Position	9	\$111,839			\$106,694		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	59	\$73,371	\$26,387	\$46,817	\$65,560	\$94,469	\$120,288
Top Administrative Position	12	\$62,192		\$38,197	\$54,704	\$66,371	
Top Finance Position	14	\$77,867		\$44,994	\$60,937	\$106,808	
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	15	\$76,884		\$50,098	\$58,600	\$75,683	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	53	\$76,298	\$30,745	\$45,000	\$66,647	\$88,654	\$130,528
Top Finance Position	6	\$105,917			\$95,175		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	107	\$116,682	\$32,304	\$58,959	\$97,702	\$150,784	\$203,840
Top Finance Position	29	\$92,691	\$47,327	\$60,184	\$77,504	\$115,457	\$162,701
Top Operations Position	6	\$202,393			\$168,693		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	17	\$117,559		\$71,591	\$93,734	\$144,375	
Top Finance Position	5	\$108,937			\$108,328		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	13	\$87,352		\$46,829	\$76,810	\$98,700	

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	41	\$137,946	\$46,777	\$66,673	\$117,182	\$191,878	\$237,601
Top Administrative Position	15	\$142,544		\$95,167	\$144,056	\$169,243	
Top Finance Position	16	\$132,572		\$100,404	\$127,875	\$167,661	
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	15	\$95,520		\$58,846	\$73,543	\$113,396	
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	5	\$58,983			\$35,593		
Medical Research: Service and Other							
CEO/Executive Director	5	\$246,141			\$213,375		
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	9	\$78,552			\$66,355		
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	5	\$55,430			\$63,517		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	14	\$150,721		\$60,782	\$84,303	\$101,658	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	14	\$95,752		\$62,951	\$93,681	\$130,518	
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	22	\$93,638	\$38,121	\$53,184	\$85,176	\$100,931	\$123,755
Top Finance Position	5	\$73,115			\$52,837		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	28	\$112,378	\$50,256	\$62,230	\$98,283	\$119,291	\$200,203

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other							
CEO/Executive Director	6	\$101,581			\$71,410		
Public, Society Benefit – Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	7	\$75,896			\$79,592		
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	9	\$98,746			\$59,643		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	27	\$76,147	\$39,225	\$56,100	\$75,258	\$90,854	\$106,217
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	9	\$69,862			\$72,014		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	7	\$52,445			\$46,000		
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
CEO/Executive Director	9	\$51,738			\$49,814		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	53	\$114,042	\$26,179	\$40,055	\$57,600	\$110,728	\$133,167
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	10	\$98,140		\$44,520	\$73,858	\$110,631	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	5	\$59,897			\$60,000		
Unknown							
CEO/Executive Director	7	\$95,236			\$90,002		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	15	\$65,313		\$44,529	\$54,528	\$74,680	
Youth Development: Scouting							
CEO/Executive Director	11	\$160,004		\$120,021	\$151,674	\$194,092	
Top Finance Position	5	\$96,873			\$98,589		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	22	\$89,655	\$39,999	\$50,021	\$70,213	\$110,482	\$131,354
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	5	\$38,928			\$41,000		
Youth Development: Youth Development Programs							
CEO/Executive Director	22	\$79,686	\$28,609	\$53,776	\$68,367	\$96,198	\$128,736
<b>Wyoming</b>							
Arts, Culture and Humanities: Museums							
CEO/Executive Director	7	\$106,850			\$85,000		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	5	\$60,743			\$28,704		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	\$114,613			\$67,596		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	17	\$82,128		\$41,805	\$88,247	\$121,255	
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	5	\$114,026			\$64,000		

## 501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wyoming</b>							
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	5	\$78,455			\$66,412		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	10	\$63,857		\$44,707	\$52,100	\$62,579	
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	22	\$62,082	\$30,659	\$40,353	\$55,347	\$81,004	\$103,093
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	11	\$56,491		\$50,000	\$52,482	\$64,738	
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	10	\$59,654		\$44,159	\$57,125	\$68,889	
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	15	\$93,952		\$49,145	\$69,715	\$111,309	
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	10	\$81,680		\$64,620	\$75,893	\$110,500	
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	9	\$111,578			\$114,603		
<b>Religion-Related, Spiritual Development: Christianity</b>							
CEO/Executive Director	6	\$51,369			\$45,007		



## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
<b>501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$91,792			\$102,203		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$121,988			\$103,911		
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$58,265			\$43,512		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$98,277			\$94,540		
Top Business Position	10	\$119,895		\$99,474	\$120,636	\$142,492	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$162,774			\$174,888		
Top Business Position	5	\$118,031			\$118,160		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	78	\$67,103	\$33,228	\$40,579	\$55,688	\$86,119	\$107,552
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	\$139,842	\$74,225	\$101,993	\$118,500	\$166,261	\$199,317
Between \$1 million and \$5 million							
CEO/Executive Director	30	\$209,495	\$101,479	\$139,387	\$177,452	\$243,164	\$393,820
Greater than \$5 million							
CEO/Executive Director	5	\$274,516			\$290,551		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	25	\$316,899	\$153,854	\$197,781	\$232,974	\$357,249	\$493,560
Top Administrative Position	14	\$240,904		\$169,907	\$225,349	\$291,635	
Top Finance Position	11	\$195,303		\$140,732	\$172,178	\$212,441	
Top Operations Position	8	\$261,574			\$205,104		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$88,603			\$87,791		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$134,750		\$117,457	\$129,139	\$146,728	
Greater than \$5 million							
CEO/Executive Director	23	\$322,765	\$159,899	\$182,664	\$282,347	\$381,338	\$471,402
Top Finance Position	18	\$167,327		\$99,372	\$150,898	\$203,997	
Top Operations Position	12	\$151,411		\$110,455	\$162,448	\$190,157	
Top Technology Position	10	\$174,724		\$147,017	\$158,907	\$178,322	
<b>Alaska</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	6	\$48,945			\$44,115		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$176,019			\$178,960		
Greater than \$5 million							
CEO/Executive Director	5	\$372,360			\$262,925		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alaska</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	\$71,188			\$81,789		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$150,200			\$145,434		
Top Finance Position	6	\$143,584			\$166,683		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	28	\$66,145	\$29,450	\$46,291	\$58,411	\$87,655	\$106,994
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$122,771		\$69,006	\$121,551	\$148,149	
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$138,727		\$100,014	\$133,677	\$179,117	
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	13	\$321,389		\$198,266	\$296,852	\$418,792	
Top Administrative Position	6	\$233,933			\$234,948		
Top Finance Position	7	\$233,231			\$245,710		
<b>Arizona</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	11	\$67,148		\$34,350	\$57,292	\$76,449	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$138,337		\$99,200	\$115,070	\$167,147	

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arizona</b>							
<b>501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees</b>							
Greater than \$5 million							
CEO/Executive Director	8	\$324,534			\$171,558		
Top Finance Position	7	\$179,729			\$132,735		
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$80,534			\$59,666		
Top Finance Position	5	\$38,990			\$25,421		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$73,987			\$68,016		
Top Business Position	5	\$93,864			\$91,145		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$94,693			\$94,043		
Top Business Position	5	\$162,865			\$168,650		
Top Finance Position	6	\$172,569			\$170,850		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	75	\$74,490	\$33,281	\$49,169	\$70,788	\$93,871	\$108,754
Between \$500 thousand and \$1 million							
CEO/Executive Director	39	\$140,206	\$81,109	\$101,451	\$134,106	\$176,776	\$215,147
Between \$1 million and \$5 million							
CEO/Executive Director	47	\$196,311	\$96,955	\$125,300	\$180,328	\$245,255	\$305,650
Top Finance Position	5	\$119,735			\$120,622		
Top Operations Position	7	\$167,944			\$165,340		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arizona</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	14	\$367,387		\$249,481	\$358,995	\$444,611	
Top Business Position	5	\$180,499			\$148,012		
Top Finance Position	6	\$176,329			\$165,101		
Top Marketing Position	5	\$171,126			\$147,646		
501(c)(07) - Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$130,501			\$117,285		
Top Administrative Position	5	\$130,501			\$117,285		
Greater than \$5 million							
Top Administrative Position	6	\$405,582			\$312,568		
Top Finance Position	6	\$133,493			\$133,415		
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
Top Finance Position	5	\$230,616			\$257,004		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	12	\$486,306		\$224,235	\$474,467	\$576,802	
Top Finance Position	11	\$181,820		\$124,849	\$156,079	\$236,254	
Top Operations Position	6	\$244,994			\$186,114		
Top Technology Position	8	\$173,644			\$128,008		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arkansas</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	7	\$45,113			\$34,274		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$91,057			\$95,522		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	48	\$71,470	\$40,373	\$47,751	\$64,150	\$91,313	\$114,624
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$136,558		\$94,604	\$125,911	\$161,589	
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$189,202	\$90,117	\$140,994	\$186,340	\$228,112	\$291,579
Top Finance Position	5	\$133,772			\$108,519		
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	16	\$347,988		\$211,242	\$297,261	\$369,107	
Top Administrative Position	5	\$287,074			\$226,037		
Top Finance Position	8	\$196,739			\$164,037		
Top Operations Position	7	\$235,952			\$208,209		
<b>California</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	52	\$81,385	\$26,389	\$44,639	\$74,656	\$109,777	\$143,377
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	\$133,914	\$45,336	\$81,428	\$111,479	\$190,887	\$248,126

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	38	\$190,295	\$86,701	\$115,558	\$149,786	\$196,646	\$344,293
Top Administrative Position	5	\$125,746			\$114,036		
Greater than \$5 million							
CEO/Executive Director	38	\$690,683	\$142,027	\$166,253	\$236,759	\$377,436	\$709,078
Top Administrative Position	8	\$197,064			\$173,167		
Top Business Position	7	\$263,097			\$236,510		
Top Finance Position	21	\$191,255	\$88,455	\$109,234	\$168,622	\$272,887	\$312,221
Top Human Resources Position	5	\$236,678			\$174,356		
Top Operations Position	9	\$268,104			\$286,228		
Top Technology Position	7	\$229,989			\$242,339		
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	86	\$65,752	\$19,996	\$31,077	\$59,676	\$86,655	\$119,195
Top Administrative Position	5	\$76,527			\$63,920		
Top Business Position	14	\$84,395		\$46,868	\$85,926	\$100,588	
Top Finance Position	27	\$68,687	\$17,069	\$23,652	\$54,184	\$113,692	\$144,587
Between \$500 thousand and \$1 million							
CEO/Executive Director	57	\$103,617	\$54,678	\$72,558	\$99,875	\$132,930	\$162,988
Top Business Position	17	\$113,836		\$81,000	\$102,197	\$150,134	
Top Finance Position	26	\$89,614	\$46,061	\$67,207	\$80,143	\$113,109	\$141,056
Between \$1 million and \$5 million							
CEO/Executive Director	139	\$143,710	\$70,560	\$103,833	\$141,668	\$180,916	\$220,170
Top Administrative Position	16	\$166,465		\$161,350	\$174,404	\$196,948	
Top Business Position	86	\$168,159	\$104,552	\$124,713	\$164,179	\$192,080	\$242,705
Top Finance Position	74	\$140,535	\$79,817	\$101,038	\$137,291	\$179,846	\$223,498

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
Greater than \$5 million							
CEO/Executive Director	81	\$223,390	\$82,787	\$130,304	\$204,408	\$261,623	\$349,351
Top Administrative Position	13	\$176,651		\$137,318	\$162,500	\$210,975	
Top Business Position	47	\$228,166	\$130,689	\$159,212	\$229,538	\$281,666	\$329,449
Top Finance Position	51	\$207,698	\$102,123	\$152,613	\$194,773	\$253,603	\$322,313
Top Legal Position	15	\$206,691		\$174,216	\$201,824	\$244,091	
Top PR/Communications Position	5	\$244,368			\$243,630		
Top Technology Position	6	\$215,417			\$225,420		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	381	\$78,260	\$39,000	\$50,531	\$70,200	\$94,992	\$128,117
Top Administrative Position	7	\$41,548			\$40,705		
Top Finance Position	5	\$38,187			\$40,298		
Between \$500 thousand and \$1 million							
CEO/Executive Director	179	\$137,012	\$80,805	\$91,626	\$116,424	\$158,377	\$226,880
Between \$1 million and \$5 million							
CEO/Executive Director	267	\$216,385	\$107,034	\$138,740	\$194,047	\$261,823	\$365,470
Top Administrative Position	10	\$139,324		\$100,215	\$134,064	\$138,490	
Top Business Position	6	\$139,176			\$131,681		
Top Finance Position	19	\$116,135		\$101,345	\$119,469	\$129,393	
Top Legal Position	8	\$226,643			\$225,502		
Top Marketing Position	6	\$153,309			\$152,881		
Top Operations Position	14	\$168,224		\$134,749	\$149,293	\$203,322	
Top PR/Communications Position	7	\$156,204			\$149,941		
Top Technology Position	5	\$157,986			\$132,989		



## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	75	\$623,564	\$214,800	\$280,566	\$377,000	\$819,221	\$1,012,760
Top Administrative Position	9	\$243,364			\$193,595		
Top Business Position	14	\$234,459		\$178,598	\$184,157	\$262,633	
Top Finance Position	43	\$228,706	\$113,377	\$149,822	\$197,943	\$244,618	\$391,616
Top Human Resources Position	5	\$184,440			\$185,770		
Top Legal Position	12	\$364,107		\$241,940	\$292,561	\$356,004	
Top Marketing Position	19	\$276,102		\$155,934	\$238,971	\$374,541	
Top Operations Position	22	\$292,964	\$124,392	\$183,418	\$254,092	\$323,429	\$436,462
Top PR/Communications Position	8	\$201,670			\$202,686		
Top Technology Position	17	\$246,298		\$167,808	\$224,927	\$293,746	
501(c)(07) - Social and Recreational Clubs							
\$500 thousand or less							
CEO/Executive Director	7	\$51,842			\$46,910		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$82,283			\$79,309		
Between \$1 million and \$5 million							
CEO/Executive Director	42	\$143,900	\$89,465	\$120,466	\$139,840	\$182,995	\$198,635
Top Administrative Position	35	\$141,065	\$91,970	\$114,923	\$138,136	\$172,270	\$191,832
Top Finance Position	7	\$103,653			\$106,631		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>501(c)(07) - Social and Recreational Clubs</b>							
Greater than \$5 million							
CEO/Executive Director	66	\$263,577	\$150,442	\$190,487	\$243,302	\$302,921	\$348,111
Top Administrative Position	65	\$271,591	\$153,405	\$197,058	\$245,623	\$305,404	\$372,287
Top Facilities Position	25	\$183,322	\$116,537	\$134,561	\$164,100	\$234,874	\$270,659
Top Finance Position	44	\$150,769	\$109,293	\$121,611	\$139,626	\$162,800	\$206,201
Top Human Resources Position	5	\$151,665			\$131,054		
Top Operations Position	7	\$335,488			\$307,157		
<b>501(c)(09) - Voluntary Employees Beneficiary Associations</b>							
Greater than \$5 million							
CEO/Executive Director	11	\$237,253		\$172,121	\$216,467	\$286,668	
Top Administrative Position	6	\$232,421			\$189,547		
Top Finance Position	5	\$187,904			\$170,384		
<b>501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$152,864		\$114,333	\$135,864	\$179,959	
Top Administrative Position	14	\$141,481		\$117,474	\$145,129	\$176,579	
Greater than \$5 million							
CEO/Executive Director	5	\$285,898			\$253,659		
<b>501(c)(13) - Cemetery Companies</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$131,629			\$142,405		
<b>501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$58,204			\$59,091		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$113,945		\$74,903	\$95,201	\$138,362	
Between \$1 million and \$5 million							
CEO/Executive Director	29	\$234,688	\$92,777	\$100,762	\$135,442	\$163,229	\$363,519
Top Finance Position	10	\$100,267		\$74,897	\$102,278	\$122,173	
Top Operations Position	8	\$82,024			\$82,604		
Greater than \$5 million							
CEO/Executive Director	76	\$848,539	\$205,511	\$307,241	\$503,491	\$810,666	\$1,541,732
Top Administrative Position	8	\$300,382			\$281,611		
Top Business Position	11	\$175,350		\$131,866	\$160,028	\$196,996	
Top Finance Position	64	\$292,098	\$134,988	\$186,397	\$263,908	\$353,606	\$481,098
Top Human Resources Position	25	\$232,700	\$134,600	\$165,920	\$211,605	\$248,572	\$354,099
Top Marketing Position	31	\$209,437	\$126,759	\$142,948	\$182,734	\$244,775	\$313,141
Top Operations Position	42	\$327,576	\$126,270	\$214,676	\$301,253	\$403,030	\$553,828
Top Technology Position	36	\$235,154	\$131,087	\$170,194	\$213,638	\$245,014	\$336,865
<b>Colorado</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	14	\$53,547		\$29,978	\$51,500	\$70,050	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$69,696			\$65,000		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$148,746			\$148,603		
Greater than \$5 million							
CEO/Executive Director	8	\$229,294			\$192,049		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$55,005		\$26,628	\$48,286	\$76,045	
Top Business Position	6	\$108,533			\$114,762		
Top Finance Position	5	\$55,667			\$39,123		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$71,533		\$47,590	\$79,761	\$87,722	
Top Business Position	5	\$122,114			\$121,546		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$132,310		\$111,111	\$127,777	\$160,514	
Top Business Position	11	\$137,551		\$99,683	\$149,898	\$176,745	
Top Finance Position	7	\$125,114			\$114,354		
Greater than \$5 million							
CEO/Executive Director	5	\$190,087			\$199,092		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	101	\$67,827	\$34,080	\$45,000	\$63,678	\$80,000	\$106,232
Between \$500 thousand and \$1 million							
CEO/Executive Director	45	\$131,881	\$70,407	\$90,676	\$118,971	\$163,529	\$204,347
Between \$1 million and \$5 million							
CEO/Executive Director	69	\$206,481	\$105,878	\$151,706	\$183,472	\$243,343	\$331,668
Top Finance Position	6	\$117,132			\$123,822		
Top Operations Position	8	\$187,489			\$178,500		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	18	\$494,502		\$324,230	\$430,279	\$499,726	
Top Finance Position	14	\$215,215		\$146,658	\$195,296	\$272,061	
Top Operations Position	5	\$348,030			\$275,911		
Top Technology Position	6	\$221,435			\$150,275		
501(c)(07) - Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$129,812			\$121,904		
Top Administrative Position	6	\$112,844			\$98,185		
Greater than \$5 million							
CEO/Executive Director	10	\$207,351		\$159,606	\$180,518	\$251,476	
Top Administrative Position	9	\$216,904			\$188,394		
Top Finance Position	5	\$141,432			\$142,229		
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	23	\$291,262	\$205,875	\$230,226	\$289,929	\$335,196	\$363,604
Top Administrative Position	12	\$265,362		\$218,699	\$269,981	\$318,419	
Top Finance Position	17	\$185,697		\$130,070	\$157,010	\$228,460	
Top Operations Position	16	\$192,761		\$158,089	\$192,851	\$222,484	
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$132,343		\$88,745	\$118,880	\$160,710	
Top Finance Position	5	\$93,361			\$102,489		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	15	\$629,850		\$269,701	\$395,513	\$645,729	
Top Finance Position	15	\$319,467		\$161,048	\$219,000	\$323,099	
Top Human Resources Position	5	\$177,724			\$120,464		
Top Marketing Position	7	\$140,435			\$142,984		
Top Operations Position	11	\$219,066		\$132,828	\$211,079	\$221,643	
Top Technology Position	6	\$214,376			\$167,587		
<b>Connecticut</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	5	\$108,224			\$95,188		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	13	\$45,610		\$18,349	\$37,861	\$78,154	
Top Business Position	5	\$44,107			\$36,073		
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$104,803		\$75,307	\$95,932	\$131,700	
Top Business Position	5	\$164,403			\$173,360		
Top Finance Position	5	\$85,197			\$88,133		
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$129,148	\$31,568	\$66,883	\$142,239	\$184,360	\$226,217
Top Business Position	15	\$192,327		\$175,332	\$183,084	\$202,130	
Top Finance Position	5	\$172,652			\$176,170		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Connecticut</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
Greater than \$5 million							
CEO/Executive Director	5	\$163,682			\$153,108		
Top Finance Position	5	\$196,104			\$181,167		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	47	\$73,912	\$39,000	\$51,828	\$62,160	\$82,611	\$126,495
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$155,809	\$87,470	\$97,779	\$144,995	\$185,850	\$215,363
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$244,372	\$149,336	\$191,442	\$243,889	\$291,590	\$341,660
Top Finance Position	6	\$124,504			\$129,597		
Top Operations Position	5	\$152,069			\$140,235		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$136,568		\$109,235	\$127,871	\$165,426	
Top Administrative Position	18	\$132,895		\$106,916	\$116,790	\$165,426	
Top Facilities Position	8	\$157,860			\$147,066		
Top Finance Position	5	\$110,143			\$108,306		
Greater than \$5 million							
CEO/Executive Director	26	\$274,316	\$161,585	\$226,102	\$290,875	\$325,019	\$354,749
Top Administrative Position	26	\$274,316	\$161,585	\$226,102	\$290,875	\$325,019	\$354,749
Top Facilities Position	16	\$206,122		\$153,353	\$210,135	\$250,394	
Top Finance Position	17	\$161,454		\$145,720	\$154,751	\$173,252	

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Connecticut</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	7	\$425,567			\$367,362		
Top Finance Position	7	\$223,152			\$205,860		
<b>Delaware</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$118,259			\$116,175		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	11	\$88,164		\$64,222	\$71,750	\$127,221	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$109,822			\$102,350		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$172,845		\$122,319	\$158,218	\$176,410	
<b>District of Columbia</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	16	\$106,378		\$61,087	\$81,739	\$158,440	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$173,080		\$125,776	\$191,507	\$201,395	
Between \$1 million and \$5 million							
CEO/Executive Director	33	\$266,406	\$82,455	\$144,230	\$249,167	\$387,291	\$501,063
Top PR/Communications Position	6	\$128,975			\$118,388		



## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
<b>501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees</b>							
Greater than \$5 million							
CEO/Executive Director	27	\$358,761	\$153,173	\$224,133	\$349,866	\$428,937	\$544,820
Top Development Position	6	\$232,424			\$182,350		
Top Finance Position	11	\$228,164		\$195,104	\$204,750	\$238,430	
Top Operations Position	5	\$325,641			\$262,229		
Top PR/Communications Position	6	\$145,240			\$137,594		
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$99,215			\$80,894		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$155,276			\$102,273		
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$157,400		\$70,012	\$132,214	\$172,358	
Top Finance Position	8	\$134,413			\$130,794		
Greater than \$5 million							
CEO/Executive Director	31	\$492,656	\$199,226	\$262,112	\$368,091	\$519,901	\$686,041
Top Administrative Position	7	\$589,085			\$544,077		
Top Finance Position	24	\$265,526	\$153,232	\$206,266	\$242,775	\$334,355	\$431,372
Top Legal Position	18	\$313,539		\$237,229	\$268,114	\$335,635	
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	45	\$121,715	\$38,891	\$70,314	\$106,528	\$165,000	\$220,306
Between \$500 thousand and \$1 million							
CEO/Executive Director	48	\$214,306	\$109,656	\$148,520	\$200,786	\$256,722	\$327,909

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	175	\$336,232	\$143,688	\$203,108	\$304,451	\$425,711	\$569,346
Top Administrative Position	11	\$145,700		\$126,570	\$149,075	\$163,339	
Top Finance Position	26	\$150,417	\$96,002	\$119,218	\$149,084	\$184,768	\$215,903
Top Legal Position	9	\$257,232			\$264,978		
Top Marketing Position	5	\$176,622			\$141,000		
Top Operations Position	17	\$211,041		\$175,020	\$204,081	\$260,397	
Top PR/Communications Position	12	\$183,650		\$139,267	\$171,922	\$205,536	
Greater than \$5 million							
CEO/Executive Director	165	\$1,200,977	\$324,987	\$488,742	\$761,082	\$1,453,125	\$2,668,239
Top Administrative Position	27	\$300,653	\$154,868	\$182,021	\$239,481	\$298,519	\$613,845
Top Business Position	7	\$186,008			\$170,168		
Top Finance Position	86	\$319,769	\$150,774	\$193,639	\$262,313	\$364,230	\$582,961
Top Human Resources Position	6	\$299,954			\$283,433		
Top Legal Position	66	\$435,057	\$213,391	\$306,906	\$402,471	\$522,985	\$699,164
Top Marketing Position	10	\$231,717		\$181,645	\$229,245	\$274,354	
Top Operations Position	43	\$463,003	\$182,822	\$236,909	\$310,115	\$539,917	\$826,157
Top PR/Communications Position	46	\$262,721	\$134,531	\$158,246	\$211,404	\$297,036	\$484,632
Top Technology Position	15	\$242,372		\$174,833	\$230,905	\$271,854	
501(c)(07) - Social and Recreational Clubs							
Greater than \$5 million							
Top Administrative Position	5	\$249,112			\$294,879		
Top Finance Position	5	\$155,551			\$139,986		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
<b>501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees</b>							
\$500 thousand or less							
CEO/Executive Director	22	\$88,084	\$44,583	\$56,810	\$87,156	\$109,250	\$139,523
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$139,620		\$101,844	\$114,075	\$169,558	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$162,994			\$159,490		
Greater than \$5 million							
CEO/Executive Director	7	\$581,861			\$410,984		
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	40	\$60,715	\$24,389	\$41,338	\$63,029	\$75,586	\$99,427
Top Business Position	11	\$77,590		\$44,724	\$68,599	\$81,665	
Top Finance Position	11	\$72,370		\$41,513	\$68,599	\$102,848	
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$77,905		\$52,820	\$67,413	\$91,210	
Top Business Position	13	\$96,256		\$84,045	\$89,906	\$115,118	
Top Finance Position	6	\$60,315			\$63,505		
Between \$1 million and \$5 million							
CEO/Executive Director	40	\$108,908	\$28,944	\$73,903	\$100,546	\$137,247	\$197,348
Top Business Position	16	\$114,255		\$95,955	\$102,182	\$136,547	
Top Finance Position	18	\$100,621		\$67,321	\$88,822	\$134,620	
Greater than \$5 million							
CEO/Executive Director	8	\$209,227			\$202,107		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	201	\$69,973	\$30,624	\$47,019	\$66,041	\$86,517	\$115,051
Top Administrative Position	5	\$33,908			\$30,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	97	\$129,212	\$73,751	\$95,835	\$120,800	\$154,744	\$186,718
Between \$1 million and \$5 million							
CEO/Executive Director	133	\$217,791	\$108,268	\$143,876	\$184,609	\$262,660	\$353,872
Top Finance Position	20	\$113,245	\$63,418	\$73,595	\$117,356	\$147,546	\$159,722
Top Operations Position	16	\$128,810		\$62,728	\$116,624	\$175,355	
Greater than \$5 million							
CEO/Executive Director	42	\$478,560	\$231,012	\$300,619	\$417,851	\$598,857	\$791,132
Top Finance Position	31	\$247,257	\$126,694	\$142,436	\$209,081	\$322,854	\$357,534
Top Legal Position	8	\$332,961			\$252,972		
Top Marketing Position	7	\$411,854			\$283,341		
Top Operations Position	12	\$295,116		\$182,934	\$285,533	\$327,041	
Top PR/Communications Position	5	\$196,046			\$223,190		
Top Technology Position	6	\$256,874			\$170,617		
501(c)(07) - Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	41	\$140,276	\$83,491	\$111,362	\$136,706	\$172,102	\$193,712
Top Administrative Position	40	\$142,892	\$87,170	\$110,183	\$139,747	\$172,437	\$193,867
Top Finance Position	15	\$95,243		\$77,581	\$93,550	\$107,203	

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
<b>501(c)(07) - Social and Recreational Clubs</b>							
Greater than \$5 million							
CEO/Executive Director	77	\$288,363	\$161,249	\$187,203	\$247,738	\$356,166	\$438,668
Top Administrative Position	81	\$303,549	\$162,836	\$189,574	\$267,390	\$359,298	\$456,611
Top Facilities Position	39	\$183,456	\$132,236	\$148,445	\$179,245	\$204,916	\$243,520
Top Finance Position	66	\$144,369	\$99,808	\$110,281	\$140,908	\$175,280	\$202,883
Top Operations Position	11	\$398,606		\$305,958	\$337,228	\$368,845	
<b>501(c)(08) - Fraternal Beneficiary Societies and Associations</b>							
\$500 thousand or less							
Top Administrative Position	9	\$24,331			\$21,390		
Between \$500 thousand and \$1 million							
Top Administrative Position	8	\$32,773			\$31,000		
<b>501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies</b>							
Greater than \$5 million							
CEO/Executive Director	19	\$354,796		\$254,797	\$310,982	\$393,982	
Top Administrative Position	13	\$302,850		\$166,687	\$299,337	\$381,768	
Top Finance Position	9	\$207,483			\$198,721		
Top Operations Position	8	\$205,725			\$215,801		
<b>501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$129,209	\$80,840	\$96,794	\$125,728	\$170,775	\$185,711

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	29	\$551,906	\$200,237	\$326,716	\$411,194	\$644,474	\$958,184
Top Business Position	6	\$172,544			\$147,774		
Top Finance Position	25	\$274,702	\$114,202	\$141,160	\$213,769	\$308,339	\$494,351
Top Human Resources Position	7	\$175,993			\$150,646		
Top Marketing Position	9	\$170,871			\$177,280		
Top Operations Position	14	\$299,103		\$164,075	\$222,525	\$309,029	
Top Technology Position	17	\$180,102		\$137,940	\$156,927	\$216,968	
<b>Georgia</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	6	\$47,473			\$50,930		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$188,775			\$136,509		
Greater than \$5 million							
CEO/Executive Director	8	\$293,064			\$253,422		
Top Finance Position	5	\$193,346			\$211,509		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	7	\$44,356			\$36,172		
Top Finance Position	6	\$52,669			\$57,431		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$120,579		\$92,030	\$115,299	\$133,829	
Top Business Position	6	\$99,469			\$95,414		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$108,887		\$76,000	\$95,111	\$137,925	
Top Business Position	6	\$112,554			\$121,650		
Top Finance Position	10	\$88,422		\$74,386	\$88,609	\$99,509	
Greater than \$5 million							
CEO/Executive Director	5	\$212,674			\$153,494		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	122	\$70,012	\$33,991	\$43,194	\$60,000	\$84,885	\$119,054
Top Administrative Position	5	\$26,788			\$30,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	58	\$123,423	\$81,877	\$95,154	\$118,407	\$147,607	\$179,409
Between \$1 million and \$5 million							
CEO/Executive Director	70	\$195,979	\$90,838	\$139,581	\$169,677	\$225,889	\$315,044
Top Finance Position	9	\$99,035			\$84,937		
Greater than \$5 million							
CEO/Executive Director	29	\$547,885	\$230,048	\$286,112	\$406,566	\$582,432	\$1,144,274
Top Business Position	5	\$206,279			\$191,015		
Top Finance Position	15	\$217,586		\$138,706	\$180,871	\$247,805	
Top Operations Position	9	\$222,735			\$222,250		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$122,361		\$108,788	\$119,748	\$125,350	
Top Administrative Position	9	\$123,629			\$118,584		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
<b>501(c)(07) - Social and Recreational Clubs</b>							
Greater than \$5 million							
CEO/Executive Director	15	\$292,111		\$185,349	\$255,027	\$377,656	
Top Administrative Position	13	\$273,955		\$202,170	\$255,027	\$363,364	
Top Facilities Position	6	\$155,192			\$149,441		
Top Finance Position	8	\$157,351			\$161,444		
<b>501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies</b>							
Greater than \$5 million							
CEO/Executive Director	44	\$377,324	\$166,018	\$210,813	\$307,061	\$447,460	\$561,367
Top Administrative Position	14	\$216,668		\$165,062	\$200,334	\$240,965	
Top Finance Position	16	\$288,782		\$172,601	\$247,777	\$375,949	
Top Operations Position	12	\$299,364		\$221,859	\$264,215	\$422,461	
<b>501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$57,289			\$56,733		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$159,065		\$113,259	\$141,310	\$171,343	
Top Finance Position	5	\$96,893			\$103,696		
Greater than \$5 million							
CEO/Executive Director	13	\$559,565		\$214,636	\$471,509	\$863,211	
Top Finance Position	11	\$248,558		\$131,347	\$165,913	\$310,266	
Top Operations Position	7	\$381,415			\$356,410		
Top Technology Position	5	\$253,666			\$231,030		



## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Hawaii</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$200,549		\$149,850	\$185,210	\$224,528	
Top Business Position	5	\$216,413			\$216,189		
Top Finance Position	6	\$226,475			\$180,656		
Greater than \$5 million							
CEO/Executive Director	5	\$167,951			\$144,492		
Top Finance Position	5	\$196,709			\$149,156		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	28	\$80,133	\$39,838	\$61,469	\$71,760	\$88,347	\$123,663
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$120,919		\$87,922	\$93,498	\$144,801	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$208,122			\$176,703		
501(c)(07) - Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	5	\$257,786			\$269,550		
Top Administrative Position	6	\$254,229			\$252,998		
Top Finance Position	6	\$127,161			\$123,641		
<b>Idaho</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	35	\$65,090	\$30,827	\$41,807	\$65,000	\$80,947	\$97,064

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Idaho</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$116,241		\$90,000	\$116,958	\$145,050	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$166,925		\$124,877	\$142,563	\$179,013	
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	9	\$232,957			\$237,245		
Top Administrative Position	8	\$249,875			\$238,601		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$105,382			\$109,565		
Greater than \$5 million							
CEO/Executive Director	6	\$496,362			\$202,467		
Top Finance Position	5	\$199,116			\$142,821		

## Illinois

### 501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees

\$500 thousand or less							
CEO/Executive Director	14	\$65,576		\$42,750	\$51,395	\$86,675	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$144,712		\$98,932	\$129,563	\$187,199	
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$154,518		\$87,545	\$118,446	\$203,961	

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
<b>501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees</b>							
Greater than \$5 million							
CEO/Executive Director	13	\$853,037		\$196,659	\$259,115	\$501,328	
Top Finance Position	5	\$384,144			\$292,858		
Top Legal Position	5	\$300,214			\$223,233		
Top Operations Position	5	\$249,005			\$117,660		
Top Technology Position	5	\$360,930			\$405,539		
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	25	\$55,279	\$22,855	\$41,556	\$52,585	\$75,963	\$80,801
Top Business Position	10	\$98,642		\$58,848	\$102,042	\$140,115	
Top Education Position	5	\$131,675			\$116,225		
Top Finance Position	16	\$62,975		\$20,806	\$56,469	\$95,622	
Between \$500 thousand and \$1 million							
CEO/Executive Director	33	\$112,299	\$67,387	\$75,000	\$114,454	\$137,207	\$163,188
Top Business Position	25	\$160,837	\$103,954	\$140,822	\$157,501	\$191,208	\$219,740
Top Finance Position	18	\$109,432		\$80,638	\$114,436	\$131,242	
Between \$1 million and \$5 million							
CEO/Executive Director	66	\$181,576	\$94,931	\$120,296	\$176,392	\$234,549	\$285,797
Top Administrative Position	5	\$130,969			\$156,591		
Top Business Position	62	\$198,340	\$142,106	\$161,627	\$188,932	\$233,339	\$256,177
Top Education Position	7	\$167,438			\$178,792		
Top Finance Position	59	\$186,023	\$90,915	\$127,140	\$185,522	\$239,172	\$286,357

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
Greater than \$5 million							
CEO/Executive Director	25	\$238,300	\$166,448	\$195,550	\$215,043	\$281,839	\$325,275
Top Business Position	23	\$241,580	\$126,054	\$153,190	\$202,088	\$307,803	\$364,475
Top Finance Position	20	\$241,068	\$122,453	\$174,507	\$209,962	\$299,651	\$415,664
Top Legal Position	8	\$282,652			\$233,613		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	191	\$71,599	\$31,200	\$45,179	\$63,000	\$91,385	\$125,536
Between \$500 thousand and \$1 million							
CEO/Executive Director	76	\$140,077	\$70,321	\$98,277	\$127,952	\$173,062	\$202,238
Between \$1 million and \$5 million							
CEO/Executive Director	147	\$223,297	\$113,384	\$153,653	\$211,320	\$274,511	\$321,764
Top Administrative Position	7	\$148,590			\$132,000		
Top Education Position	5	\$118,854			\$126,403		
Top Finance Position	22	\$137,768	\$98,566	\$118,968	\$140,984	\$159,746	\$183,757
Top Operations Position	13	\$152,537		\$115,863	\$161,978	\$182,845	

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	86	\$561,106	\$230,841	\$302,039	\$418,776	\$661,917	\$1,054,671
Top Administrative Position	6	\$167,279			\$154,081		
Top Business Position	9	\$249,753			\$236,750		
Top Education Position	8	\$187,146			\$184,089		
Top Finance Position	52	\$248,815	\$124,126	\$168,774	\$222,656	\$292,106	\$405,356
Top Human Resources Position	11	\$246,436		\$152,375	\$173,671	\$230,002	
Top Legal Position	17	\$365,972		\$282,685	\$338,177	\$451,869	
Top Marketing Position	19	\$251,431		\$167,104	\$209,543	\$255,741	
Top Operations Position	23	\$375,500	\$181,320	\$263,891	\$315,514	\$459,511	\$609,071
Top PR/Communications Position	18	\$233,508		\$156,970	\$183,685	\$273,135	
Top Technology Position	19	\$223,324		\$154,337	\$218,965	\$262,733	
501(c)(07) - Social and Recreational Clubs							
\$500 thousand or less							
CEO/Executive Director	7	\$52,545			\$46,000		
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$161,498	\$95,263	\$113,655	\$142,504	\$206,691	\$237,197
Top Administrative Position	20	\$163,805	\$97,821	\$112,052	\$147,549	\$213,319	\$247,352
Top Facilities Position	8	\$151,403			\$141,926		
Greater than \$5 million							
CEO/Executive Director	43	\$243,203	\$152,036	\$178,680	\$230,597	\$292,288	\$329,395
Top Administrative Position	40	\$260,998	\$171,766	\$192,213	\$248,460	\$314,951	\$335,832
Top Facilities Position	24	\$209,754	\$128,845	\$177,211	\$213,431	\$255,730	\$266,679
Top Finance Position	31	\$144,460	\$100,072	\$118,394	\$131,715	\$152,504	\$168,062
Top Legal Position	5	\$147,995			\$157,083		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
<b>501(c)(08) - Fraternal Beneficiary Societies and Associations</b>							
Greater than \$5 million							
CEO/Executive Director	12	\$504,494		\$154,235	\$208,489	\$374,255	
Top Finance Position	9	\$253,955			\$182,344		
<b>501(c)(09) - Voluntary Employees Beneficiary Associations</b>							
Greater than \$5 million							
Top Administrative Position	10	\$197,981		\$144,601	\$173,357	\$259,956	
<b>501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies</b>							
Greater than \$5 million							
CEO/Executive Director	24	\$305,847	\$169,513	\$200,779	\$262,783	\$367,989	\$429,075
Top Administrative Position	9	\$216,534			\$203,724		
Top Finance Position	12	\$187,007		\$153,556	\$175,956	\$224,785	
Top Operations Position	12	\$193,474		\$163,283	\$175,294	\$208,446	
<b>501(c)(13) - Cemetery Companies</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$46,489			\$48,610		
<b>501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds</b>							
\$500 thousand or less							
CEO/Executive Director	34	\$58,911	\$30,098	\$38,355	\$58,342	\$72,272	\$91,026
Top Finance Position	9	\$42,110			\$52,169		
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$82,409		\$72,072	\$79,626	\$92,330	
Between \$1 million and \$5 million							
CEO/Executive Director	32	\$138,906	\$80,405	\$92,402	\$128,710	\$166,198	\$200,003

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	33	\$438,221	\$170,790	\$219,161	\$349,557	\$481,355	\$846,954
Top Business Position	7	\$163,898			\$178,634		
Top Finance Position	28	\$189,138	\$108,056	\$126,973	\$152,467	\$213,185	\$324,524
Top Marketing Position	7	\$142,366			\$130,955		
Top Operations Position	17	\$183,271		\$114,699	\$181,731	\$230,878	
Top Technology Position	15	\$165,186		\$115,951	\$133,579	\$194,015	
501(c)(19) - Post or Organization of Past or Present Members of the Armed Forces							
\$500 thousand or less							
CEO/Executive Director	7	\$38,121			\$41,676		
<b>Indiana</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	15	\$66,478		\$40,178	\$64,890	\$82,550	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$117,369			\$120,540		
Greater than \$5 million							
CEO/Executive Director	6	\$743,248			\$363,789		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	18	\$77,639		\$46,838	\$71,768	\$94,728	
Top Business Position	7	\$110,415			\$95,303		
Top Finance Position	5	\$36,288			\$31,957		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$84,030		\$63,956	\$79,984	\$113,601	
Top Business Position	8	\$120,177			\$113,299		
Top Finance Position	9	\$85,601			\$68,509		
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$136,794	\$49,937	\$93,811	\$135,779	\$160,730	\$219,807
Top Business Position	21	\$151,251	\$94,428	\$110,953	\$148,086	\$181,047	\$207,900
Top Finance Position	23	\$140,918	\$78,759	\$104,119	\$136,812	\$164,207	\$226,082
Greater than \$5 million							
Top Finance Position	8	\$167,192			\$170,176		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	121	\$68,050	\$31,345	\$41,683	\$61,832	\$88,353	\$112,122
Between \$500 thousand and \$1 million							
CEO/Executive Director	42	\$125,368	\$81,230	\$89,429	\$113,421	\$156,202	\$189,551
Between \$1 million and \$5 million							
CEO/Executive Director	44	\$212,862	\$91,269	\$116,487	\$177,560	\$272,084	\$347,695
Top Finance Position	7	\$142,680			\$108,175		
Greater than \$5 million							
CEO/Executive Director	10	\$602,922		\$318,268	\$375,706	\$654,195	
Top Finance Position	5	\$191,918			\$182,945		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$154,296		\$105,134	\$155,418	\$193,139	



## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
501(c)(07) - Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	11	\$151,064		\$104,754	\$133,165	\$205,180	
501(c)(08) - Fraternal Beneficiary Societies and Associations							
\$500 thousand or less							
Top Administrative Position	7	\$25,117			\$24,050		
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$95,408			\$92,995		
Greater than \$5 million							
CEO/Executive Director	38	\$268,139	\$151,412	\$195,036	\$255,134	\$302,394	\$378,572
Top Administrative Position	10	\$205,785		\$151,856	\$198,093	\$223,681	
Top Finance Position	10	\$169,646		\$155,879	\$175,860	\$189,356	
Top Operations Position	14	\$178,178		\$147,419	\$153,887	\$163,450	
Top Technology Position	5	\$174,333			\$144,873		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$71,433			\$66,880		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$154,268		\$97,901	\$112,056	\$146,351	
Top Operations Position	5	\$79,741			\$72,928		
Greater than \$5 million							
CEO/Executive Director	12	\$501,102		\$279,392	\$512,978	\$571,968	
Top Finance Position	10	\$208,225		\$172,881	\$188,118	\$219,112	
Top Operations Position	5	\$299,235			\$261,296		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
501(c)(19) - Post or Organization of Past or Present Members of the Armed Forces							
\$500 thousand or less							
CEO/Executive Director	6	\$34,685			\$29,850		
<b>Iowa</b>							
501(c)(01) - Government Instrumentality							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$127,717			\$122,564		
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	14	\$68,083		\$41,474	\$63,395	\$74,111	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$164,718			\$175,188		
Greater than \$5 million							
CEO/Executive Director	5	\$574,412			\$730,774		
Top Finance Position	5	\$232,513			\$185,443		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	10	\$56,805		\$47,308	\$60,777	\$70,259	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$81,892			\$72,458		
Top Business Position	6	\$104,411			\$107,874		
Top Finance Position	6	\$78,186			\$82,514		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Iowa</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$110,161		\$89,648	\$115,036	\$127,244	
Top Business Position	9	\$146,025			\$135,118		
Top Finance Position	10	\$106,102		\$75,429	\$117,178	\$122,652	
Greater than \$5 million							
CEO/Executive Director	6	\$326,371			\$356,014		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	79	\$61,032	\$34,972	\$43,537	\$59,500	\$73,514	\$98,863
Between \$500 thousand and \$1 million							
CEO/Executive Director	36	\$140,275	\$63,232	\$96,870	\$132,148	\$182,832	\$223,950
Between \$1 million and \$5 million							
CEO/Executive Director	36	\$189,867	\$107,619	\$130,111	\$187,433	\$224,090	\$272,630
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$103,489			\$81,958		
Top Administrative Position	8	\$103,468			\$77,775		
<b>501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$119,239			\$117,076		
Greater than \$5 million							
CEO/Executive Director	30	\$217,037	\$139,283	\$164,654	\$193,708	\$243,009	\$335,388
Top Administrative Position	14	\$194,046		\$151,254	\$166,411	\$204,881	
Top Finance Position	16	\$150,518		\$115,964	\$135,363	\$185,412	

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Iowa</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
\$500 thousand or less							
CEO/Executive Director	8	\$43,023			\$47,160		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$76,536			\$72,656		
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$131,115	\$82,302	\$103,503	\$128,401	\$159,175	\$184,884
Greater than \$5 million							
CEO/Executive Director	16	\$377,810		\$206,357	\$273,191	\$548,868	
Top Finance Position	8	\$203,484			\$175,249		
Top Marketing Position	5	\$231,037			\$240,543		
Top Operations Position	6	\$283,242			\$343,392		
<b>Kansas</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	9	\$57,799			\$52,842		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$112,538			\$116,187		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$124,680			\$111,665		
Greater than \$5 million							
CEO/Executive Director	5	\$227,861			\$197,929		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	9	\$61,789			\$54,170		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$105,915			\$115,786		
Between \$1 million and \$5 million							
Top Business Position	5	\$120,105			\$110,863		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	76	\$61,965	\$21,800	\$35,110	\$55,822	\$76,580	\$114,141
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$126,448	\$70,659	\$97,371	\$124,334	\$160,250	\$166,950
Between \$1 million and \$5 million							
CEO/Executive Director	33	\$179,867	\$107,486	\$111,900	\$171,564	\$224,312	\$260,463
Greater than \$5 million							
CEO/Executive Director	8	\$440,674			\$413,596		
Top Finance Position	6	\$206,532			\$197,285		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$112,655			\$98,080		
Top Administrative Position	5	\$94,436			\$95,910		
Greater than \$5 million							
CEO/Executive Director	6	\$254,930			\$280,040		
Top Administrative Position	6	\$254,930			\$280,040		
Top Finance Position	6	\$102,484			\$96,818		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas</b>							
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	24	\$330,368	\$195,907	\$231,956	\$280,141	\$420,124	\$540,414
Top Administrative Position	14	\$297,627		\$220,328	\$256,565	\$334,892	
Top Finance Position	14	\$174,252		\$129,239	\$180,984	\$225,928	
Top Operations Position	12	\$212,895		\$168,036	\$192,239	\$218,022	
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$106,019			\$100,272		
Greater than \$5 million							
CEO/Executive Director	9	\$451,060			\$344,438		
Top Finance Position	9	\$208,492			\$164,156		
<b>Kentucky</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	9	\$68,263			\$49,725		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	13	\$44,131		\$19,345	\$40,927	\$65,450	
Top Finance Position	8	\$29,482			\$21,106		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$72,834			\$80,675		
Top Business Position	6	\$105,268			\$95,830		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kentucky</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$120,679		\$89,724	\$132,670	\$156,502	
Top Business Position	10	\$122,973		\$91,774	\$123,892	\$137,556	
Top Finance Position	8	\$119,575			\$124,401		
Greater than \$5 million							
CEO/Executive Director	5	\$319,019			\$215,487		
Top Finance Position	6	\$195,129			\$145,783		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	65	\$72,105	\$32,600	\$45,959	\$68,276	\$96,000	\$119,266
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	\$127,708	\$65,699	\$102,525	\$125,000	\$156,526	\$172,187
Between \$1 million and \$5 million							
CEO/Executive Director	32	\$209,367	\$105,403	\$133,001	\$184,112	\$236,657	\$276,410
Greater than \$5 million							
CEO/Executive Director	11	\$451,511		\$220,437	\$401,303	\$659,492	
Top Finance Position	8	\$218,129			\$156,486		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$201,596			\$160,195		
Top Administrative Position	5	\$126,351			\$104,697		
<b>501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$65,183			\$63,984		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kentucky</b>							
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	26	\$286,900	\$160,745	\$194,975	\$235,918	\$273,586	\$370,794
Top Administrative Position	7	\$179,332			\$172,425		
Top Finance Position	9	\$204,253			\$153,664		
Top Operations Position	9	\$224,561			\$181,950		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$139,216			\$119,498		
Greater than \$5 million							
CEO/Executive Director	5	\$262,254			\$214,664		
<b>Louisiana</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	9	\$55,426			\$49,920		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$96,957			\$67,103		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$115,249			\$134,214		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	13	\$59,843		\$38,948	\$61,000	\$87,187	



## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Louisiana</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$79,518		\$66,890	\$79,070	\$90,142	
Top Business Position	6	\$100,265			\$100,723		
Top Finance Position	5	\$89,769			\$96,649		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$109,774		\$87,264	\$95,776	\$135,117	
Top Business Position	9	\$106,864			\$101,258		
Top Finance Position	5	\$121,555			\$102,167		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	64	\$69,620	\$30,000	\$43,866	\$62,303	\$75,788	\$131,275
Between \$500 thousand and \$1 million							
CEO/Executive Director	41	\$116,312	\$74,717	\$92,000	\$111,970	\$131,396	\$158,283
Between \$1 million and \$5 million							
CEO/Executive Director	34	\$231,449	\$100,193	\$155,634	\$209,821	\$295,753	\$355,019
Greater than \$5 million							
CEO/Executive Director	5	\$256,299			\$212,080		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$149,132			\$124,217		
Top Administrative Position	5	\$133,189			\$114,534		
Greater than \$5 million							
CEO/Executive Director	5	\$273,733			\$201,300		
Top Administrative Position	5	\$273,733			\$201,300		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Louisiana</b>							
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	7	\$245,498			\$261,832		
Top Administrative Position	7	\$245,498			\$261,832		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
\$500 thousand or less							
CEO/Executive Director	8	\$56,008			\$52,895		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$84,707			\$85,907		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$89,596			\$82,600		
<b>Maine</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	6	\$84,653			\$90,972		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	35	\$72,229	\$34,846	\$46,477	\$60,950	\$93,040	\$104,183
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$113,161		\$80,045	\$98,069	\$131,610	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$192,036		\$109,086	\$175,747	\$208,663	

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maine</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	7	\$281,592			\$282,467		
Top Finance Position	5	\$202,900			\$175,575		
<b>Maryland</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	12	\$79,569		\$50,740	\$72,615	\$96,275	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$93,566			\$83,439		
Greater than \$5 million							
CEO/Executive Director	8	\$451,403			\$254,378		
Top Finance Position	5	\$203,877			\$177,418		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	18	\$76,072		\$50,161	\$66,175	\$108,824	
Top Finance Position	8	\$59,774			\$62,475		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$114,639		\$79,707	\$100,887	\$123,073	
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$152,289	\$60,400	\$98,867	\$139,753	\$189,507	\$223,676
Top Business Position	10	\$147,835		\$133,995	\$147,035	\$170,435	
Top Finance Position	10	\$117,337		\$106,246	\$124,624	\$155,639	

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
Greater than \$5 million							
CEO/Executive Director	19	\$305,472		\$203,951	\$260,673	\$410,341	
Top Administrative Position	5	\$461,616			\$429,213		
Top Business Position	5	\$178,955			\$191,973		
Top Finance Position	11	\$216,664		\$168,965	\$194,068	\$281,514	
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	67	\$79,695	\$34,738	\$51,074	\$75,993	\$101,268	\$125,804
Between \$500 thousand and \$1 million							
CEO/Executive Director	41	\$139,769	\$80,615	\$94,800	\$120,740	\$183,556	\$236,088
Between \$1 million and \$5 million							
CEO/Executive Director	67	\$223,754	\$109,733	\$145,384	\$199,929	\$264,740	\$359,657
Top Finance Position	7	\$116,514			\$123,948		
Top Operations Position	6	\$136,129			\$134,038		
Greater than \$5 million							
CEO/Executive Director	31	\$569,855	\$264,448	\$319,238	\$468,019	\$700,573	\$842,735
Top Business Position	5	\$176,986			\$176,571		
Top Finance Position	17	\$296,732		\$187,034	\$211,895	\$271,977	
Top Operations Position	8	\$278,488			\$275,211		
Top Technology Position	10	\$167,594		\$147,782	\$167,447	\$188,152	
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$136,255			\$120,000		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
501(c)(07) - Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	16	\$318,102		\$213,994	\$297,009	\$405,961	
Top Administrative Position	15	\$327,512		\$235,588	\$305,243	\$414,161	
Top Facilities Position	6	\$216,175			\$214,964		
Top Finance Position	11	\$146,861		\$113,089	\$145,783	\$161,252	
<b>Massachusetts</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	8	\$76,272			\$53,191		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$102,573			\$78,606		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$241,493		\$187,050	\$227,306	\$298,803	
Greater than \$5 million							
CEO/Executive Director	5	\$518,597			\$251,204		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	14	\$65,068		\$35,661	\$74,397	\$85,058	
Top Business Position	16	\$114,580		\$85,629	\$109,716	\$134,705	
Top Finance Position	5	\$71,160			\$55,939		
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$102,700		\$81,453	\$94,009	\$134,619	
Top Business Position	10	\$146,125		\$108,309	\$143,562	\$171,091	
Top Finance Position	11	\$107,158		\$80,811	\$98,420	\$140,246	

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$108,027	\$38,019	\$68,187	\$112,278	\$138,544	\$165,783
Top Business Position	22	\$153,528	\$86,347	\$105,074	\$151,423	\$197,631	\$225,556
Top Finance Position	21	\$130,501	\$51,849	\$68,537	\$121,315	\$157,385	\$210,212
Greater than \$5 million							
CEO/Executive Director	12	\$220,274		\$183,264	\$199,852	\$270,911	
Top Business Position	10	\$221,626		\$179,079	\$211,948	\$240,197	
Top Finance Position	9	\$224,901			\$230,575		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	96	\$75,979	\$39,621	\$49,356	\$67,100	\$92,544	\$123,214
Between \$500 thousand and \$1 million							
CEO/Executive Director	57	\$142,866	\$74,542	\$93,500	\$122,815	\$175,147	\$257,272
Between \$1 million and \$5 million							
CEO/Executive Director	51	\$277,682	\$118,257	\$181,013	\$226,494	\$345,347	\$482,329
Top Finance Position	6	\$130,240			\$138,065		
Greater than \$5 million							
CEO/Executive Director	23	\$598,899	\$187,172	\$297,937	\$437,241	\$565,091	\$878,339
Top Finance Position	15	\$180,134		\$137,914	\$156,722	\$205,712	
Top Legal Position	8	\$261,900			\$242,406		
Top Operations Position	6	\$340,462			\$279,645		
Top Technology Position	5	\$180,438			\$156,917		
<b>501(c)(07) - Social and Recreational Clubs</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$39,088			\$30,060		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$172,999	\$103,103	\$132,123	\$176,749	\$203,667	\$219,667
Top Administrative Position	24	\$172,999	\$103,103	\$132,123	\$176,749	\$203,667	\$219,667
Top Facilities Position	11	\$148,966		\$127,367	\$143,511	\$170,965	
Greater than \$5 million							
CEO/Executive Director	21	\$278,117	\$169,065	\$215,895	\$286,710	\$341,293	\$380,339
Top Administrative Position	21	\$278,117	\$169,065	\$215,895	\$286,710	\$341,293	\$380,339
Top Facilities Position	18	\$192,316		\$154,789	\$193,736	\$216,012	
Top Finance Position	18	\$153,834		\$133,793	\$152,150	\$172,230	
<b>501(c)(13) - Cemetery Companies</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$193,096			\$162,090		
<b>501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$105,786			\$110,501		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$256,427		\$130,928	\$211,787	\$231,098	
Top Finance Position	7	\$104,978			\$112,264		
Greater than \$5 million							
CEO/Executive Director	27	\$394,307	\$190,435	\$247,967	\$307,014	\$466,114	\$597,500
Top Finance Position	24	\$200,679	\$115,777	\$128,422	\$174,870	\$226,393	\$301,024
Top Marketing Position	6	\$168,340			\$147,521		
Top Operations Position	10	\$211,906		\$151,188	\$183,994	\$253,385	

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
<b>501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees</b>							
\$500 thousand or less							
CEO/Executive Director	18	\$68,453		\$36,953	\$54,894	\$77,351	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$234,540			\$125,000		
Greater than \$5 million							
CEO/Executive Director	5	\$2,843,656			\$364,197		
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	34	\$60,264	\$17,239	\$25,577	\$40,455	\$84,123	\$107,675
Top Administrative Position	5	\$41,552			\$37,222		
Top Business Position	5	\$58,641			\$69,018		
Top Finance Position	18	\$43,535		\$35,118	\$43,977	\$51,299	
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$88,970	\$34,936	\$48,079	\$79,405	\$116,711	\$137,758
Top Business Position	17	\$99,046		\$81,907	\$89,985	\$117,040	
Top Finance Position	18	\$70,054		\$48,464	\$56,093	\$94,423	
Between \$1 million and \$5 million							
CEO/Executive Director	54	\$90,332	\$33,612	\$44,128	\$72,026	\$130,880	\$173,750
Top Business Position	21	\$150,261	\$88,982	\$107,907	\$144,218	\$183,460	\$234,486
Top Finance Position	48	\$118,304	\$48,618	\$82,933	\$116,996	\$146,558	\$181,990
Greater than \$5 million							
CEO/Executive Director	13	\$214,144		\$179,912	\$228,756	\$266,996	
Top Finance Position	11	\$190,609		\$148,952	\$176,201	\$222,389	



## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	133	\$64,292	\$29,100	\$40,000	\$56,646	\$79,416	\$105,035
Between \$500 thousand and \$1 million							
CEO/Executive Director	51	\$128,422	\$74,479	\$90,382	\$117,365	\$160,451	\$179,522
Between \$1 million and \$5 million							
CEO/Executive Director	71	\$196,797	\$106,085	\$137,098	\$186,673	\$233,822	\$298,383
Top Finance Position	8	\$128,311			\$105,140		
Greater than \$5 million							
CEO/Executive Director	21	\$397,069	\$190,580	\$270,381	\$336,387	\$491,414	\$690,996
Top Finance Position	10	\$173,502		\$143,760	\$165,665	\$184,572	
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$131,003	\$92,256	\$100,928	\$124,554	\$150,416	\$165,609
Top Administrative Position	24	\$132,172	\$92,096	\$101,709	\$125,652	\$153,184	\$168,534
Top Finance Position	7	\$84,334			\$89,356		
Greater than \$5 million							
CEO/Executive Director	9	\$235,915			\$221,054		
Top Administrative Position	8	\$202,066			\$206,573		
Top Facilities Position	7	\$153,935			\$155,401		
<b>501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies</b>							
Greater than \$5 million							
CEO/Executive Director	10	\$411,156		\$244,239	\$319,975	\$515,254	
Top Finance Position	7	\$198,425			\$181,193		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
\$500 thousand or less							
CEO/Executive Director	7	\$71,161			\$72,949		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$84,981			\$80,027		
Between \$1 million and \$5 million							
CEO/Executive Director	51	\$117,929	\$70,395	\$94,842	\$118,500	\$139,217	\$161,122
Top Finance Position	19	\$75,575		\$62,457	\$72,452	\$86,557	
Greater than \$5 million							
CEO/Executive Director	64	\$404,835	\$151,765	\$201,473	\$331,516	\$476,811	\$654,446
Top Business Position	5	\$181,491			\$175,226		
Top Finance Position	51	\$172,159	\$89,133	\$112,614	\$138,926	\$221,367	\$294,346
Top Human Resources Position	11	\$181,677		\$157,558	\$177,973	\$220,219	
Top Marketing Position	5	\$134,119			\$124,036		
Top Operations Position	24	\$175,693	\$87,653	\$123,114	\$158,525	\$205,433	\$291,704
Top Technology Position	14	\$177,666		\$130,292	\$172,211	\$210,533	

## Minnesota

### 501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees

\$500 thousand or less							
CEO/Executive Director	21	\$74,443	\$18,045	\$36,735	\$61,000	\$98,400	\$136,931
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$108,353			\$108,081		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$145,962		\$77,230	\$132,409	\$145,950	

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$57,980		\$27,689	\$48,413	\$94,183	
Top Finance Position	8	\$54,866			\$37,563		
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$96,434		\$63,402	\$107,768	\$117,509	
Top Business Position	9	\$138,388			\$168,514		
Top Finance Position	10	\$111,153		\$73,434	\$129,845	\$142,256	
Between \$1 million and \$5 million							
CEO/Executive Director	29	\$125,200	\$81,350	\$98,520	\$124,412	\$159,584	\$177,934
Top Business Position	20	\$164,862	\$100,528	\$128,243	\$166,475	\$196,154	\$236,306
Top Finance Position	16	\$127,051		\$87,731	\$122,223	\$164,757	
Greater than \$5 million							
CEO/Executive Director	15	\$187,649		\$164,830	\$167,733	\$224,294	
Top Business Position	11	\$189,738		\$161,903	\$186,234	\$220,744	
Top Finance Position	9	\$196,157			\$186,234		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	120	\$66,364	\$30,195	\$42,250	\$58,403	\$81,413	\$110,007
Between \$500 thousand and \$1 million							
CEO/Executive Director	46	\$136,329	\$84,756	\$105,623	\$119,705	\$164,118	\$187,849
Between \$1 million and \$5 million							
CEO/Executive Director	47	\$206,853	\$120,276	\$153,978	\$196,705	\$240,612	\$310,936
Top Finance Position	8	\$113,832			\$108,118		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
Greater than \$5 million							
CEO/Executive Director	23	\$433,872	\$186,159	\$223,833	\$264,577	\$454,540	\$707,301
Top Finance Position	9	\$144,927			\$121,586		
Top Operations Position	5	\$147,434			\$142,337		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$130,130			\$120,490		
Top Administrative Position	9	\$135,347			\$143,807		
Greater than \$5 million							
CEO/Executive Director	5	\$248,479			\$246,350		
Top Administrative Position	6	\$251,461			\$255,654		
<b>501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies</b>							
Greater than \$5 million							
CEO/Executive Director	45	\$269,570	\$163,084	\$202,713	\$236,415	\$344,808	\$413,450
Top Administrative Position	27	\$254,044	\$154,747	\$188,209	\$207,766	\$309,485	\$413,427
Top Finance Position	28	\$179,111	\$101,696	\$129,585	\$155,812	\$204,719	\$261,261
Top Operations Position	15	\$199,460		\$176,557	\$195,845	\$213,364	
<b>501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$64,679		\$49,023	\$63,000	\$81,587	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$91,079			\$90,585		
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$143,418	\$88,122	\$103,488	\$143,484	\$175,494	\$188,551
Top Finance Position	7	\$90,347			\$89,375		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	11	\$316,594		\$211,559	\$270,829	\$349,195	
Top Finance Position	10	\$170,269		\$113,458	\$144,384	\$184,586	
<b>Mississippi</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	9	\$51,323			\$45,267		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$60,913			\$39,156		
Top Business Position	5	\$80,754			\$77,081		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	54	\$72,637	\$31,446	\$41,504	\$61,000	\$98,687	\$123,337
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$137,025		\$97,730	\$119,217	\$172,667	
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$221,237	\$82,858	\$162,337	\$204,312	\$286,514	\$326,936
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	24	\$273,737	\$112,142	\$140,936	\$239,782	\$335,696	\$423,146
Top Administrative Position	18	\$234,502		\$136,992	\$207,382	\$326,649	
Top Finance Position	13	\$187,930		\$127,662	\$162,907	\$205,482	

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Mississippi</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
\$500 thousand or less							
CEO/Executive Director	5	\$47,086			\$45,594		
<b>Missouri</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	13	\$61,378		\$28,000	\$38,953	\$74,437	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$106,710			\$109,168		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$177,155			\$144,754		
Greater than \$5 million							
CEO/Executive Director	5	\$337,246			\$219,947		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	20	\$58,751	\$20,299	\$35,610	\$59,973	\$80,627	\$96,047
Top Business Position	10	\$75,019		\$50,645	\$74,618	\$92,634	
Top Finance Position	12	\$61,730		\$27,096	\$61,824	\$82,334	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$115,811		\$80,886	\$100,682	\$140,939	
Top Business Position	12	\$113,245		\$104,149	\$119,946	\$126,273	
Top Finance Position	6	\$85,278			\$80,314		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	36	\$129,796	\$54,209	\$82,713	\$124,408	\$159,523	\$206,347
Top Business Position	27	\$141,894	\$87,481	\$105,855	\$140,730	\$177,537	\$201,349
Top Finance Position	26	\$124,083	\$80,740	\$89,143	\$124,688	\$147,196	\$184,336
Greater than \$5 million							
CEO/Executive Director	13	\$217,844		\$125,866	\$183,134	\$332,462	
Top Business Position	8	\$176,714			\$164,802		
Top Finance Position	12	\$155,511		\$125,818	\$137,315	\$167,251	
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	98	\$66,393	\$29,552	\$41,892	\$60,862	\$87,436	\$115,003
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	\$121,577	\$70,792	\$86,544	\$117,759	\$133,226	\$194,216
Between \$1 million and \$5 million							
CEO/Executive Director	50	\$196,744	\$112,168	\$137,644	\$182,381	\$226,426	\$285,853
Top Finance Position	9	\$120,609			\$118,008		
Greater than \$5 million							
CEO/Executive Director	19	\$475,060		\$251,989	\$395,219	\$581,110	
Top Finance Position	8	\$232,247			\$202,726		
Top Legal Position	5	\$206,390			\$209,347		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$150,187		\$96,321	\$126,309	\$191,786	
Top Administrative Position	8	\$166,890			\$146,724		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
<b>501(c)(07) - Social and Recreational Clubs</b>							
Greater than \$5 million							
CEO/Executive Director	11	\$230,495		\$174,381	\$262,022	\$279,056	
Top Administrative Position	11	\$237,821		\$187,830	\$262,022	\$279,056	
Top Finance Position	8	\$126,610			\$121,663		
<b>501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies</b>							
Greater than \$5 million							
CEO/Executive Director	38	\$286,792	\$180,251	\$205,251	\$239,375	\$317,765	\$500,537
Top Administrative Position	31	\$280,298	\$175,910	\$191,119	\$227,649	\$297,894	\$518,059
Top Finance Position	19	\$164,264		\$111,988	\$154,492	\$206,281	
Top Operations Position	8	\$182,706			\$180,034		
<b>501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds</b>							
\$500 thousand or less							
CEO/Executive Director	23	\$61,273	\$41,037	\$53,035	\$60,613	\$73,115	\$83,009
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$83,279		\$68,595	\$74,320	\$101,897	
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$131,068	\$87,321	\$110,331	\$118,121	\$150,465	\$178,537
Top Finance Position	6	\$99,767			\$97,029		
Greater than \$5 million							
CEO/Executive Director	18	\$367,582		\$199,165	\$249,903	\$352,060	
Top Finance Position	13	\$174,165		\$112,991	\$126,337	\$165,428	
Top Operations Position	8	\$134,124			\$124,409		
<b>501(c)(15) - Mutual Insurance Company other than Life or Marine</b>							
\$500 thousand or less							
Top Finance Position	6	\$37,110			\$33,644		



## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Montana</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	6	\$56,601			\$41,177		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
Top Business Position	5	\$127,133			\$122,275		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$107,827			\$95,695		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	37	\$66,491	\$26,281	\$35,300	\$60,000	\$92,779	\$108,366
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$90,650		\$75,504	\$83,671	\$99,607	
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$170,667		\$132,528	\$172,720	\$194,410	
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	19	\$244,803		\$185,023	\$218,527	\$281,567	
Top Administrative Position	14	\$264,429		\$194,345	\$231,148	\$303,810	
Top Finance Position	11	\$161,146		\$99,573	\$140,287	\$175,984	
<b>Nebraska</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	13	\$71,102		\$29,197	\$55,822	\$102,356	

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nebraska</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	8	\$60,944			\$56,891		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$65,137			\$59,011		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$96,199			\$106,445		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	43	\$69,651	\$31,488	\$44,568	\$68,643	\$89,948	\$122,666
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$99,867	\$55,690	\$82,501	\$96,320	\$117,031	\$138,774
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$192,206		\$133,431	\$171,442	\$229,280	
<b>Nevada</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	6	\$77,960			\$76,302		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
Top Finance Position	6	\$72,197			\$65,269		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$132,336			\$132,060		
Top Business Position	7	\$152,743			\$132,060		
Top Finance Position	7	\$148,665			\$143,435		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nevada</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Greater than \$5 million							
CEO/Executive Director	6	\$186,020			\$150,516		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	29	\$77,884	\$38,454	\$48,000	\$74,041	\$93,219	\$137,305
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$120,949		\$101,283	\$114,700	\$143,826	
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$205,639		\$131,231	\$184,950	\$232,427	
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	5	\$317,496			\$328,005		
Top Finance Position	5	\$215,848			\$244,302		
<b>New Hampshire</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	29	\$71,898	\$38,138	\$46,983	\$56,933	\$85,293	\$113,398
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$110,286		\$82,196	\$107,247	\$124,805	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$216,233		\$172,216	\$194,564	\$263,680	
Greater than \$5 million							
CEO/Executive Director	5	\$302,486			\$258,345		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Hampshire</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	8	\$462,164			\$504,630		
Top Finance Position	8	\$246,613			\$204,394		
<b>New Jersey</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	6	\$51,202			\$51,545		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$169,728			\$169,507		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	29	\$62,512	\$23,700	\$36,654	\$58,513	\$82,199	\$101,475
Top Finance Position	11	\$54,612		\$23,574	\$36,476	\$85,437	
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$114,068		\$63,891	\$112,612	\$147,833	
Top Finance Position	9	\$93,595			\$91,468		
Between \$1 million and \$5 million							
CEO/Executive Director	60	\$182,761	\$76,293	\$128,120	\$168,209	\$224,364	\$283,259
Top Business Position	22	\$204,500	\$131,203	\$154,195	\$181,994	\$230,123	\$279,848
Top Finance Position	32	\$160,853	\$74,542	\$112,908	\$160,147	\$204,848	\$239,834
Greater than \$5 million							
CEO/Executive Director	15	\$384,567		\$196,750	\$252,685	\$489,221	
Top Business Position	11	\$335,208		\$290,924	\$317,573	\$347,217	
Top Finance Position	11	\$302,428		\$181,204	\$293,177	\$377,007	

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	67	\$79,225	\$32,492	\$49,001	\$71,298	\$104,259	\$126,655
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	\$155,744	\$85,887	\$101,150	\$150,834	\$188,185	\$234,878
Between \$1 million and \$5 million							
CEO/Executive Director	68	\$243,221	\$134,183	\$162,643	\$222,025	\$302,250	\$384,618
Top Finance Position	7	\$185,344			\$153,340		
Top Operations Position	6	\$212,040			\$220,624		
Greater than \$5 million							
CEO/Executive Director	19	\$538,003		\$291,494	\$397,501	\$481,349	
Top Finance Position	10	\$251,573		\$125,295	\$179,643	\$254,577	
Top Operations Position	6	\$250,559			\$210,914		
Top Technology Position	5	\$205,291			\$191,966		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$140,613		\$105,041	\$136,912	\$164,538	
Top Administrative Position	13	\$134,530		\$91,365	\$125,348	\$163,496	
Top Facilities Position	8	\$130,368			\$125,635		
Greater than \$5 million							
CEO/Executive Director	34	\$233,838	\$159,764	\$184,483	\$214,228	\$259,236	\$318,014
Top Administrative Position	34	\$233,838	\$159,764	\$184,483	\$214,228	\$259,236	\$318,014
Top Facilities Position	28	\$204,573	\$155,902	\$172,806	\$189,343	\$220,407	\$278,172
Top Finance Position	25	\$138,240	\$117,196	\$119,792	\$132,959	\$152,262	\$162,328

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
501(c)(09) - Voluntary Employees Beneficiary Associations							
Greater than \$5 million							
Top Administrative Position	5	\$193,253			\$198,078		
501(c)(13) - Cemetery Companies							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$150,439			\$101,040		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$232,899			\$178,880		
<b>New Mexico</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	\$65,917			\$54,933		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$95,576			\$88,459		
Top Business Position	6	\$96,362			\$90,154		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	37	\$66,908	\$28,787	\$39,563	\$67,057	\$85,000	\$105,961
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$113,167		\$88,158	\$107,120	\$117,522	
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$190,344		\$134,572	\$178,176	\$228,807	

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Mexico</b>							
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	15	\$210,839		\$171,205	\$195,606	\$226,269	
Top Administrative Position	13	\$229,871		\$194,158	\$204,136	\$233,535	
Top Finance Position	6	\$152,600			\$134,077		
Top Operations Position	5	\$173,268			\$141,684		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$76,773			\$78,082		
Greater than \$5 million							
CEO/Executive Director	6	\$299,656			\$316,208		
<b>New York</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	21	\$74,348	\$32,354	\$40,999	\$61,504	\$90,000	\$137,000
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$114,932		\$82,351	\$120,240	\$147,445	
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$158,790	\$70,763	\$85,832	\$148,916	\$211,437	\$260,550
Greater than \$5 million							
CEO/Executive Director	15	\$748,508		\$234,851	\$559,939	\$929,507	
Top Finance Position	10	\$561,698		\$232,899	\$334,041	\$673,649	
Top Operations Position	7	\$345,974			\$260,493		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	53	\$73,469	\$19,681	\$29,057	\$67,500	\$83,653	\$131,671
Top Business Position	25	\$102,585	\$45,400	\$68,793	\$102,937	\$134,521	\$154,772
Top Finance Position	11	\$50,577		\$17,917	\$29,500	\$59,777	
Between \$500 thousand and \$1 million							
CEO/Executive Director	58	\$94,877	\$21,813	\$57,716	\$92,022	\$121,388	\$154,459
Top Business Position	30	\$150,498	\$91,438	\$111,862	\$147,461	\$165,392	\$198,902
Top Finance Position	27	\$86,276	\$29,059	\$51,442	\$80,113	\$128,024	\$146,687
Between \$1 million and \$5 million							
CEO/Executive Director	115	\$138,910	\$47,694	\$83,523	\$133,000	\$175,871	\$242,353
Top Administrative Position	5	\$162,128			\$145,374		
Top Business Position	70	\$199,225	\$117,194	\$142,920	\$174,536	\$251,370	\$343,228
Top Finance Position	87	\$141,229	\$49,089	\$93,094	\$135,672	\$179,380	\$235,942
Top Legal Position	5	\$240,018			\$205,763		
Greater than \$5 million							
CEO/Executive Director	73	\$290,611	\$99,123	\$145,499	\$236,490	\$329,531	\$422,983
Top Administrative Position	11	\$203,421		\$162,853	\$185,878	\$222,906	
Top Business Position	24	\$282,154	\$101,451	\$212,510	\$282,888	\$354,839	\$425,405
Top Finance Position	60	\$212,284	\$72,537	\$125,065	\$200,087	\$289,777	\$355,342
Top Legal Position	16	\$280,081		\$212,320	\$269,156	\$329,122	
Top Technology Position	6	\$229,398			\$229,854		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	152	\$77,904	\$37,799	\$52,350	\$68,256	\$99,400	\$124,529
Between \$500 thousand and \$1 million							
CEO/Executive Director	97	\$139,060	\$72,573	\$90,040	\$127,000	\$162,538	\$219,031



## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	148	\$256,674	\$98,128	\$146,991	\$210,384	\$309,812	\$496,710
Top Administrative Position	7	\$146,015			\$140,543		
Top Finance Position	21	\$111,317	\$52,886	\$83,729	\$112,591	\$140,543	\$163,087
Top Legal Position	6	\$190,529			\$157,518		
Top Marketing Position	8	\$146,371			\$116,787		
Top Operations Position	13	\$172,966		\$124,926	\$159,978	\$180,081	
Top PR/Communications Position	5	\$130,121			\$112,476		
Greater than \$5 million							
CEO/Executive Director	55	\$696,543	\$242,235	\$414,361	\$542,230	\$931,527	\$1,199,545
Top Administrative Position	6	\$455,682			\$374,324		
Top Finance Position	29	\$281,650	\$145,553	\$164,989	\$266,823	\$354,168	\$458,274
Top Legal Position	13	\$340,567		\$220,165	\$279,369	\$399,445	
Top Operations Position	17	\$417,183		\$248,995	\$302,820	\$499,380	
Top PR/Communications Position	8	\$190,134			\$178,706		
Top Technology Position	9	\$239,374			\$227,058		
<b>501(c)(07) - Social and Recreational Clubs</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$43,318			\$41,149		
Between \$1 million and \$5 million							
CEO/Executive Director	47	\$181,819	\$111,756	\$127,530	\$163,959	\$227,429	\$293,373
Top Administrative Position	46	\$184,608	\$112,638	\$133,701	\$167,491	\$231,729	\$296,635
Top Facilities Position	10	\$161,572		\$133,874	\$146,872	\$164,042	
Top Finance Position	11	\$118,056		\$106,146	\$112,803	\$132,480	

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>501(c)(07) - Social and Recreational Clubs</b>							
Greater than \$5 million							
CEO/Executive Director	89	\$293,069	\$191,198	\$219,300	\$287,936	\$346,529	\$427,683
Top Administrative Position	90	\$291,949	\$185,689	\$218,367	\$289,695	\$350,541	\$427,285
Top Facilities Position	47	\$226,117	\$139,993	\$171,795	\$216,236	\$247,377	\$342,844
Top Finance Position	68	\$173,822	\$110,839	\$131,333	\$155,544	\$200,356	\$259,581
Top Operations Position	6	\$192,260			\$141,819		
<b>501(c)(09) - Voluntary Employees Beneficiary Associations</b>							
Greater than \$5 million							
CEO/Executive Director	10	\$284,656		\$222,175	\$265,918	\$347,994	
Top Administrative Position	12	\$201,300		\$146,061	\$196,451	\$259,150	
Top Finance Position	12	\$199,184		\$165,222	\$197,417	\$225,287	
Top Technology Position	5	\$235,572			\$243,721		
<b>501(c)(13) - Cemetery Companies</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$30,139			\$27,300		
Top Administrative Position	6	\$28,372			\$26,979		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$102,914			\$84,799		
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$158,767		\$127,751	\$146,904	\$200,411	
Top Administrative Position	8	\$125,507			\$141,234		
Greater than \$5 million							
CEO/Executive Director	11	\$329,404		\$284,293	\$317,446	\$392,361	
Top Finance Position	10	\$210,643		\$187,721	\$222,440	\$231,036	

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	6	\$1,785,011			\$773,606		
Top Finance Position	6	\$651,652			\$367,306		
<b>North Carolina</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	18	\$52,702		\$37,573	\$49,621	\$58,518	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$73,910			\$65,000		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$72,614		\$44,353	\$73,487	\$96,070	
Greater than \$5 million							
CEO/Executive Director	5	\$403,515			\$406,513		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	15	\$54,770		\$26,376	\$47,978	\$68,497	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$75,764			\$73,090		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$121,468		\$79,156	\$127,185	\$156,846	
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	130	\$72,298	\$29,931	\$43,661	\$66,392	\$90,206	\$123,499

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	56	\$116,378	\$69,616	\$78,708	\$96,318	\$146,902	\$177,012
Between \$1 million and \$5 million							
CEO/Executive Director	49	\$241,157	\$115,242	\$150,976	\$203,426	\$291,977	\$426,193
Top Finance Position	9	\$99,883			\$105,580		
Greater than \$5 million							
CEO/Executive Director	18	\$459,302		\$288,403	\$437,374	\$516,243	
Top Finance Position	8	\$210,539			\$175,410		
Top Operations Position	9	\$259,266			\$274,227		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$67,454			\$77,061		
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$164,430	\$76,950	\$111,079	\$157,104	\$181,721	\$231,181
Top Administrative Position	20	\$168,140	\$83,951	\$121,580	\$155,882	\$189,255	\$234,455
Top Facilities Position	5	\$119,483			\$118,677		
Top Finance Position	6	\$108,126			\$109,647		
Top Operations Position	5	\$155,510			\$151,657		
Greater than \$5 million							
CEO/Executive Director	18	\$233,570		\$169,511	\$186,986	\$309,247	
Top Administrative Position	17	\$231,527		\$170,916	\$189,758	\$244,582	
Top Facilities Position	8	\$175,356			\$169,621		
Top Finance Position	17	\$113,152		\$88,364	\$110,783	\$129,403	

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$75,943			\$71,739		
Greater than \$5 million							
CEO/Executive Director	23	\$401,426	\$226,761	\$259,397	\$323,249	\$460,617	\$536,135
Top Administrative Position	7	\$299,231			\$291,875		
Top Finance Position	13	\$193,030		\$149,699	\$171,446	\$209,923	
Top Operations Position	12	\$229,406		\$159,708	\$183,419	\$238,815	
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$125,837			\$111,897		
Greater than \$5 million							
CEO/Executive Director	10	\$336,937		\$227,489	\$254,100	\$401,035	
Top Finance Position	6	\$192,947			\$133,523		
<b>North Dakota</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	6	\$62,263			\$77,769		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$114,285			\$103,979		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	28	\$71,052	\$31,617	\$41,941	\$57,218	\$92,131	\$121,311

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Dakota</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$126,160		\$82,091	\$119,455	\$151,701	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$191,933		\$116,891	\$160,731	\$272,137	
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	10	\$345,184		\$254,596	\$313,675	\$369,152	
Top Administrative Position	6	\$289,891			\$274,290		
Top Business Position	6	\$179,717			\$160,180		
Top Finance Position	5	\$240,651			\$233,334		
Top Operations Position	9	\$190,891			\$182,283		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$152,511			\$136,468		
Greater than \$5 million							
CEO/Executive Director	6	\$322,731			\$312,533		
Top Finance Position	6	\$152,028			\$136,024		
<b>Ohio</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	28	\$72,223	\$34,383	\$57,050	\$72,456	\$82,853	\$99,626
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$110,618		\$74,133	\$122,763	\$142,078	

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
<b>501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$152,284		\$101,930	\$154,217	\$183,139	
Greater than \$5 million							
CEO/Executive Director	7	\$429,788			\$297,796		
Top Finance Position	6	\$186,675			\$180,120		
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	43	\$57,466	\$20,448	\$26,637	\$49,133	\$80,645	\$96,064
Top Business Position	21	\$81,373	\$40,863	\$58,514	\$73,798	\$106,728	\$131,758
Top Finance Position	16	\$56,545		\$25,658	\$61,363	\$74,770	
Between \$500 thousand and \$1 million							
CEO/Executive Director	36	\$78,585	\$34,803	\$62,748	\$79,322	\$96,405	\$110,838
Top Business Position	20	\$108,256	\$82,356	\$93,285	\$105,136	\$120,681	\$141,114
Top Finance Position	30	\$80,279	\$38,143	\$58,747	\$79,748	\$99,314	\$125,226
Between \$1 million and \$5 million							
CEO/Executive Director	49	\$124,283	\$51,105	\$87,015	\$115,172	\$160,274	\$193,398
Top Business Position	37	\$135,205	\$84,028	\$94,700	\$123,324	\$176,677	\$200,742
Top Finance Position	43	\$128,965	\$55,230	\$94,358	\$111,881	\$154,155	\$183,113
Greater than \$5 million							
CEO/Executive Director	16	\$187,053		\$136,553	\$190,335	\$242,655	
Top Business Position	6	\$222,228			\$185,653		
Top Finance Position	11	\$155,023		\$118,984	\$148,603	\$165,055	
Top Legal Position	5	\$169,281			\$180,796		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	179	\$65,015	\$30,522	\$44,060	\$57,917	\$78,266	\$109,124
Between \$500 thousand and \$1 million							
CEO/Executive Director	66	\$118,407	\$56,730	\$79,315	\$112,490	\$153,927	\$201,871
Between \$1 million and \$5 million							
CEO/Executive Director	93	\$237,966	\$114,778	\$146,375	\$206,363	\$241,137	\$361,064
Top Finance Position	17	\$157,844		\$85,017	\$128,007	\$170,819	
Top Operations Position	6	\$122,482			\$133,375		
Greater than \$5 million							
CEO/Executive Director	17	\$380,072		\$242,312	\$351,994	\$430,670	
Top Finance Position	10	\$202,663		\$140,896	\$185,884	\$213,478	
Top Operations Position	5	\$194,338			\$157,412		
501(c)(07) - Social and Recreational Clubs							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$87,350			\$104,500		
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$143,677	\$67,198	\$92,888	\$140,515	\$194,886	\$215,832
Top Administrative Position	22	\$142,716	\$62,759	\$96,122	\$140,327	\$192,725	\$211,238
Top Facilities Position	9	\$133,975			\$129,749		
Top Finance Position	10	\$95,064		\$67,389	\$84,616	\$101,986	
Greater than \$5 million							
CEO/Executive Director	12	\$186,711		\$123,896	\$170,089	\$238,854	
Top Administrative Position	10	\$199,568		\$154,937	\$194,320	\$248,825	
Top Facilities Position	8	\$169,658			\$166,404		
Top Finance Position	5	\$107,192			\$111,724		



## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
<b>501(c)(08) - Fraternal Beneficiary Societies and Associations</b>							
\$500 thousand or less							
Top Administrative Position	13	\$27,865		\$19,200	\$30,000	\$36,400	
Between \$500 thousand and \$1 million							
Top Administrative Position	10	\$34,576		\$30,483	\$31,408	\$37,714	
Greater than \$5 million							
CEO/Executive Director	6	\$156,939			\$184,060		
Top Finance Position	5	\$143,354			\$174,942		
<b>501(c)(09) - Voluntary Employees Beneficiary Associations</b>							
Greater than \$5 million							
Top Administrative Position	6	\$82,337			\$69,485		
<b>501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$110,541			\$101,854		
Greater than \$5 million							
CEO/Executive Director	22	\$259,602	\$157,124	\$178,214	\$234,679	\$274,759	\$484,008
Top Administrative Position	10	\$212,691		\$157,605	\$174,636	\$223,923	
Top Finance Position	13	\$167,262		\$137,142	\$148,456	\$181,390	
Top Operations Position	8	\$183,108			\$163,207		
<b>501(c)(13) - Cemetery Companies</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$42,290			\$43,957		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$106,404			\$83,315		
Top Administrative Position	5	\$67,882			\$70,366		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
\$500 thousand or less							
CEO/Executive Director	13	\$55,854		\$49,500	\$55,812	\$63,767	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$93,822		\$69,021	\$83,101	\$105,313	
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$138,736	\$92,185	\$112,136	\$133,000	\$152,772	\$180,308
Top Finance Position	16	\$80,946		\$68,137	\$77,788	\$98,992	
Top Operations Position	8	\$88,173			\$84,159		
Greater than \$5 million							
CEO/Executive Director	31	\$381,515	\$152,912	\$209,726	\$285,294	\$467,538	\$757,839
Top Finance Position	21	\$173,939	\$84,375	\$123,946	\$149,501	\$191,403	\$287,929
Top Human Resources Position	7	\$152,414			\$159,645		
Top Marketing Position	5	\$160,013			\$173,471		
Top Operations Position	12	\$258,531		\$126,765	\$179,280	\$313,096	
Top Technology Position	8	\$173,652			\$173,468		
501(c)(19) - Post or Organization of Past or Present Members of the Armed Forces							
\$500 thousand or less							
CEO/Executive Director	7	\$33,717			\$36,400		
<b>Oklahoma</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$73,663			\$78,400		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oklahoma</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$70,195			\$69,718		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$68,798			\$75,221		
Top Business Position	5	\$86,312			\$87,892		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$111,699			\$108,484		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	77	\$71,200	\$28,752	\$43,750	\$66,170	\$95,000	\$120,046
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$120,300	\$79,135	\$90,876	\$123,568	\$151,491	\$157,238
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$186,791	\$99,159	\$109,489	\$150,000	\$220,744	\$299,627
Greater than \$5 million							
CEO/Executive Director	9	\$335,047			\$315,343		
Top Finance Position	5	\$184,037			\$178,744		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$137,623			\$125,889		
Greater than \$5 million							
CEO/Executive Director	5	\$305,364			\$256,325		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oklahoma</b>							
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	20	\$295,953	\$200,250	\$255,535	\$300,992	\$356,440	\$383,569
Top Administrative Position	13	\$286,498		\$243,960	\$287,424	\$334,357	
Top Finance Position	14	\$182,668		\$152,988	\$181,041	\$198,793	
Top Operations Position	9	\$213,282			\$197,331		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	9	\$381,956			\$316,275		
Top Finance Position	5	\$173,246			\$148,461		
<b>Oregon</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	9	\$73,274			\$73,980		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$63,235			\$58,086		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$143,138			\$123,629		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	14	\$77,626		\$49,716	\$68,576	\$103,373	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$81,776			\$75,200		
Top Finance Position	6	\$84,174			\$76,428		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$106,786		\$96,643	\$109,720	\$131,121	
Top Business Position	9	\$151,387			\$148,338		
Top Finance Position	10	\$122,849		\$100,712	\$126,816	\$156,349	
Greater than \$5 million							
CEO/Executive Director	11	\$172,122		\$144,440	\$167,452	\$184,230	
Top Finance Position	6	\$117,185			\$116,910		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	84	\$67,967	\$34,696	\$46,964	\$61,084	\$81,701	\$102,410
Between \$500 thousand and \$1 million							
CEO/Executive Director	42	\$136,704	\$70,934	\$86,653	\$129,120	\$172,805	\$228,158
Between \$1 million and \$5 million							
CEO/Executive Director	50	\$223,919	\$98,072	\$134,751	\$177,725	\$242,408	\$306,725
Top Finance Position	8	\$167,891			\$138,686		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$110,318		\$45,834	\$77,904	\$181,701	
Top Administrative Position	9	\$117,205			\$82,475		
<b>501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$168,148			\$146,979		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>							
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	16	\$375,337		\$249,832	\$289,179	\$475,702	
Top Administrative Position	9	\$295,833			\$261,974		
Top Finance Position	12	\$206,999		\$153,818	\$194,065	\$264,708	
Top Operations Position	7	\$226,408			\$221,451		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	11	\$1,211,630		\$311,448	\$544,741	\$1,105,107	
Top Finance Position	10	\$418,927		\$162,666	\$246,258	\$521,894	
<b>Pennsylvania</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	16	\$62,917		\$30,638	\$46,075	\$71,938	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$138,560		\$90,988	\$102,253	\$167,517	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$146,005			\$162,752		
Greater than \$5 million							
CEO/Executive Director	14	\$406,224		\$139,717	\$255,783	\$381,081	
Top Business Position	5	\$378,782			\$351,856		
Top Finance Position	7	\$255,929			\$180,176		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	54	\$60,380	\$17,712	\$26,168	\$60,942	\$81,517	\$104,676
Top Business Position	19	\$91,174		\$60,572	\$92,670	\$114,029	
Top Finance Position	14	\$59,605		\$22,462	\$34,792	\$92,951	
Between \$500 thousand and \$1 million							
CEO/Executive Director	45	\$113,578	\$62,976	\$83,895	\$99,680	\$140,777	\$164,346
Top Business Position	21	\$131,896	\$78,112	\$93,878	\$125,610	\$155,793	\$179,541
Top Finance Position	22	\$100,532	\$58,638	\$65,868	\$88,773	\$136,074	\$170,465
Between \$1 million and \$5 million							
CEO/Executive Director	58	\$148,677	\$87,317	\$113,617	\$150,702	\$177,507	\$210,657
Top Business Position	46	\$179,433	\$98,442	\$138,860	\$172,873	\$218,836	\$249,080
Top Finance Position	33	\$150,084	\$89,400	\$108,401	\$149,782	\$185,214	\$223,845
Greater than \$5 million							
CEO/Executive Director	24	\$196,827	\$94,132	\$132,393	\$164,293	\$255,699	\$340,111
Top Business Position	11	\$256,049		\$207,334	\$233,385	\$297,872	
Top Finance Position	19	\$166,607		\$124,999	\$157,764	\$223,529	
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	149	\$67,821	\$31,173	\$40,500	\$56,782	\$91,726	\$107,412
Top Administrative Position	7	\$43,981			\$34,595		
Between \$500 thousand and \$1 million							
CEO/Executive Director	70	\$126,259	\$70,276	\$90,790	\$123,051	\$153,783	\$189,200
Between \$1 million and \$5 million							
CEO/Executive Director	88	\$198,839	\$104,104	\$132,858	\$172,678	\$246,122	\$304,604
Top Finance Position	11	\$123,572		\$105,672	\$131,358	\$138,744	
Top Operations Position	7	\$121,885			\$120,433		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	28	\$467,752	\$182,417	\$275,145	\$382,560	\$504,519	\$857,670
Top Administrative Position	5	\$223,585			\$225,016		
Top Finance Position	14	\$196,181		\$144,312	\$211,430	\$225,274	
Top Operations Position	6	\$305,276			\$290,648		
Top PR/Communications Position	6	\$178,153			\$162,195		
Top Technology Position	7	\$175,665			\$160,947		
501(c)(07) - Social and Recreational Clubs							
\$500 thousand or less							
CEO/Executive Director	16	\$40,965		\$24,136	\$35,942	\$41,217	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$76,360		\$35,982	\$54,936	\$104,687	
Top Administrative Position	5	\$123,737			\$131,868		
Between \$1 million and \$5 million							
CEO/Executive Director	36	\$125,333	\$67,812	\$103,765	\$119,348	\$144,739	\$166,729
Top Administrative Position	30	\$129,058	\$70,294	\$109,825	\$120,061	\$150,217	\$168,189
Top Facilities Position	13	\$152,357		\$113,593	\$129,661	\$165,422	
Top Finance Position	5	\$96,682			\$92,497		
Greater than \$5 million							
CEO/Executive Director	18	\$276,508		\$182,687	\$231,409	\$356,264	
Top Administrative Position	20	\$272,338	\$123,340	\$187,002	\$231,409	\$330,895	\$411,163
Top Facilities Position	13	\$201,699		\$156,339	\$184,569	\$214,875	
Top Finance Position	13	\$142,170		\$117,146	\$131,633	\$174,446	



## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
<b>501(c)(08) - Fraternal Beneficiary Societies and Associations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$69,929			\$84,761		
Greater than \$5 million							
CEO/Executive Director	9	\$231,841			\$209,202		
Top Finance Position	8	\$136,110			\$124,805		
<b>501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies</b>							
Greater than \$5 million							
CEO/Executive Director	15	\$247,916		\$203,748	\$230,515	\$276,954	
Top Administrative Position	5	\$286,262			\$243,390		
Top Finance Position	5	\$148,094			\$157,671		
<b>501(c)(13) - Cemetery Companies</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$47,384			\$35,694		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$110,571			\$106,500		
<b>501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds</b>							
\$500 thousand or less							
Top Finance Position	5	\$37,847			\$32,815		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$90,942			\$86,475		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$145,059		\$94,071	\$125,985	\$180,403	
Top Finance Position	5	\$125,749			\$122,598		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	10	\$649,630		\$217,411	\$539,329	\$817,178	
Top Finance Position	6	\$213,999			\$235,105		
501(c)(19) - Post or Organization of Past or Present Members of the Armed Forces							
\$500 thousand or less							
CEO/Executive Director	6	\$30,008			\$29,775		
<b>Puerto Rico</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	9	\$135,414			\$144,081		
Top Finance Position	8	\$63,960			\$57,879		
<b>Rhode Island</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	8	\$72,183			\$68,981		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$92,796			\$78,073		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$131,690			\$135,256		
Top Business Position	5	\$181,767			\$170,132		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	25	\$67,400	\$34,349	\$42,784	\$55,038	\$81,343	\$101,974

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Rhode Island</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$140,737		\$116,303	\$132,957	\$145,976	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$214,776			\$191,274		
501(c)(07) - Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$175,193			\$163,516		
Top Administrative Position	6	\$175,193			\$163,516		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	7	\$525,119			\$364,756		
Top Operations Position	5	\$310,832			\$220,393		
<b>South Carolina</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	5	\$80,967			\$73,501		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$108,058			\$103,875		
Greater than \$5 million							
CEO/Executive Director	6	\$228,558			\$213,874		
Top Finance Position	5	\$117,655			\$114,564		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	6	\$54,237			\$54,577		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Carolina</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	47	\$74,053	\$34,594	\$42,528	\$60,250	\$89,537	\$113,124
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	\$110,614	\$65,813	\$83,872	\$109,750	\$121,366	\$164,078
Between \$1 million and \$5 million							
CEO/Executive Director	30	\$222,243	\$123,678	\$141,373	\$189,892	\$248,091	\$338,795
Greater than \$5 million							
CEO/Executive Director	9	\$302,016			\$271,054		
501(c)(07) - Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$114,218			\$116,636		
Top Administrative Position	9	\$133,597			\$119,906		
Greater than \$5 million							
CEO/Executive Director	7	\$171,380			\$193,269		
Top Administrative Position	7	\$176,458			\$193,269		
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	23	\$365,043	\$191,486	\$276,222	\$341,469	\$461,883	\$562,357
Top Finance Position	11	\$232,669		\$176,691	\$230,189	\$260,418	
Top Operations Position	9	\$232,945			\$216,161		
<b>South Dakota</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	7	\$63,861			\$57,600		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Dakota</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	6	\$67,684			\$64,771		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$98,071			\$82,138		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	33	\$65,080	\$24,179	\$50,000	\$55,500	\$85,994	\$110,833
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$123,584		\$78,945	\$90,268	\$119,900	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$156,962		\$102,530	\$136,421	\$174,332	
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$120,261		\$85,513	\$109,523	\$138,533	
Top Administrative Position	7	\$124,568			\$108,479		
Greater than \$5 million							
CEO/Executive Director	22	\$199,370	\$145,268	\$179,884	\$186,823	\$222,814	\$270,158
Top Administrative Position	18	\$200,615		\$179,884	\$185,465	\$229,160	
Top Finance Position	8	\$188,944			\$176,881		
Top Operations Position	5	\$198,202			\$189,761		

## Tennessee

### 501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees

\$500 thousand or less

CEO/Executive Director	9	\$66,484			\$57,106		
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## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$118,738			\$103,146		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	12	\$67,117		\$45,728	\$69,688	\$79,848	
Top Business Position	6	\$55,304			\$56,546		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$80,750			\$78,832		
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$115,712	\$54,089	\$85,313	\$113,443	\$144,527	\$186,044
Top Business Position	11	\$133,039		\$94,134	\$120,283	\$161,219	
Top Finance Position	12	\$91,065		\$41,323	\$92,135	\$138,454	
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	98	\$72,255	\$30,454	\$41,016	\$63,499	\$92,360	\$125,269
Between \$500 thousand and \$1 million							
CEO/Executive Director	39	\$131,478	\$76,890	\$107,512	\$122,873	\$151,808	\$180,820
Between \$1 million and \$5 million							
CEO/Executive Director	41	\$183,005	\$105,966	\$134,285	\$165,051	\$214,588	\$282,250
Top Operations Position	5	\$125,396			\$114,391		
Greater than \$5 million							
CEO/Executive Director	14	\$539,939		\$336,673	\$411,053	\$664,577	
Top Finance Position	7	\$241,404			\$206,934		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$124,290		\$98,987	\$117,939	\$125,398	
Top Administrative Position	6	\$134,416			\$125,296		
Greater than \$5 million							
CEO/Executive Director	10	\$206,729		\$147,973	\$190,997	\$241,055	
Top Administrative Position	6	\$241,173			\$229,911		
Top Facilities Position	6	\$161,203			\$160,775		
Top Finance Position	7	\$100,078			\$94,657		
<b>501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies</b>							
Greater than \$5 million							
CEO/Executive Director	24	\$257,757	\$142,756	\$174,173	\$204,683	\$308,678	\$446,788
Top Administrative Position	13	\$222,121		\$157,698	\$195,219	\$221,019	
Top Finance Position	13	\$144,249		\$118,433	\$146,052	\$159,948	
Top Operations Position	11	\$185,796		\$145,978	\$163,372	\$205,379	
<b>501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$65,751		\$44,888	\$65,912	\$85,951	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$80,906			\$70,715		
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$121,637	\$74,574	\$89,077	\$104,157	\$135,250	\$196,586
Top Administrative Position	7	\$107,793			\$104,157		
Top Finance Position	12	\$78,771		\$60,276	\$66,187	\$85,760	

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	15	\$460,853		\$228,348	\$361,300	\$500,872	
Top Finance Position	8	\$170,094			\$162,935		
Top Operations Position	6	\$194,971			\$159,637		
<b>Texas</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	30	\$59,649	\$18,080	\$31,852	\$44,986	\$74,838	\$120,665
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$103,740		\$49,249	\$95,946	\$154,080	
Between \$1 million and \$5 million							
CEO/Executive Director	30	\$170,675	\$57,393	\$108,935	\$130,068	\$246,924	\$311,649
Top Administrative Position	5	\$106,481			\$109,480		
Greater than \$5 million							
CEO/Executive Director	16	\$328,725		\$208,119	\$309,685	\$368,633	
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	30	\$60,310	\$17,404	\$29,878	\$67,176	\$77,918	\$87,812
Top Business Position	19	\$73,709		\$62,202	\$75,591	\$87,222	
Top Finance Position	14	\$39,851		\$24,965	\$28,798	\$45,592	
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$64,697	\$24,543	\$45,251	\$69,496	\$85,770	\$96,750
Top Business Position	10	\$76,056		\$60,563	\$74,034	\$106,648	
Top Finance Position	12	\$77,416		\$57,385	\$76,914	\$92,740	



## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	37	\$121,615	\$47,137	\$79,008	\$110,012	\$164,228	\$182,745
Top Business Position	25	\$119,405	\$79,930	\$95,715	\$129,249	\$146,768	\$159,851
Top Finance Position	21	\$111,582	\$42,261	\$74,107	\$107,239	\$157,290	\$176,942
Greater than \$5 million							
CEO/Executive Director	13	\$210,114		\$128,236	\$230,173	\$283,000	
Top Finance Position	12	\$137,710		\$90,356	\$123,943	\$171,608	
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	298	\$66,388	\$31,403	\$43,621	\$60,396	\$79,628	\$106,439
Top Administrative Position	9	\$42,261			\$34,945		
Between \$500 thousand and \$1 million							
CEO/Executive Director	134	\$126,581	\$69,347	\$87,081	\$115,625	\$148,494	\$197,768
Between \$1 million and \$5 million							
CEO/Executive Director	179	\$215,688	\$106,169	\$142,664	\$205,396	\$262,147	\$350,314
Top Administrative Position	5	\$116,431			\$141,861		
Top Finance Position	30	\$128,028	\$64,525	\$78,710	\$105,924	\$158,590	\$195,842
Top Legal Position	5	\$175,260			\$159,570		
Top Marketing Position	5	\$154,582			\$167,464		
Top Operations Position	13	\$152,503		\$125,140	\$153,892	\$168,649	
Top Technology Position	7	\$137,689			\$156,737		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	54	\$432,495	\$229,313	\$274,472	\$392,852	\$550,692	\$682,706
Top Administrative Position	6	\$198,805			\$186,762		
Top Finance Position	28	\$196,822	\$112,680	\$131,557	\$164,247	\$218,793	\$362,154
Top Legal Position	10	\$200,987		\$137,190	\$166,352	\$225,945	
Top Marketing Position	10	\$193,247		\$165,543	\$181,810	\$229,626	
Top Operations Position	16	\$263,568		\$173,723	\$194,558	\$371,751	
Top PR/Communications Position	11	\$181,363		\$137,251	\$176,985	\$216,394	
Top Technology Position	9	\$221,968			\$167,398		
501(c)(07) - Social and Recreational Clubs							
\$500 thousand or less							
CEO/Executive Director	6	\$57,721			\$55,114		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$61,967			\$51,460		
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$172,820	\$85,353	\$107,884	\$145,814	\$247,901	\$304,202
Top Administrative Position	21	\$166,835	\$84,309	\$111,578	\$145,799	\$243,742	\$284,605
Top Finance Position	8	\$99,225			\$86,394		
Greater than \$5 million							
CEO/Executive Director	30	\$260,635	\$148,312	\$202,214	\$257,585	\$319,359	\$356,761
Top Administrative Position	31	\$270,569	\$148,617	\$205,426	\$259,705	\$326,626	\$403,572
Top Facilities Position	12	\$210,250		\$197,807	\$219,374	\$244,108	
Top Finance Position	15	\$154,918		\$115,227	\$149,386	\$176,280	

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
<b>501(c)(08) - Fraternal Beneficiary Societies and Associations</b>							
Greater than \$5 million							
CEO/Executive Director	5	\$236,311			\$135,388		
<b>501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$50,105		\$49,914	\$52,867	\$55,750	
Top Administrative Position	10	\$44,668		\$33,914	\$46,785	\$52,361	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$55,343		\$42,439	\$49,245	\$63,072	
Top Administrative Position	7	\$51,394			\$48,335		
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$87,758	\$60,296	\$69,308	\$90,039	\$106,310	\$117,900
Top Administrative Position	17	\$81,873		\$66,076	\$82,527	\$104,406	
Greater than \$5 million							
CEO/Executive Director	71	\$302,383	\$176,667	\$211,585	\$240,875	\$339,272	\$541,456
Top Administrative Position	55	\$266,959	\$146,922	\$199,697	\$236,206	\$294,309	\$419,062
Top Finance Position	35	\$209,876	\$126,866	\$150,389	\$181,229	\$229,124	\$360,272
Top Human Resources Position	6	\$226,519			\$201,393		
Top Operations Position	23	\$233,680	\$150,833	\$163,670	\$184,492	\$266,717	\$367,932
Top Technology Position	12	\$187,384		\$149,616	\$167,503	\$215,967	
<b>501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$58,900		\$36,008	\$54,108	\$75,865	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$82,857		\$67,923	\$79,078	\$87,370	

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	44	\$163,775	\$79,686	\$104,903	\$124,079	\$166,217	\$189,642
Top Finance Position	12	\$86,783		\$58,659	\$77,923	\$112,126	
Top Operations Position	9	\$66,553			\$61,360		
Greater than \$5 million							
CEO/Executive Director	48	\$428,954	\$178,747	\$258,538	\$363,387	\$468,377	\$825,816
Top Finance Position	36	\$186,100	\$89,204	\$124,918	\$153,170	\$246,294	\$321,406
Top Human Resources Position	10	\$191,344		\$162,505	\$195,902	\$225,010	
Top Legal Position	5	\$194,021			\$199,690		
Top Marketing Position	9	\$190,466			\$168,332		
Top Operations Position	22	\$207,313	\$115,831	\$129,546	\$199,188	\$248,941	\$329,405
Top Technology Position	7	\$195,627			\$169,843		
<b>Utah</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	10	\$73,523		\$56,420	\$67,589	\$90,466	
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	41	\$67,571	\$33,280	\$44,500	\$63,347	\$80,580	\$113,200
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$160,673		\$104,146	\$133,340	\$184,553	
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$226,233	\$117,782	\$133,291	\$209,286	\$252,976	\$365,838

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Utah</b>							
501(c)(07) - Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$133,035			\$110,890		
Top Administrative Position	5	\$141,247			\$115,365		
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$174,682			\$139,964		
Top Finance Position	5	\$126,314			\$99,672		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
\$500 thousand or less							
CEO/Executive Director	5	\$50,941			\$45,900		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$124,665			\$124,000		
<b>Vermont</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	30	\$76,664	\$31,555	\$51,702	\$69,756	\$96,278	\$128,545
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$122,657			\$139,895		
<b>Virginia</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	15	\$96,293		\$73,826	\$95,500	\$116,534	

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
<b>501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$157,178		\$86,232	\$151,011	\$187,999	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$156,392		\$88,062	\$150,126	\$191,674	
Greater than \$5 million							
CEO/Executive Director	27	\$426,277	\$112,054	\$166,335	\$244,530	\$467,492	\$1,103,335
Top Finance Position	10	\$331,948		\$137,837	\$249,163	\$412,374	
Top Legal Position	7	\$385,411			\$439,468		
Top Operations Position	5	\$458,743			\$285,384		
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	18	\$78,528		\$46,625	\$71,513	\$96,181	
Top Business Position	5	\$112,801			\$107,497		
Top Finance Position	7	\$57,318			\$43,260		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$118,465		\$86,760	\$112,294	\$153,565	
Top Finance Position	5	\$128,422			\$132,008		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$130,655		\$64,497	\$140,520	\$160,111	
Top Business Position	5	\$124,721			\$133,900		
Top Finance Position	6	\$96,437			\$93,357		
Greater than \$5 million							
CEO/Executive Director	6	\$357,509			\$178,779		
Top Finance Position	5	\$145,652			\$163,475		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	101	\$86,661	\$32,800	\$42,561	\$68,750	\$115,020	\$154,000
Between \$500 thousand and \$1 million							
CEO/Executive Director	67	\$149,533	\$81,368	\$109,301	\$138,946	\$196,474	\$224,438
Top Finance Position	6	\$75,843			\$70,566		
Between \$1 million and \$5 million							
CEO/Executive Director	208	\$270,490	\$132,768	\$184,349	\$252,333	\$334,755	\$429,154
Top Administrative Position	10	\$178,247		\$144,111	\$169,905	\$186,155	
Top Business Position	6	\$133,361			\$129,006		
Top Education Position	6	\$153,642			\$132,282		
Top Finance Position	31	\$166,738	\$107,991	\$122,907	\$146,452	\$175,583	\$259,239
Top Marketing Position	5	\$121,259			\$120,741		
Top Operations Position	17	\$171,982		\$133,246	\$168,654	\$188,356	
Top PR/Communications Position	9	\$136,550			\$133,312		
Top Technology Position	10	\$159,220		\$129,442	\$136,262	\$146,410	

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
Greater than \$5 million							
CEO/Executive Director	117	\$676,956	\$247,053	\$337,607	\$482,158	\$758,202	\$1,333,347
Top Administrative Position	13	\$238,226		\$197,192	\$207,826	\$295,325	
Top Business Position	9	\$213,347			\$205,585		
Top Education Position	11	\$199,143		\$171,754	\$179,781	\$218,870	
Top Finance Position	75	\$234,357	\$138,447	\$182,056	\$221,003	\$279,035	\$328,946
Top Human Resources Position	10	\$200,465		\$143,589	\$197,630	\$249,366	
Top Legal Position	33	\$290,598	\$140,107	\$191,412	\$255,461	\$365,732	\$473,784
Top Marketing Position	16	\$208,310		\$149,434	\$186,806	\$225,798	
Top Operations Position	46	\$311,012	\$179,441	\$225,324	\$295,289	\$354,841	\$464,923
Top PR/Communications Position	25	\$233,254	\$130,243	\$146,253	\$195,066	\$273,036	\$430,880
Top Technology Position	18	\$193,234		\$149,148	\$173,941	\$208,242	
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$124,659		\$83,529	\$104,265	\$138,230	
Top Administrative Position	12	\$106,512		\$79,609	\$98,846	\$120,252	
Top Finance Position	6	\$66,291			\$61,523		
Greater than \$5 million							
CEO/Executive Director	16	\$257,465		\$197,126	\$228,075	\$302,899	
Top Administrative Position	16	\$270,760		\$200,889	\$247,738	\$315,647	
Top Facilities Position	8	\$226,581			\$202,696		
Top Finance Position	11	\$156,211		\$126,653	\$134,514	\$186,016	
<b>501(c)(08) - Fraternal Beneficiary Societies and Associations</b>							
\$500 thousand or less							
Top Administrative Position	9	\$34,576			\$28,800		



## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	15	\$403,538		\$187,936	\$359,439	\$510,046	
Top Administrative Position	5	\$186,740			\$197,605		
Top Finance Position	10	\$175,688		\$146,664	\$173,321	\$201,623	
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$146,776			\$106,348		
Greater than \$5 million							
CEO/Executive Director	6	\$404,943			\$425,625		
Top Finance Position	6	\$203,165			\$175,636		
<b>Washington</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	16	\$65,168		\$37,032	\$58,306	\$75,500	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$102,158			\$94,075		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$126,799		\$107,564	\$125,104	\$142,778	
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	42	\$81,409	\$22,308	\$44,356	\$88,487	\$115,277	\$123,547
Top Finance Position	11	\$66,134		\$40,290	\$62,474	\$92,349	

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$127,939		\$76,653	\$117,477	\$188,762	
Top Finance Position	7	\$92,451			\$86,415		
Between \$1 million and \$5 million							
CEO/Executive Director	36	\$131,587	\$42,466	\$100,131	\$135,955	\$170,044	\$210,977
Top Business Position	15	\$154,783		\$127,921	\$161,727	\$168,107	
Top Finance Position	30	\$129,901	\$80,292	\$110,333	\$134,619	\$152,552	\$173,318
Greater than \$5 million							
CEO/Executive Director	16	\$205,344		\$176,056	\$191,709	\$236,215	
Top Business Position	8	\$188,459			\$186,149		
Top Finance Position	12	\$176,343		\$146,932	\$184,842	\$196,686	
Top Legal Position	7	\$188,606			\$178,338		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	128	\$82,277	\$40,921	\$51,838	\$75,088	\$94,803	\$139,556
Between \$500 thousand and \$1 million							
CEO/Executive Director	56	\$119,690	\$71,805	\$90,516	\$114,971	\$145,838	\$173,174
Between \$1 million and \$5 million							
CEO/Executive Director	61	\$190,182	\$109,918	\$141,009	\$178,348	\$248,049	\$287,404
Top Finance Position	8	\$101,682			\$120,468		
Greater than \$5 million							
CEO/Executive Director	13	\$386,836		\$265,832	\$335,078	\$449,539	
Top Finance Position	7	\$145,052			\$130,508		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$117,356		\$91,504	\$119,632	\$129,283	
Top Administrative Position	11	\$120,802		\$101,484	\$122,628	\$130,249	
Greater than \$5 million							
CEO/Executive Director	9	\$261,073			\$184,129		
Top Administrative Position	9	\$249,096			\$184,129		
Top Finance Position	6	\$118,528			\$115,812		
<b>501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$130,175			\$122,847		
Top Administrative Position	5	\$133,831			\$135,755		
Greater than \$5 million							
CEO/Executive Director	10	\$325,482		\$224,891	\$318,466	\$406,317	
Top Administrative Position	7	\$277,079			\$271,489		
Top Finance Position	8	\$211,038			\$204,929		
Top Operations Position	7	\$238,210			\$205,056		
<b>501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$148,428	\$89,991	\$99,454	\$128,433	\$182,063	\$220,884
Top Finance Position	10	\$88,275		\$58,343	\$80,907	\$101,607	
Top Operations Position	5	\$66,596			\$66,493		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	28	\$712,533	\$245,295	\$407,174	\$653,357	\$1,003,422	\$1,167,468
Top Business Position	5	\$179,342			\$189,356		
Top Finance Position	21	\$345,921	\$133,600	\$184,318	\$262,750	\$287,518	\$524,749
Top Human Resources Position	7	\$272,927			\$179,299		
Top Marketing Position	9	\$190,263			\$172,719		
Top Operations Position	16	\$300,538		\$227,107	\$255,631	\$381,028	
Top Technology Position	16	\$230,253		\$145,913	\$218,391	\$257,810	
<b>West Virginia</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	6	\$48,508			\$42,629		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	8	\$41,714			\$44,202		
Top Business Position	6	\$114,007			\$117,938		
Top Finance Position	5	\$48,388			\$45,780		
Between \$500 thousand and \$1 million							
Top Business Position	8	\$120,422			\$100,672		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$130,524			\$149,811		
Top Business Position	6	\$160,206			\$157,081		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>West Virginia</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	51	\$72,130	\$34,050	\$48,753	\$74,800	\$90,683	\$104,016
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$119,121		\$74,520	\$86,409	\$151,726	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$221,780		\$131,216	\$164,672	\$221,278	
<b>Wisconsin</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	19	\$65,837		\$41,529	\$66,520	\$84,271	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$98,177			\$95,795		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$147,129			\$144,984		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	16	\$75,864		\$48,366	\$57,622	\$100,279	
Top Business Position	8	\$99,132			\$100,195		
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$93,971		\$69,416	\$88,450	\$120,186	
Top Business Position	5	\$113,583			\$119,909		
Top Finance Position	6	\$116,290			\$78,702		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	32	\$133,172	\$77,233	\$117,713	\$137,871	\$158,826	\$179,455
Top Business Position	25	\$161,811	\$121,433	\$144,239	\$162,947	\$178,599	\$207,595
Top Finance Position	15	\$143,546		\$126,344	\$153,034	\$166,143	
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	114	\$63,692	\$26,530	\$40,975	\$60,258	\$82,884	\$102,247
Between \$500 thousand and \$1 million							
CEO/Executive Director	47	\$126,934	\$77,405	\$98,631	\$130,714	\$156,676	\$179,730
Between \$1 million and \$5 million							
CEO/Executive Director	56	\$188,556	\$98,620	\$117,071	\$185,322	\$237,004	\$280,321
Top Finance Position	6	\$114,170			\$115,042		
Greater than \$5 million							
CEO/Executive Director	17	\$373,000		\$326,811	\$360,326	\$401,968	
Top Finance Position	8	\$185,776			\$177,610		
Top Operations Position	5	\$175,571			\$184,380		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$134,692		\$110,339	\$133,817	\$174,614	
Top Administrative Position	9	\$134,158			\$128,135		
Top Facilities Position	5	\$135,189			\$129,283		

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
<b>501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies</b>							
Greater than \$5 million							
CEO/Executive Director	25	\$307,381	\$175,968	\$207,145	\$271,368	\$296,114	\$486,093
Top Administrative Position	11	\$258,362		\$197,514	\$245,703	\$283,731	
Top Finance Position	9	\$191,173			\$186,404		
Top Operations Position	8	\$174,025			\$169,359		
<b>501(c)(13) - Cemetery Companies</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$41,787			\$38,457		
<b>501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds</b>							
\$500 thousand or less							
CEO/Executive Director	24	\$52,503	\$24,787	\$41,168	\$50,712	\$65,760	\$76,596
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$83,976		\$74,350	\$76,098	\$93,056	
Between \$1 million and \$5 million							
CEO/Executive Director	50	\$134,535	\$82,585	\$96,639	\$124,376	\$161,655	\$205,982
Top Finance Position	15	\$102,909		\$86,676	\$95,654	\$123,390	
Top Operations Position	10	\$72,914		\$58,231	\$70,222	\$84,318	
Greater than \$5 million							
CEO/Executive Director	34	\$413,389	\$183,610	\$241,682	\$309,610	\$538,599	\$792,281
Top Finance Position	24	\$215,422	\$115,300	\$151,857	\$198,870	\$260,325	\$341,815
Top Human Resources Position	6	\$170,074			\$172,358		
Top Marketing Position	7	\$161,725			\$129,879		
Top Operations Position	20	\$201,355	\$95,777	\$151,541	\$174,993	\$269,162	\$300,300
Top Technology Position	11	\$193,455		\$152,060	\$203,387	\$223,935	

## Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wyoming</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	26	\$70,301	\$25,746	\$52,398	\$71,982	\$85,067	\$115,000
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$140,681			\$143,975		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$136,278			\$136,430		
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies							
Greater than \$5 million							
CEO/Executive Director	9	\$353,335			\$196,596		
Top Administrative Position	6	\$179,919			\$179,888		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Abilene, TX</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	8	\$46,167			\$41,115		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$97,567			\$97,783		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	\$28,859			\$25,809		
<b>Akron, OH</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$41,704			\$37,866		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$126,352			\$109,184		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$112,517			\$103,948		
Greater than \$5 million							
CEO/Executive Director	5	\$294,040			\$292,731		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	16	\$42,708		\$23,513	\$43,572	\$56,750	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Akron, OH</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$67,092			\$59,494		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$104,511		\$87,691	\$98,640	\$113,701	
Top Finance Position	5	\$73,144			\$77,108		
Greater than \$5 million							
CEO/Executive Director	13	\$179,015		\$112,850	\$145,619	\$195,789	
Top Finance Position	6	\$115,769			\$110,743		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$135,354			\$111,691		
Greater than \$5 million							
CEO/Executive Director	5	\$172,896			\$165,300		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$107,446			\$101,662		
<b>Albany-Schenectady-Troy, NY</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$43,048		\$32,294	\$39,308	\$50,000	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$106,351			\$92,498		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Albany-Schenectady-Troy, NY</b>							
<b>Community Improvement, Capacity Building</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$114,592			\$108,183		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$115,290			\$105,250		
<b>Crime, Legal-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$96,906			\$93,424		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$75,103			\$71,170		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$88,563			\$88,529		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$90,489			\$92,715		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$51,261		\$32,439	\$42,980	\$60,017	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$140,548		\$88,821	\$110,232	\$159,832	
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$138,635	\$77,025	\$85,864	\$114,074	\$137,853	\$222,658
Top Finance Position	7	\$71,580			\$73,231		
Greater than \$5 million							
CEO/Executive Director	19	\$383,377		\$142,660	\$206,365	\$386,391	
Top Finance Position	9	\$229,679			\$220,856		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Albany-Schenectady-Troy, NY</b>							
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$58,542			\$44,917		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$134,421		\$109,154	\$140,844	\$156,551	
Greater than \$5 million							
CEO/Executive Director	18	\$252,117		\$148,435	\$176,498	\$250,606	
Top Finance Position	14	\$198,742		\$128,603	\$149,197	\$203,753	
<b>Housing, Shelter</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$62,027			\$64,096		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$86,306			\$79,957		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$64,527		\$45,212	\$61,003	\$71,323	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$65,953		\$53,107	\$59,203	\$77,090	
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$97,522	\$62,970	\$69,029	\$90,644	\$123,384	\$149,911
Top Finance Position	5	\$86,548			\$85,250		
Greater than \$5 million							
CEO/Executive Director	26	\$178,004	\$106,021	\$121,420	\$151,634	\$222,638	\$290,968
Top Finance Position	20	\$119,741	\$84,427	\$95,831	\$119,391	\$146,404	\$162,109
Top Operations Position	6	\$155,317			\$163,849		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Albany-Schenectady-Troy, NY</b>							
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$110,740			\$112,272		
Greater than \$5 million							
CEO/Executive Director	8	\$188,732			\$150,084		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$35,383			\$36,804		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$48,364			\$53,458		
<b>Albuquerque, NM</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$39,490			\$39,832		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$84,135			\$65,777		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$97,115		\$66,682	\$92,840	\$125,833	
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$62,350			\$69,265		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$119,681			\$123,892		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Albuquerque, NM</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$36,712			\$27,541		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$52,099		\$36,948	\$45,000	\$55,282	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$55,084			\$43,667		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$115,735		\$74,815	\$104,443	\$123,247	
Greater than \$5 million							
CEO/Executive Director	8	\$205,843			\$192,608		
Top Finance Position	5	\$155,353			\$110,161		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$76,155			\$78,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$89,081			\$83,646		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$107,108			\$89,937		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$119,752			\$103,226		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$47,766		\$42,308	\$47,250	\$56,667	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Albuquerque, NM</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$55,885		\$39,976	\$61,029	\$67,909	
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$92,222	\$61,015	\$78,001	\$88,030	\$117,027	\$127,203
Top Finance Position	8	\$60,548			\$68,962		
Greater than \$5 million							
CEO/Executive Director	11	\$113,833		\$85,335	\$110,585	\$139,590	
Top Finance Position	6	\$95,869			\$100,394		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$53,944			\$47,461		
<b>Allentown-Bethlehem-Easton, PA</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$42,026			\$46,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$85,366			\$75,000		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$113,515			\$111,661		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$41,838			\$31,079		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$104,582		\$83,155	\$100,309	\$116,922	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Allentown-Bethlehem-Easton, PA</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	9	\$172,376			\$119,261		
Top Finance Position	5	\$193,738			\$155,482		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	6	\$557,206			\$471,175		
Top Finance Position	6	\$656,163			\$308,261		
Top Operations Position	5	\$531,253			\$282,445		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$95,893			\$94,458		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$41,916		\$32,284	\$35,112	\$49,914	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$73,071			\$76,442		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$98,746			\$96,910		
Greater than \$5 million							
CEO/Executive Director	20	\$202,667	\$83,795	\$106,444	\$142,014	\$175,391	\$344,288
Top Finance Position	9	\$223,977			\$138,787		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Altoona, PA</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$48,533			\$46,620		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$70,275			\$61,642		
<b>Amarillo, TX</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	\$55,018			\$62,418		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$96,509			\$98,500		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$37,200			\$34,550		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	\$35,278			\$36,613		
<b>Anchorage, AK</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$133,608			\$136,727		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Anchorage, AK</b>							
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$54,212			\$42,315		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$121,090			\$118,415		
<b>Environmental Quality, Protection and Beautification</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$97,638			\$77,718		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$139,098			\$129,946		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$157,783			\$166,706		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$54,487			\$50,658		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$110,252		\$94,283	\$103,000	\$127,837	
Top Finance Position	5	\$80,325			\$89,767		
Greater than \$5 million							
CEO/Executive Director	5	\$209,717			\$211,701		
Top Finance Position	5	\$149,643			\$126,519		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$118,638			\$87,291		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ann Arbor, MI</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$48,348			\$48,483		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$108,505			\$103,172		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$37,671			\$37,224		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$124,451		\$85,650	\$107,257	\$139,031	
Greater than \$5 million							
CEO/Executive Director	6	\$322,535			\$244,427		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$238,729			\$215,054		
Greater than \$5 million							
CEO/Executive Director	6	\$630,519			\$327,022		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$88,697			\$80,346		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$49,055		\$38,596	\$47,800	\$55,135	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$73,196		\$60,364	\$78,779	\$87,291	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ann Arbor, MI</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$76,815		\$64,540	\$75,090	\$94,335	
Greater than \$5 million							
CEO/Executive Director	13	\$223,690		\$113,621	\$161,659	\$226,357	
Top Finance Position	5	\$147,093			\$90,684		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$59,787			\$72,609		
<b>Appleton-Oshkosh-Neenah, WI</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$43,796			\$47,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$84,995			\$90,054		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	6	\$215,513			\$170,350		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$43,434			\$44,827		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$51,725			\$43,654		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$84,164			\$91,198		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Appleton-Oshkosh-Neenah, WI</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	8	\$212,173			\$189,476		
Top Finance Position	6	\$115,995			\$95,761		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$146,211			\$131,449		
<b>Asheville, NC</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	13	\$39,888		\$23,600	\$36,466	\$53,471	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$86,730			\$84,405		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	6	\$52,774			\$53,510		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	7	\$64,408			\$49,313		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$75,969			\$72,639		
Greater than \$5 million							
CEO/Executive Director	6	\$265,777			\$283,284		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Asheville, NC</b>							
Environmental Quality, Protection and Beautification							
\$500 thousand or less							
CEO/Executive Director	5	\$60,954			\$54,461		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	\$204,987			\$172,056		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$45,481			\$47,567		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$106,598			\$81,262		
Greater than \$5 million							
CEO/Executive Director	6	\$228,289			\$215,222		
Top Finance Position	5	\$151,856			\$121,586		
<b>Athens, GA</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$71,004			\$70,000		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	\$47,814			\$45,825		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Atlanta,GA</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$42,143			\$46,706		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$98,212			\$92,941		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	37	\$54,919	\$29,664	\$37,841	\$47,788	\$70,000	\$86,151
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$70,856		\$63,113	\$69,475	\$79,953	
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$113,306	\$58,863	\$71,006	\$115,807	\$151,202	\$175,428
Greater than \$5 million							
CEO/Executive Director	8	\$340,329			\$314,298		
Top Finance Position	9	\$157,245			\$165,250		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$53,792		\$30,469	\$42,476	\$79,571	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$131,889			\$97,148		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$58,775		\$42,274	\$50,000	\$61,417	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$154,968		\$96,764	\$127,398	\$221,224	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Atlanta,GA</b>							
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$53,594		\$42,278	\$49,000	\$66,441	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$89,644			\$75,430		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$62,166		\$35,100	\$70,000	\$87,602	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$100,410		\$64,799	\$91,531	\$143,710	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$116,716			\$74,770		
Greater than \$5 million							
CEO/Executive Director	5	\$317,125			\$272,540		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	39	\$51,998	\$22,640	\$27,250	\$47,634	\$70,758	\$88,158
Between \$500 thousand and \$1 million							
CEO/Executive Director	32	\$92,906	\$33,692	\$57,276	\$79,406	\$116,447	\$143,169
Between \$1 million and \$5 million							
CEO/Executive Director	71	\$129,317	\$58,900	\$75,211	\$114,231	\$159,305	\$226,980
Top Finance Position	11	\$99,390		\$59,169	\$87,822	\$124,884	



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Atlanta,GA</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	63	\$385,290	\$131,037	\$159,792	\$269,790	\$365,206	\$694,808
Top Business Position	9	\$166,667			\$149,270		
Top Development Position	20	\$166,225	\$116,249	\$126,110	\$149,398	\$181,421	\$255,937
Top Finance Position	38	\$164,924	\$92,772	\$123,107	\$146,783	\$201,685	\$255,296
Top Operations Position	12	\$241,501		\$131,889	\$172,816	\$269,046	
Top Technology Position	8	\$164,356			\$153,136		
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$67,057			\$58,084		
Greater than \$5 million							
CEO/Executive Director	5	\$442,445			\$303,596		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	22	\$47,038	\$19,572	\$25,402	\$46,200	\$60,633	\$70,770
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$67,106			\$62,636		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$145,582		\$111,004	\$125,724	\$173,524	
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$42,717			\$36,312		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$62,608			\$72,000		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Atlanta,GA</b>							
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$50,399		\$23,250	\$48,064	\$65,157	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$90,123		\$66,480	\$75,428	\$104,547	
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$161,081	\$64,003	\$86,877	\$107,617	\$149,460	\$257,591
Top Finance Position	5	\$109,766			\$88,030		
Greater than \$5 million							
CEO/Executive Director	33	\$549,557	\$107,362	\$217,115	\$413,920	\$744,971	\$1,189,949
Top Administrative Position	6	\$349,194			\$241,619		
Top Finance Position	23	\$330,186	\$141,902	\$160,990	\$252,180	\$399,361	\$667,868
Top Legal Position	5	\$588,964			\$527,633		
Top Operations Position	13	\$505,322		\$209,872	\$276,521	\$609,762	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$46,076		\$34,332	\$48,940	\$57,500	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$83,874			\$77,000		
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$133,503	\$73,510	\$84,694	\$96,996	\$142,699	\$236,091
Greater than \$5 million							
CEO/Executive Director	7	\$289,242			\$217,127		
Top Finance Position	5	\$164,334			\$153,241		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Atlanta,GA</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	88	\$49,953	\$21,471	\$32,129	\$45,000	\$63,531	\$80,107
Between \$500 thousand and \$1 million							
CEO/Executive Director	49	\$77,212	\$44,768	\$54,000	\$72,822	\$88,790	\$117,168
Between \$1 million and \$5 million							
CEO/Executive Director	67	\$107,055	\$65,409	\$74,271	\$94,700	\$130,917	\$156,746
Top Finance Position	13	\$72,968		\$56,124	\$78,057	\$92,792	
Top Operations Position	5	\$77,773			\$82,316		
Greater than \$5 million							
CEO/Executive Director	34	\$199,251	\$86,664	\$124,353	\$146,060	\$218,254	\$341,588
Top Development Position	6	\$225,038			\$162,697		
Top Finance Position	17	\$163,441		\$81,108	\$137,658	\$161,339	
Top Operations Position	9	\$214,012			\$151,290		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$50,257		\$31,500	\$43,600	\$56,205	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$65,586			\$52,345		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$59,144		\$34,549	\$52,809	\$78,450	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$87,928		\$51,832	\$82,229	\$95,519	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$117,637			\$135,115		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Atlanta,GA</b>							
<b>Mental Health, Crisis Intervention</b>							
Greater than \$5 million							
CEO/Executive Director	9	\$182,544			\$179,236		
Top Finance Position	6	\$142,880			\$150,283		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$54,638		\$36,005	\$43,611	\$70,330	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$67,365			\$68,880		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$140,423			\$110,459		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$49,403		\$31,681	\$44,167	\$61,539	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$118,396			\$103,100		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$55,483		\$27,500	\$40,858	\$61,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$67,228			\$64,055		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$120,645		\$78,214	\$107,000	\$153,077	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Atlanta,GA</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	121	\$62,991	\$24,000	\$32,696	\$60,000	\$79,200	\$110,900
Top Finance Position	8	\$37,442			\$26,393		
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$82,147		\$43,500	\$78,511	\$121,137	
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$121,062	\$70,058	\$85,296	\$106,031	\$142,798	\$198,301
Top Finance Position	9	\$73,900			\$88,800		
Greater than \$5 million							
CEO/Executive Director	11	\$214,815		\$142,067	\$172,381	\$269,706	
Top Finance Position	7	\$215,757			\$189,868		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	34	\$44,346	\$22,148	\$30,042	\$39,650	\$54,750	\$71,445
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$70,384		\$57,500	\$61,800	\$86,956	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$129,566		\$80,717	\$118,932	\$155,582	
Greater than \$5 million							
CEO/Executive Director	5	\$464,469			\$363,330		
<b>AtlanticCity, NJ</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
Top Finance Position	5	\$136,756			\$98,280		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Augusta-Aiken, GA-SC</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$50,542			\$47,045		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$68,527			\$59,080		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$110,589			\$96,773		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	7	\$37,817			\$32,000		
<b>Austin-San Marcos, TX</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	6	\$34,524			\$24,425		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$120,782			\$120,995		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	30	\$53,489	\$28,561	\$33,398	\$50,618	\$69,550	\$76,413
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$62,831			\$55,991		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$114,860		\$62,645	\$110,535	\$142,955	
Greater than \$5 million							
CEO/Executive Director	7	\$230,570			\$207,851		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Austin-San Marcos, TX</b>							
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$60,492			\$66,322		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$102,267			\$101,207		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$144,321			\$125,033		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$63,844			\$58,242		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$97,491			\$92,068		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$139,828		\$85,849	\$110,000	\$184,331	
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$56,022			\$62,003		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$88,190			\$75,103		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$115,156			\$102,018		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$48,033			\$45,623		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$72,110			\$76,843		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Austin-San Marcos, TX</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
Greater than \$5 million							
CEO/Executive Director	5	\$613,533			\$491,891		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	28	\$57,738	\$29,227	\$38,339	\$54,214	\$79,247	\$86,776
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$71,121			\$70,835		
Between \$1 million and \$5 million							
CEO/Executive Director	49	\$122,338	\$67,529	\$98,399	\$112,792	\$150,457	\$170,421
Greater than \$5 million							
CEO/Executive Director	26	\$425,172	\$110,796	\$140,645	\$220,460	\$359,783	\$569,204
Top Administrative Position	6	\$417,993			\$164,915		
Top Development Position	5	\$137,290			\$114,150		
Top Finance Position	13	\$153,777		\$98,302	\$137,709	\$202,456	
Top Operations Position	7	\$96,513			\$97,869		
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$96,012			\$80,092		
Greater than \$5 million							
CEO/Executive Director	7	\$279,965			\$169,380		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$56,954		\$42,332	\$55,802	\$73,612	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$79,255			\$79,213		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Austin-San Marcos, TX</b>							
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$59,141		\$38,125	\$52,450	\$76,307	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$152,165		\$93,412	\$137,672	\$179,671	
Greater than \$5 million							
CEO/Executive Director	17	\$299,539		\$171,566	\$309,718	\$381,835	
Top Finance Position	14	\$234,279		\$121,066	\$167,771	\$272,470	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$63,096			\$69,334		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$161,699			\$74,394		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	43	\$48,361	\$19,376	\$28,482	\$40,457	\$60,231	\$79,784
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$91,939		\$60,978	\$81,741	\$94,485	
Between \$1 million and \$5 million							
CEO/Executive Director	29	\$128,534	\$60,878	\$89,587	\$124,884	\$149,368	\$201,688
Greater than \$5 million							
CEO/Executive Director	21	\$227,569	\$100,667	\$122,828	\$153,380	\$248,286	\$443,843
Top Finance Position	14	\$165,041		\$92,278	\$119,768	\$172,859	
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$56,754		\$45,705	\$61,075	\$66,000	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Austin-San Marcos, TX</b>							
<b>Mental Health, Crisis Intervention</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$69,045			\$62,500		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$108,997			\$108,451		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$46,666			\$27,386		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$121,831			\$100,855		
<b>Public, Society Benefit – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$138,329			\$122,815		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$56,947			\$56,000		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$106,456			\$100,412		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	28	\$55,192	\$26,751	\$40,219	\$52,897	\$61,734	\$77,910
<b>Unknown</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$46,054			\$38,252		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Austin-San Marcos, TX</b>							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	14	\$56,059		\$45,944	\$50,266	\$65,254	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$114,471			\$105,000		
<b>Bakersfield, CA</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	5	\$191,254			\$194,660		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	\$492,672			\$416,391		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$62,190			\$37,440		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$68,625			\$66,470		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$112,293		\$80,271	\$120,593	\$136,400	
<b>Baltimore, MD</b>							
Animal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$113,317			\$100,000		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Baltimore, MD</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	33	\$45,553	\$25,117	\$28,965	\$38,560	\$56,043	\$66,989
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$80,399		\$66,674	\$81,052	\$95,280	
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$129,701	\$60,646	\$93,969	\$122,567	\$149,014	\$185,738
Top Finance Position	6	\$93,399			\$87,138		
Top Operations Position	5	\$106,634			\$93,466		
Greater than \$5 million							
CEO/Executive Director	6	\$219,970			\$195,181		
Top Finance Position	5	\$110,847			\$113,721		
<b>Civil Rights, Social Action, Advocacy</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$113,462			\$105,491		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$117,047			\$120,727		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$63,552		\$54,736	\$62,970	\$72,522	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$81,031			\$74,388		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$157,777		\$99,554	\$125,392	\$213,410	
Top Finance Position	7	\$126,597			\$114,200		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Baltimore, MD</b>							
<b>Community Improvement, Capacity Building</b>							
Greater than \$5 million							
CEO/Executive Director	8	\$194,230			\$214,878		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$43,395		\$25,781	\$36,405	\$62,964	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$126,145			\$110,052		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$71,790			\$65,816		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$108,804			\$91,000		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$130,950			\$130,303		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	23	\$61,606	\$32,550	\$41,607	\$64,000	\$74,304	\$96,961
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$89,827		\$65,787	\$83,199	\$105,894	
Between \$1 million and \$5 million							
CEO/Executive Director	38	\$129,720	\$70,692	\$85,802	\$119,920	\$169,288	\$207,369
Top Finance Position	7	\$79,117			\$69,670		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Baltimore, MD</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	51	\$320,493	\$139,334	\$164,182	\$274,594	\$403,854	\$475,853
Top Development Position	23	\$164,851	\$114,875	\$121,679	\$153,584	\$176,666	\$242,323
Top Education Position	6	\$134,249			\$138,592		
Top Finance Position	28	\$168,932	\$106,035	\$125,874	\$157,428	\$198,378	\$262,566
Top Human Resources Position	6	\$215,112			\$184,983		
Top Operations Position	9	\$179,918			\$197,207		
Top Technology Position	5	\$160,630			\$165,169		
<b>Employment, Job-Related</b>							
Greater than \$5 million							
CEO/Executive Director	6	\$234,129			\$193,599		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$78,602		\$60,089	\$66,825	\$99,949	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$82,227			\$84,434		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$122,365		\$108,796	\$116,151	\$123,702	
Greater than \$5 million							
CEO/Executive Director	5	\$185,083			\$203,105		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$106,326		\$63,129	\$99,043	\$134,650	
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$142,053		\$90,619	\$133,758	\$179,541	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Baltimore, MD</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	36	\$796,863	\$202,035	\$225,136	\$451,985	\$823,663	\$1,778,096
Top Administrative Position	7	\$206,682			\$179,248		
Top Development Position	6	\$225,496			\$187,542		
Top Finance Position	30	\$403,444	\$114,170	\$162,440	\$242,374	\$427,303	\$671,117
Top Human Resources Position	12	\$261,173		\$177,139	\$210,719	\$315,262	
Top Operations Position	18	\$232,540		\$148,903	\$228,864	\$282,278	
Top Technology Position	6	\$473,855			\$523,956		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$66,637		\$58,841	\$65,966	\$76,510	
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$124,630		\$92,114	\$106,267	\$122,852	
Greater than \$5 million							
CEO/Executive Director	11	\$322,422		\$152,995	\$194,141	\$473,900	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	42	\$56,922	\$19,915	\$35,891	\$49,997	\$72,071	\$94,418
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	\$79,076	\$43,171	\$56,390	\$71,415	\$91,938	\$118,419
Between \$1 million and \$5 million							
CEO/Executive Director	35	\$111,701	\$54,009	\$79,808	\$103,800	\$141,873	\$184,295
Top Finance Position	13	\$91,242		\$68,186	\$84,013	\$104,940	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Baltimore, MD</b>							
<b>Human Services – Multipurpose and Other</b>							
Greater than \$5 million							
CEO/Executive Director	51	\$210,156	\$129,079	\$145,561	\$182,691	\$255,341	\$341,095
Top Administrative Position	9	\$179,831			\$172,338		
Top Finance Position	36	\$154,221	\$100,224	\$108,506	\$142,361	\$173,997	\$221,694
Top Human Resources Position	10	\$140,726		\$121,921	\$141,609	\$164,887	
Top Operations Position	15	\$172,608		\$124,190	\$146,236	\$219,789	
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$107,583			\$97,000		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$50,150		\$24,702	\$40,084	\$62,846	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$93,599			\$97,318		
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$134,716	\$81,280	\$102,879	\$124,000	\$157,284	\$181,539
Top Finance Position	8	\$105,798			\$108,611		
Greater than \$5 million							
CEO/Executive Director	10	\$288,135		\$163,077	\$226,272	\$266,318	
Top Finance Position	7	\$162,780			\$154,145		
Top Operations Position	5	\$169,983			\$137,376		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$97,995			\$90,889		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Baltimore, MD</b>							
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$60,702			\$55,643		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$125,506			\$101,206		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$46,111		\$22,456	\$35,819	\$61,562	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$71,523		\$52,327	\$76,389	\$95,344	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$106,982			\$89,932		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	20	\$52,665	\$29,900	\$34,708	\$44,295	\$69,674	\$84,022
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$103,370			\$83,848		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	22	\$51,871	\$19,496	\$24,057	\$46,167	\$76,017	\$86,042
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$110,580		\$92,441	\$109,722	\$128,416	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Bangor,ME</b>							
Arts, Culture and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$67,279			\$67,890		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	9	\$278,748			\$234,248		
Top Finance Position	9	\$194,495			\$171,964		
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$64,509			\$59,200		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$88,479			\$92,695		
<b>Barnstable-Yarmouth, MA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$47,297			\$42,367		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	\$44,974			\$33,034		
Greater than \$5 million							
CEO/Executive Director	5	\$237,500			\$232,857		
Human Services – Multipurpose and Other							
Greater than \$5 million							
Top Finance Position	5	\$95,349			\$97,629		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Baton Rouge, LA</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$38,690			\$34,131		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$101,646			\$74,490		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$60,399		\$40,763	\$49,633	\$88,640	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$63,753			\$65,262		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$112,119		\$69,485	\$92,389	\$153,576	
Greater than \$5 million							
CEO/Executive Director	10	\$196,047		\$136,277	\$150,723	\$263,697	
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	10	\$634,479		\$132,209	\$210,734	\$662,322	
Top Finance Position	7	\$363,926			\$288,298		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$44,351		\$30,408	\$39,416	\$58,750	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$74,533			\$68,003		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$78,937			\$80,750		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Baton Rouge, LA</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	10	\$50,979		\$24,500	\$41,505	\$62,770	
<b>Beaumont-Port Arthur, TX</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	\$51,075			\$45,800		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$94,968			\$95,730		
<b>Bellingham, WA</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$55,849			\$51,484		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	\$46,025			\$48,000		
<b>Bergen-Passaic</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$48,779			\$34,556		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Bergen-Passaic</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$108,207			\$109,481		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$59,483			\$68,700		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$133,066		\$97,567	\$132,395	\$150,046	
Greater than \$5 million							
CEO/Executive Director	22	\$267,856	\$89,485	\$161,690	\$199,222	\$321,811	\$517,040
Top Finance Position	8	\$184,925			\$151,554		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$151,984			\$122,835		
Greater than \$5 million							
CEO/Executive Director	8	\$701,467			\$431,673		
Top Finance Position	9	\$375,919			\$267,881		
Top Human Resources Position	5	\$278,553			\$266,386		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	18	\$57,563		\$46,646	\$58,500	\$73,728	
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$132,500	\$81,594	\$91,816	\$112,500	\$140,301	\$150,556
Top Finance Position	9	\$107,109			\$77,385		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Bergen-Passaic</b>							
<b>Human Services – Multipurpose and Other</b>							
Greater than \$5 million							
CEO/Executive Director	17	\$178,845		\$136,114	\$175,667	\$194,556	
Top Finance Position	11	\$109,680		\$101,147	\$108,818	\$117,126	
<b>Mental Health, Crisis Intervention</b>							
Greater than \$5 million							
CEO/Executive Director	8	\$173,703			\$165,909		
Top Finance Position	6	\$110,176			\$112,620		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$33,963		\$21,359	\$34,800	\$46,740	
<b>Youth Development</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$130,870			\$119,399		
<b>Billings, MT</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$54,998			\$65,000		
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$74,441			\$75,895		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Biloxi-Gulfport-Pascagoula, MS</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$44,248			\$41,563		
<b>Binghamton, NY</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$71,626			\$63,923		
Greater than \$5 million							
CEO/Executive Director	7	\$182,512			\$154,921		
Top Finance Position	8	\$101,306			\$102,353		
<b>Birmingham, AL</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	9	\$55,974			\$50,041		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$72,519			\$66,993		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	6	\$66,735			\$61,914		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$137,544			\$125,000		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	8	\$43,457			\$46,245		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Birmingham, AL</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$81,062			\$82,083		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$109,110		\$78,282	\$90,640	\$141,954	
Greater than \$5 million							
CEO/Executive Director	6	\$227,962			\$186,870		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$55,606			\$53,433		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$146,822			\$126,699		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	22	\$46,431	\$18,218	\$36,466	\$46,175	\$55,426	\$63,119
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$65,371			\$70,811		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$96,061		\$60,907	\$88,070	\$117,341	
Greater than \$5 million							
CEO/Executive Director	13	\$308,742		\$173,797	\$226,142	\$301,931	
Top Finance Position	8	\$181,459			\$140,195		
Top Operations Position	5	\$162,272			\$178,916		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Birmingham, AL</b>							
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	7	\$77,165			\$65,000		
Philanthropy, Voluntarism and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	8	\$55,321			\$48,864		
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$130,815			\$116,802		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	29	\$61,916	\$26,342	\$38,757	\$65,000	\$81,020	\$92,780
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$77,054			\$43,891		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$109,881			\$101,120		
<b>Bismarck, ND</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$44,073			\$46,844		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$92,163			\$96,360		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Bismarck, ND</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	5	\$156,415			\$144,561		
<b>Bloomington, IN</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	6	\$222,646			\$184,202		
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	5	\$166,372			\$120,411		
<b>Bloomington-Normal, IL</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$41,376			\$50,000		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$99,660			\$98,437		
Greater than \$5 million							
CEO/Executive Director	7	\$160,803			\$162,048		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	\$47,104			\$45,049		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Boise City, ID</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$44,454			\$34,501		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$108,555			\$123,539		
<b>Educational Institutions and Related Activities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$74,373			\$77,217		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$99,292		\$65,787	\$108,860	\$121,972	
Top Administrative Position	8	\$96,944			\$94,237		
Greater than \$5 million							
CEO/Executive Director	5	\$138,638			\$128,109		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$55,430			\$55,758		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$40,629			\$39,792		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$72,817			\$59,249		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$103,526		\$63,883	\$79,527	\$114,341	
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$50,536			\$45,392		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Boston, MA</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$43,646			\$42,235		
Greater than \$5 million							
CEO/Executive Director	5	\$332,539			\$299,413		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	83	\$59,009	\$30,293	\$40,769	\$59,933	\$75,527	\$86,495
Between \$500 thousand and \$1 million							
CEO/Executive Director	46	\$83,859	\$44,600	\$61,632	\$70,851	\$92,264	\$135,277
Between \$1 million and \$5 million							
CEO/Executive Director	58	\$123,365	\$59,403	\$84,157	\$115,012	\$149,142	\$186,676
Top Development Position	5	\$135,471			\$116,931		
Top Finance Position	8	\$92,044			\$63,513		
Greater than \$5 million							
CEO/Executive Director	27	\$404,636	\$169,398	\$233,186	\$303,684	\$543,884	\$756,810
Top Administrative Position	7	\$169,758			\$156,149		
Top Development Position	9	\$193,895			\$189,381		
Top Finance Position	16	\$205,823		\$151,412	\$188,001	\$233,874	
Top Operations Position	8	\$244,794			\$211,280		
Top Technology Position	6	\$195,042			\$168,545		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$54,824		\$33,167	\$56,081	\$73,110	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$98,385		\$67,060	\$93,097	\$121,400	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Boston, MA</b>							
<b>Civil Rights, Social Action, Advocacy</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$147,064	\$86,649	\$99,878	\$119,457	\$153,112	\$213,770
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	29	\$59,165	\$27,107	\$36,720	\$58,500	\$67,709	\$87,454
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$95,681			\$94,476		
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$146,853	\$78,572	\$115,791	\$128,295	\$185,978	\$229,961
Top Finance Position	9	\$119,980			\$92,823		
Greater than \$5 million							
CEO/Executive Director	7	\$212,505			\$150,000		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	18	\$74,672		\$56,769	\$77,653	\$97,681	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$124,150			\$123,051		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$61,670		\$49,000	\$59,415	\$74,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$120,089		\$98,771	\$101,661	\$112,188	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$136,542		\$111,928	\$126,242	\$175,767	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Boston, MA</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
Greater than \$5 million							
CEO/Executive Director	14	\$595,194		\$183,063	\$416,058	\$862,555	
Top Finance Position	9	\$516,547			\$523,188		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	89	\$62,729	\$25,034	\$39,810	\$61,543	\$76,849	\$92,614
Top Finance Position	5	\$77,731			\$79,600		
Top Program Position	5	\$45,073			\$38,723		
Between \$500 thousand and \$1 million							
CEO/Executive Director	56	\$94,511	\$50,062	\$64,022	\$80,893	\$118,188	\$165,938
Between \$1 million and \$5 million							
CEO/Executive Director	109	\$143,883	\$78,195	\$104,054	\$133,559	\$177,214	\$214,937
Top Business Position	6	\$105,424			\$102,284		
Top Finance Position	15	\$90,040		\$76,921	\$101,337	\$114,316	
Top Operations Position	13	\$113,676		\$78,580	\$111,701	\$135,922	
Top Program Position	8	\$110,186			\$109,962		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Boston, MA</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	134	\$415,088	\$163,591	\$210,243	\$334,943	\$536,289	\$714,705
Top Administrative Position	10	\$219,562		\$146,758	\$195,409	\$292,051	
Top Business Position	10	\$232,693		\$174,978	\$193,382	\$284,609	
Top Development Position	52	\$213,884	\$129,094	\$145,474	\$195,843	\$264,055	\$325,771
Top Education Position	18	\$211,027		\$142,234	\$195,725	\$268,311	
Top Facilities Position	8	\$189,309			\$154,559		
Top Finance Position	92	\$206,905	\$111,514	\$135,067	\$184,941	\$245,434	\$309,003
Top Human Resources Position	9	\$268,700			\$250,756		
Top Legal Position	12	\$328,186		\$234,425	\$256,895	\$370,440	
Top Marketing Position	8	\$234,509			\$217,077		
Top Operations Position	39	\$235,278	\$132,213	\$152,836	\$187,156	\$262,799	\$348,957
Top PR/Communications Position	7	\$163,029			\$141,154		
Top Program Position	10	\$218,417		\$158,821	\$179,588	\$275,762	
Top Technology Position	23	\$206,916	\$119,580	\$145,055	\$181,284	\$256,962	\$367,979
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$66,110			\$79,624		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$112,580			\$109,550		
Greater than \$5 million							
CEO/Executive Director	7	\$322,316			\$279,544		
Top Finance Position	5	\$223,738			\$224,764		
Top Operations Position	5	\$297,151			\$231,215		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Boston, MA</b>							
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	22	\$54,258	\$20,070	\$43,250	\$53,225	\$68,960	\$76,950
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$106,855		\$58,935	\$103,406	\$131,905	
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$153,399	\$116,936	\$127,727	\$141,743	\$170,510	\$226,428
Greater than \$5 million							
CEO/Executive Director	9	\$248,569			\$249,014		
Top Development Position	6	\$169,174			\$156,237		
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$73,815			\$80,963		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$119,599			\$121,245		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$69,172		\$38,444	\$67,950	\$85,590	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$95,621		\$79,649	\$101,296	\$111,047	
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$195,240	\$71,720	\$108,273	\$148,487	\$268,652	\$378,746
Top Finance Position	6	\$175,771			\$167,810		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Boston, MA</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	82	\$570,469	\$139,708	\$189,664	\$347,650	\$724,548	\$1,161,456
Top Administrative Position	11	\$173,453		\$155,451	\$162,319	\$178,338	
Top Development Position	12	\$273,641		\$156,880	\$205,913	\$337,658	
Top Education Position	5	\$422,037			\$236,861		
Top Finance Position	62	\$346,216	\$113,845	\$153,613	\$254,628	\$395,757	\$636,855
Top Human Resources Position	16	\$362,989		\$247,897	\$289,756	\$436,858	
Top Operations Position	30	\$361,350	\$118,411	\$176,545	\$282,670	\$401,927	\$871,706
Top Technology Position	11	\$427,133		\$240,309	\$282,499	\$482,368	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$70,395		\$53,456	\$70,702	\$76,846	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$87,818		\$65,279	\$85,755	\$109,130	
Between \$1 million and \$5 million							
CEO/Executive Director	32	\$139,261	\$84,720	\$106,377	\$139,439	\$173,761	\$181,711
Top Finance Position	8	\$103,061			\$106,698		
Greater than \$5 million							
CEO/Executive Director	23	\$219,165	\$133,193	\$145,762	\$177,391	\$235,432	\$333,789
Top Finance Position	13	\$174,034		\$122,855	\$132,907	\$164,998	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	66	\$64,224	\$30,001	\$40,400	\$56,988	\$81,737	\$109,102
Between \$500 thousand and \$1 million							
CEO/Executive Director	49	\$80,374	\$54,019	\$61,360	\$76,764	\$95,503	\$116,668

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Boston, MA</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	103	\$114,401	\$70,005	\$84,347	\$103,346	\$132,508	\$169,767
Top Finance Position	17	\$75,191		\$47,531	\$67,042	\$101,603	
Top Operations Position	6	\$83,102			\$75,229		
Greater than \$5 million							
CEO/Executive Director	106	\$228,265	\$115,216	\$145,663	\$196,695	\$284,733	\$384,650
Top Administrative Position	8	\$144,805			\$130,910		
Top Development Position	18	\$150,900		\$127,021	\$143,152	\$166,762	
Top Finance Position	72	\$156,627	\$99,189	\$118,323	\$153,006	\$185,636	\$226,473
Top Human Resources Position	20	\$155,865	\$112,192	\$124,805	\$150,971	\$176,603	\$199,688
Top Operations Position	39	\$184,261	\$119,437	\$138,244	\$181,864	\$208,550	\$278,043
Top Program Position	15	\$150,578		\$115,804	\$145,570	\$185,849	
Top Technology Position	10	\$151,009		\$123,061	\$158,574	\$168,459	
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$64,813			\$51,527		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$93,932			\$95,181		
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$151,686	\$71,112	\$101,710	\$120,490	\$162,185	\$277,989
Greater than \$5 million							
CEO/Executive Director	12	\$275,455		\$182,395	\$224,278	\$341,455	
Top Finance Position	5	\$180,105			\$150,131		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Boston, MA</b>							
<b>Medical Research</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$109,302			\$96,154		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$163,839			\$171,857		
Greater than \$5 million							
CEO/Executive Director	9	\$398,125			\$271,307		
Top Finance Position	5	\$191,811			\$149,424		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$56,034			\$54,560		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$108,873			\$101,097		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$108,775		\$96,030	\$99,290	\$126,028	
Greater than \$5 million							
CEO/Executive Director	13	\$196,979		\$146,347	\$212,728	\$259,830	
Top Finance Position	10	\$138,842		\$102,017	\$131,640	\$152,919	
Top Operations Position	8	\$156,603			\$150,011		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$98,822			\$110,882		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$133,311		\$102,251	\$132,081	\$166,332	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Boston, MA</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Greater than \$5 million							
CEO/Executive Director	9	\$456,301			\$432,375		
Top Finance Position	7	\$255,194			\$228,035		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$69,666			\$61,691		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$264,854			\$185,677		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$60,464		\$45,500	\$57,650	\$70,050	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$98,560		\$67,775	\$78,000	\$127,324	
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$150,260		\$100,400	\$141,359	\$198,482	
Greater than \$5 million							
CEO/Executive Director	8	\$216,556			\$212,318		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	29	\$66,555	\$28,050	\$36,308	\$55,116	\$88,909	\$117,046
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$66,202			\$70,772		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$124,131		\$72,702	\$151,884	\$166,435	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Boston, MA</b>							
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$54,331		\$43,427	\$48,240	\$73,717	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$82,687		\$67,541	\$86,201	\$97,459	
Between \$1 million and \$5 million							
CEO/Executive Director	39	\$130,244	\$73,578	\$102,686	\$120,303	\$163,380	\$182,671
Top Development Position	5	\$133,642			\$130,796		
Top Finance Position	5	\$90,996			\$97,574		
Greater than \$5 million							
CEO/Executive Director	14	\$270,000		\$202,969	\$250,348	\$331,395	
Top Development Position	5	\$210,340			\$199,406		
Top Finance Position	11	\$184,005		\$112,038	\$149,363	\$227,564	
Top Operations Position	9	\$222,367			\$192,425		
<b>Boulder-Longmont</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$55,911			\$47,551		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$67,411			\$56,000		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$120,207			\$117,575		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$56,911		\$25,000	\$43,608	\$67,724	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Boulder-Longmont</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$75,767		\$45,251	\$88,269	\$96,573	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$126,980		\$91,681	\$111,563	\$126,176	
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$79,287			\$63,622		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$135,930		\$97,192	\$123,895	\$181,828	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$51,015		\$34,600	\$45,137	\$58,807	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$72,076			\$82,182		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$90,819		\$85,111	\$90,315	\$108,592	
Greater than \$5 million							
CEO/Executive Director	6	\$172,483			\$158,502		
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$83,828			\$86,228		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$55,717		\$34,924	\$49,204	\$67,105	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Brazoria, TX</b>							
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$66,225			\$62,625		
<b>Bremerton, WA</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$104,894			\$68,537		
<b>Bridgeport-Milford, CT</b>							
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$77,877			\$52,976		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$97,773			\$104,000		
Greater than \$5 million							
CEO/Executive Director	10	\$322,025		\$172,132	\$283,083	\$391,645	
Top Finance Position	7	\$169,259			\$166,359		
Health – General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$126,657			\$141,597		
Greater than \$5 million							
CEO/Executive Director	8	\$626,082			\$414,686		
Top Finance Position	7	\$242,377			\$198,112		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Bridgeport-Milford, CT</b>							
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$127,228			\$113,435		
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$141,894		\$86,394	\$119,215	\$143,929	
Greater than \$5 million							
CEO/Executive Director	9	\$207,303			\$169,161		
Top Finance Position	5	\$123,673			\$101,386		
<b>Mental Health, Crisis Intervention</b>							
Greater than \$5 million							
CEO/Executive Director	5	\$261,892			\$242,072		
Top Finance Position	5	\$145,377			\$141,508		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$56,054			\$59,231		
<b>Brockton, MA</b>							
<b>Human Services – Multipurpose and Other</b>							
Greater than \$5 million							
CEO/Executive Director	6	\$252,336			\$201,908		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Bryan-College Station, TX</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	5	\$366,793			\$456,606		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	\$45,907			\$48,814		
<b>Buffalo-Niagara Falls, NY</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	19	\$45,411		\$36,034	\$44,857	\$55,370	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$52,473			\$50,259		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$109,829			\$107,306		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	10	\$44,950		\$28,269	\$41,654	\$48,650	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$105,561			\$98,256		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	5	\$58,933			\$48,690		
Greater than \$5 million							
CEO/Executive Director	6	\$478,980			\$311,393		
Top Finance Position	6	\$263,591			\$155,082		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Buffalo-Niagara Falls, NY</b>							
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$70,629			\$60,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$81,767			\$81,716		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$87,525		\$78,546	\$87,296	\$99,465	
Top Finance Position	5	\$78,159			\$74,203		
Greater than \$5 million							
CEO/Executive Director	22	\$240,110	\$154,419	\$161,426	\$189,458	\$261,839	\$358,623
Top Administrative Position	6	\$183,859			\$178,673		
Top Business Position	5	\$147,692			\$130,118		
Top Finance Position	17	\$153,501		\$117,898	\$130,118	\$145,474	
<b>Health – General and Rehabilitative</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$100,549			\$105,515		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$133,268			\$133,188		
Greater than \$5 million							
CEO/Executive Director	18	\$300,218		\$163,019	\$226,870	\$359,449	
Top Administrative Position	8	\$158,128			\$160,608		
Top Finance Position	19	\$239,093		\$111,609	\$177,338	\$246,407	
Top Operations Position	7	\$212,073			\$213,866		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$64,630			\$62,444		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Buffalo-Niagara Falls, NY</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$47,856		\$32,971	\$50,082	\$54,107	
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$111,521	\$69,978	\$78,690	\$92,080	\$122,945	\$159,545
Top Finance Position	9	\$96,253			\$78,213		
Greater than \$5 million							
CEO/Executive Director	20	\$199,621	\$119,095	\$165,501	\$198,350	\$230,802	\$266,285
Top Finance Position	12	\$128,366		\$104,002	\$121,822	\$141,585	
Top Operations Position	5	\$140,726			\$132,827		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$91,893		\$66,561	\$97,511	\$116,445	
Greater than \$5 million							
CEO/Executive Director	9	\$239,084			\$211,133		
Top Finance Position	7	\$182,506			\$148,886		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$37,285		\$23,068	\$31,069	\$40,725	
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$49,187			\$53,887		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Burlington, VT</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$42,445			\$47,652		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$70,909			\$75,255		
Greater than \$5 million							
CEO/Executive Director	5	\$186,563			\$208,291		
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$115,202			\$124,099		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$60,017			\$58,000		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	6	\$345,781			\$229,686		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$42,816		\$30,326	\$41,449	\$56,919	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$58,083		\$48,748	\$58,433	\$65,407	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$108,513			\$107,831		
Greater than \$5 million							
CEO/Executive Director	5	\$135,603			\$128,081		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Burlington, VT</b>							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	\$50,198			\$44,220		
<b>Canton-Massillon, OH</b>							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	\$56,936			\$51,362		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$45,994			\$38,168		
Greater than \$5 million							
CEO/Executive Director	6	\$140,550			\$136,384		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	\$45,358			\$32,930		
<b>Casper, WY</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$51,935			\$59,735		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$58,685			\$60,618		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Cedar Rapids, IA</b>							
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$74,822			\$71,804		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$78,228			\$97,862		
Greater than \$5 million							
CEO/Executive Director	8	\$179,869			\$183,465		
<b>Champaign-Urbana, IL</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	\$40,692			\$40,077		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$47,744			\$52,500		
Greater than \$5 million							
CEO/Executive Director	5	\$200,169			\$193,994		
<b>Charleston, WV</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	\$380,057			\$154,122		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$45,619			\$41,800		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Charleston, WV</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$84,731		\$73,754	\$88,196	\$97,196	
Greater than \$5 million							
CEO/Executive Director	5	\$143,915			\$126,619		
<b>Charleston-North Charleston, SC</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$50,233			\$46,348		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$131,414		\$102,407	\$119,088	\$158,790	
<b>Educational Institutions and Related Activities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$65,434			\$66,028		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$104,585		\$84,803	\$98,918	\$123,758	
Greater than \$5 million							
CEO/Executive Director	9	\$253,798			\$193,999		
<b>Environmental Quality, Protection and Beautification</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$151,183			\$160,000		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$46,738			\$36,000		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Charleston-North Charleston, SC</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$80,445			\$70,620		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$82,860		\$72,151	\$84,383	\$97,147	
Greater than \$5 million							
CEO/Executive Director	6	\$235,556			\$257,696		
Top Finance Position	5	\$142,169			\$148,600		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$43,239			\$38,408		
<b>Charlotte-Gastonia-Rock Hill, NC-SC</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	20	\$43,656	\$23,460	\$29,250	\$39,736	\$50,664	\$82,770
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$66,077			\$60,505		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$116,020			\$108,120		
Greater than \$5 million							
CEO/Executive Director	7	\$269,924			\$219,471		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$51,336			\$47,263		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Charlotte-Gastonia-Rock Hill, NC-SC</b>							
<b>Community Improvement, Capacity Building</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$112,719			\$117,875		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$154,480			\$121,353		
Greater than \$5 million							
CEO/Executive Director	5	\$175,996			\$160,002		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$64,476			\$64,750		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$42,151		\$30,000	\$37,108	\$49,973	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$69,095		\$46,101	\$55,599	\$80,998	
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$98,061	\$41,649	\$53,929	\$97,583	\$133,984	\$155,355
Greater than \$5 million							
CEO/Executive Director	22	\$277,986	\$112,146	\$150,789	\$263,917	\$402,626	\$454,226
Top Development Position	6	\$186,251			\$158,007		
Top Finance Position	11	\$183,640		\$139,172	\$175,019	\$217,527	
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$42,290			\$35,883		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Charlotte-Gastonia-Rock Hill, NC-SC</b>							
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$64,915			\$69,955		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$100,663		\$65,734	\$71,482	\$108,073	
Greater than \$5 million							
CEO/Executive Director	7	\$314,421			\$176,805		
Top Finance Position	5	\$117,212			\$97,248		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$52,615			\$52,595		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$76,721			\$66,047		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$116,960			\$107,805		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	33	\$51,284	\$30,100	\$37,873	\$47,286	\$60,000	\$81,640
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$75,826		\$61,859	\$71,063	\$80,760	
Between \$1 million and \$5 million							
CEO/Executive Director	34	\$112,732	\$69,240	\$78,328	\$95,074	\$121,641	\$155,235
Top Finance Position	5	\$99,744			\$108,693		
Greater than \$5 million							
CEO/Executive Director	25	\$192,441	\$121,122	\$138,184	\$152,167	\$210,135	\$368,296
Top Finance Position	13	\$135,485		\$81,678	\$125,025	\$168,305	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Charlotte-Gastonia-Rock Hill, NC-SC</b>							
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$67,168			\$56,965		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$145,210			\$130,473		
Greater than \$5 million							
CEO/Executive Director	6	\$197,104			\$184,584		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$87,697			\$89,000		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$50,976		\$32,219	\$51,900	\$68,027	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$177,866			\$149,584		
Greater than \$5 million							
CEO/Executive Director	5	\$273,088			\$254,378		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	43	\$61,504	\$25,975	\$36,452	\$49,477	\$76,917	\$118,990
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$94,137			\$87,698		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$129,307		\$88,000	\$101,062	\$156,527	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Charlotte-Gastonia-Rock Hill, NC-SC</b>							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	10	\$42,624		\$23,881	\$36,336	\$59,631	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$136,808			\$151,129		
<b>Charlottesville, VA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	8	\$63,733			\$57,985		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	7	\$50,185			\$62,831		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$163,377			\$159,101		
Greater than \$5 million							
CEO/Executive Director	14	\$563,515		\$191,078	\$331,562	\$452,656	
Top Finance Position	7	\$222,724			\$206,350		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$104,049			\$94,531		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	10	\$68,002		\$51,760	\$57,262	\$91,216	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Chattanooga, TN-GA</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$53,803			\$53,750		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$115,820		\$98,892	\$117,298	\$150,810	
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$48,914			\$52,000		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$55,950			\$49,998		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$50,752			\$47,796		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$139,729			\$149,052		
Greater than \$5 million							
CEO/Executive Director	7	\$296,606			\$265,301		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$65,539			\$68,450		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$53,793			\$57,788		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Chattanooga, TN-GA</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$109,202			\$111,402		
Greater than \$5 million							
CEO/Executive Director	5	\$186,220			\$199,778		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	17	\$53,693		\$39,318	\$45,773	\$64,968	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$89,997			\$87,956		
<b>Cheyenne, WY</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$44,248			\$44,500		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$82,553			\$69,715		
<b>Chicago, IL</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	16	\$43,357		\$28,750	\$38,968	\$52,192	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$79,998			\$81,757		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$86,876		\$65,625	\$72,671	\$80,557	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
<b>Animal-Related</b>							
Greater than \$5 million							
CEO/Executive Director	5	\$275,223			\$209,675		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	96	\$48,819	\$22,271	\$30,353	\$42,726	\$60,717	\$76,230
Between \$500 thousand and \$1 million							
CEO/Executive Director	44	\$84,837	\$45,096	\$55,175	\$79,040	\$98,762	\$144,624
Between \$1 million and \$5 million							
CEO/Executive Director	48	\$120,311	\$62,936	\$78,309	\$108,917	\$139,906	\$181,070
Top Finance Position	8	\$94,640			\$88,991		
Greater than \$5 million							
CEO/Executive Director	27	\$382,968	\$159,623	\$204,467	\$331,375	\$483,385	\$698,182
Top Administrative Position	7	\$264,794			\$207,654		
Top Development Position	16	\$186,721		\$133,256	\$182,073	\$212,682	
Top Finance Position	17	\$191,521		\$125,888	\$197,010	\$210,348	
Top Marketing Position	8	\$192,454			\$190,143		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$50,595		\$39,625	\$49,625	\$58,812	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$90,300			\$95,525		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$142,895		\$88,230	\$130,000	\$177,500	
Greater than \$5 million							
CEO/Executive Director	6	\$206,338			\$204,801		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	30	\$70,774	\$39,508	\$53,779	\$64,795	\$78,361	\$117,933
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$100,511			\$75,000		
Between \$1 million and \$5 million							
CEO/Executive Director	41	\$133,451	\$76,000	\$98,166	\$110,455	\$145,000	\$208,657
Greater than \$5 million							
CEO/Executive Director	16	\$411,980		\$186,188	\$285,026	\$449,399	
Top Finance Position	5	\$188,261			\$195,936		
Top Operations Position	8	\$258,084			\$254,619		
Top Technology Position	5	\$170,158			\$164,970		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$59,399		\$41,020	\$54,917	\$65,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$97,686			\$83,290		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$154,629			\$125,075		
Greater than \$5 million							
CEO/Executive Director	5	\$274,769			\$232,659		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	20	\$64,860	\$15,900	\$42,068	\$67,417	\$83,586	\$108,734
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$115,405			\$107,426		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	34	\$176,447	\$98,293	\$110,346	\$158,237	\$222,390	\$289,239
Greater than \$5 million							
CEO/Executive Director	24	\$477,527	\$163,544	\$202,575	\$460,771	\$614,452	\$798,633
Top Finance Position	14	\$300,585		\$137,164	\$244,692	\$413,515	
Top Operations Position	6	\$412,301			\$399,437		
Top Technology Position	7	\$242,957			\$217,789		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	62	\$56,487	\$25,113	\$42,029	\$53,417	\$70,525	\$88,827
Between \$500 thousand and \$1 million							
CEO/Executive Director	58	\$90,386	\$43,856	\$57,325	\$80,663	\$117,067	\$140,837
Top Finance Position	5	\$33,327			\$31,154		
Between \$1 million and \$5 million							
CEO/Executive Director	128	\$143,683	\$58,411	\$87,636	\$126,365	\$169,446	\$219,537
Top Administrative Position	5	\$86,336			\$80,559		
Top Education Position	5	\$99,249			\$109,986		
Top Finance Position	14	\$83,412		\$39,239	\$63,919	\$105,669	
Top Operations Position	9	\$118,971			\$98,648		
Top Program Position	5	\$102,081			\$118,350		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	124	\$338,094	\$116,519	\$155,565	\$229,357	\$392,697	\$538,141
Top Administrative Position	9	\$207,448			\$207,978		
Top Development Position	21	\$221,839	\$108,623	\$124,181	\$203,417	\$257,815	\$262,574
Top Education Position	22	\$169,867	\$107,085	\$134,547	\$160,564	\$198,020	\$208,548
Top Finance Position	67	\$174,597	\$78,694	\$109,450	\$147,294	\$205,466	\$299,887
Top Human Resources Position	7	\$265,224			\$272,426		
Top Legal Position	8	\$536,752			\$273,694		
Top Marketing Position	7	\$223,444			\$228,008		
Top Operations Position	27	\$163,058	\$107,251	\$118,068	\$149,995	\$192,909	\$250,201
Top PR/Communications Position	9	\$247,960			\$237,302		
Top Technology Position	14	\$202,616		\$139,273	\$165,461	\$184,278	
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$65,343		\$37,413	\$68,772	\$89,642	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$101,084		\$72,667	\$77,998	\$119,934	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$161,124		\$95,904	\$132,649	\$189,907	
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$67,587		\$55,769	\$65,396	\$84,604	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$88,078			\$93,699		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
<b>Environmental Quality, Protection and Beautification</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$144,824		\$130,751	\$143,289	\$165,505	
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$58,701		\$49,314	\$58,974	\$66,546	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$103,676		\$47,358	\$74,178	\$152,810	
Greater than \$5 million							
CEO/Executive Director	8	\$249,491			\$205,292		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	24	\$70,234	\$32,756	\$42,776	\$65,584	\$94,542	\$118,369
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$85,959		\$59,900	\$72,692	\$96,135	
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$126,627	\$80,145	\$91,062	\$110,964	\$150,874	\$201,871

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	76	\$699,691	\$179,479	\$212,133	\$359,304	\$643,120	\$1,640,775
Top Administrative Position	9	\$166,873			\$148,245		
Top Development Position	7	\$178,983			\$137,993		
Top Finance Position	53	\$398,868	\$141,989	\$162,017	\$218,797	\$475,710	\$675,691
Top Human Resources Position	17	\$337,579		\$211,126	\$297,850	\$379,892	
Top Legal Position	8	\$381,321			\$338,557		
Top Marketing Position	10	\$299,813		\$158,248	\$184,006	\$219,174	
Top Operations Position	37	\$392,180	\$120,205	\$159,843	\$263,325	\$412,996	\$855,208
Top Technology Position	17	\$336,232		\$168,235	\$247,487	\$418,590	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$55,323			\$51,369		
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$74,443		\$59,377	\$70,894	\$89,910	
Between \$1 million and \$5 million							
CEO/Executive Director	45	\$108,224	\$73,850	\$85,376	\$103,400	\$121,356	\$156,704
Greater than \$5 million							
CEO/Executive Director	17	\$261,937		\$137,474	\$211,715	\$342,605	
Top Finance Position	6	\$229,761			\$231,755		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	99	\$46,356	\$20,128	\$26,420	\$43,280	\$57,606	\$75,635
Between \$500 thousand and \$1 million							
CEO/Executive Director	52	\$78,135	\$45,192	\$54,485	\$71,875	\$87,249	\$108,704

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	143	\$111,046	\$58,158	\$82,445	\$103,172	\$128,258	\$161,730
Top Finance Position	20	\$76,373	\$50,793	\$66,882	\$82,031	\$86,271	\$100,272
Top Operations Position	9	\$98,049			\$103,836		
Greater than \$5 million							
CEO/Executive Director	124	\$217,698	\$106,705	\$140,111	\$174,200	\$240,080	\$333,808
Top Administrative Position	5	\$117,031			\$116,526		
Top Business Position	5	\$226,379			\$145,324		
Top Development Position	13	\$148,547		\$140,579	\$159,143	\$173,096	
Top Finance Position	65	\$160,785	\$92,519	\$112,869	\$129,965	\$166,025	\$195,209
Top Human Resources Position	14	\$205,742		\$131,152	\$152,066	\$209,452	
Top Marketing Position	8	\$146,116			\$137,190		
Top Operations Position	26	\$177,398	\$111,745	\$132,018	\$154,005	\$213,307	\$244,338
Top Program Position	20	\$129,199	\$100,566	\$108,197	\$114,217	\$145,514	\$176,006
Top Technology Position	8	\$166,732			\$131,914		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	18	\$46,740		\$27,049	\$41,213	\$60,161	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$52,154			\$55,000		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$109,379		\$65,541	\$81,200	\$118,137	
Greater than \$5 million							
CEO/Executive Director	10	\$220,074		\$149,391	\$192,016	\$217,254	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
<b>Medical Research</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$151,903		\$92,574	\$158,570	\$185,624	
Greater than \$5 million							
CEO/Executive Director	6	\$296,745			\$256,354		
Top Finance Position	5	\$176,229			\$159,484		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$46,373		\$33,809	\$47,190	\$56,478	
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$80,501	\$39,910	\$68,000	\$76,138	\$95,000	\$104,040
Between \$1 million and \$5 million							
CEO/Executive Director	34	\$111,576	\$76,255	\$86,372	\$105,625	\$144,035	\$158,822
Greater than \$5 million							
CEO/Executive Director	22	\$222,241	\$133,746	\$173,310	\$202,854	\$257,143	\$293,310
Top Finance Position	11	\$145,059		\$111,310	\$136,587	\$169,433	
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$54,049		\$24,500	\$50,000	\$65,929	
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$139,213	\$98,292	\$111,666	\$129,675	\$176,823	\$201,361
Greater than \$5 million							
CEO/Executive Director	13	\$304,572		\$144,783	\$208,793	\$478,878	
Top Development Position	5	\$203,387			\$214,936		
Top Finance Position	6	\$211,459			\$202,989		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$49,338			\$47,778		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$121,880			\$115,000		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$156,841			\$154,500		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$37,607		\$26,200	\$31,570	\$43,450	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$71,527			\$62,620		
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$120,685	\$68,075	\$85,393	\$104,881	\$143,314	\$212,222
Greater than \$5 million							
CEO/Executive Director	5	\$775,147			\$270,458		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	64	\$55,527	\$20,097	\$38,320	\$50,438	\$71,846	\$97,736
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	\$83,510	\$36,120	\$57,313	\$80,120	\$110,936	\$132,008
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$104,531	\$53,922	\$71,068	\$107,305	\$132,065	\$144,994
Greater than \$5 million							
CEO/Executive Director	9	\$251,504			\$165,130		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
Science and Technology Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$145,054			\$127,800		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	33	\$58,432	\$27,834	\$35,000	\$60,000	\$73,560	\$96,894
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$80,166		\$64,475	\$83,077	\$95,484	
Between \$1 million and \$5 million							
CEO/Executive Director	32	\$121,721	\$74,483	\$89,302	\$108,809	\$141,224	\$182,032
Greater than \$5 million							
CEO/Executive Director	5	\$286,727			\$231,487		
<b>Chico-Paradise, CA</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$95,284			\$98,063		
<b>Cincinnati, OH-KY-IN</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	22	\$56,092	\$21,684	\$39,813	\$51,000	\$62,982	\$96,042
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$87,083			\$93,419		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$104,070			\$102,722		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Cincinnati, OH-KY-IN</b>							
<b>Arts, Culture and Humanities</b>							
Greater than \$5 million							
CEO/Executive Director	11	\$290,155		\$229,441	\$239,384	\$337,548	
Top Finance Position	6	\$138,895			\$128,239		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$53,990		\$34,036	\$48,330	\$68,305	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$89,231			\$83,430		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$169,564			\$151,094		
Greater than \$5 million							
CEO/Executive Director	5	\$289,638			\$327,031		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$51,948			\$45,017		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$114,255			\$119,617		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$55,697		\$37,675	\$59,000	\$71,400	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$66,767		\$44,203	\$65,015	\$87,924	
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$116,724	\$61,126	\$68,334	\$113,000	\$134,000	\$185,659
Top Administrative Position	5	\$108,770			\$80,000		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Cincinnati, OH-KY-IN</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	17	\$213,904		\$141,515	\$205,444	\$246,567	
Top Finance Position	11	\$133,269		\$76,511	\$110,735	\$166,941	
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$59,251			\$60,054		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$42,034			\$41,250		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$94,323		\$71,824	\$88,811	\$123,104	
Greater than \$5 million							
CEO/Executive Director	22	\$371,788	\$115,148	\$127,647	\$207,225	\$326,144	\$1,054,248
Top Finance Position	15	\$272,244		\$111,072	\$152,002	\$332,087	
Top Operations Position	6	\$185,465			\$138,930		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$60,535			\$51,439		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$111,634			\$103,350		
Greater than \$5 million							
CEO/Executive Director	5	\$156,263			\$120,000		
Top Finance Position	5	\$123,748			\$130,756		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Cincinnati, OH-KY-IN</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	27	\$43,928	\$20,222	\$29,076	\$41,340	\$50,209	\$76,077
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$72,968		\$58,829	\$70,044	\$85,264	
Between \$1 million and \$5 million							
CEO/Executive Director	29	\$109,469	\$61,064	\$88,844	\$106,745	\$120,573	\$142,604
Greater than \$5 million							
CEO/Executive Director	33	\$224,782	\$122,380	\$140,317	\$191,719	\$259,482	\$300,579
Top Finance Position	21	\$120,357	\$64,616	\$75,063	\$96,311	\$141,388	\$169,201
Top Operations Position	7	\$135,351			\$134,745		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$109,473		\$79,743	\$87,702	\$100,043	
Greater than \$5 million							
CEO/Executive Director	10	\$172,930		\$128,876	\$142,893	\$203,829	
Top Finance Position	7	\$125,226			\$127,387		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$54,516			\$56,360		
Greater than \$5 million							
CEO/Executive Director	7	\$399,430			\$431,128		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	24	\$42,888	\$18,324	\$27,893	\$43,691	\$55,317	\$62,400

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Cincinnati, OH-KY-IN</b>							
Religion-Related, Spiritual Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$92,836			\$96,510		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	8	\$51,869			\$50,728		
<b>Cleveland, OH</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	35	\$44,838	\$23,886	\$35,058	\$45,453	\$55,221	\$63,800
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$77,016		\$50,625	\$75,000	\$94,479	
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$108,734		\$87,389	\$114,128	\$130,721	
Greater than \$5 million							
CEO/Executive Director	10	\$400,524		\$283,512	\$377,826	\$525,866	
Top Development Position	6	\$212,935			\$231,604		
Top Finance Position	7	\$222,250			\$212,716		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	13	\$66,185		\$49,200	\$73,365	\$95,750	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$112,073		\$80,300	\$92,582	\$119,792	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$123,098		\$88,188	\$114,484	\$136,425	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Cleveland, OH</b>							
<b>Community Improvement, Capacity Building</b>							
Greater than \$5 million							
CEO/Executive Director	10	\$303,903		\$225,270	\$262,775	\$417,803	
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$54,843			\$49,167		
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$137,902			\$100,000		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$46,241		\$26,644	\$38,419	\$60,395	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$80,783		\$51,173	\$86,678	\$105,815	
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$94,835	\$50,594	\$58,450	\$91,476	\$115,240	\$142,282
Top Finance Position	8	\$70,512			\$69,792		
Top Operations Position	9	\$58,612			\$52,879		
Greater than \$5 million							
CEO/Executive Director	20	\$358,097	\$135,791	\$176,593	\$243,595	\$403,828	\$750,156
Top Development Position	7	\$213,544			\$187,045		
Top Finance Position	17	\$160,452		\$112,520	\$143,581	\$204,639	
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$57,781			\$50,656		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Cleveland, OH</b>							
<b>Environmental Quality, Protection and Beautification</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$156,693			\$177,870		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$62,427		\$41,500	\$54,101	\$79,094	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$67,689			\$56,100		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$136,381			\$107,918		
Greater than \$5 million							
CEO/Executive Director	23	\$988,200	\$154,750	\$190,430	\$313,538	\$487,510	\$3,210,804
Top Finance Position	15	\$362,350		\$144,776	\$188,906	\$398,043	
Top Human Resources Position	8	\$270,585			\$169,496		
Top Operations Position	9	\$532,416			\$172,860		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$47,229			\$57,353		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$84,981			\$70,000		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$107,154		\$90,987	\$106,371	\$124,131	
Greater than \$5 million							
CEO/Executive Director	5	\$203,995			\$185,572		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Cleveland, OH</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	23	\$37,576	\$20,850	\$32,443	\$34,840	\$44,860	\$53,832
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$71,709		\$52,051	\$65,436	\$79,951	
Between \$1 million and \$5 million							
CEO/Executive Director	36	\$95,748	\$54,516	\$70,104	\$90,943	\$111,875	\$146,585
Top Finance Position	8	\$66,756			\$62,068		
Top Operations Position	5	\$80,877			\$69,688		
Greater than \$5 million							
CEO/Executive Director	28	\$234,204	\$107,073	\$148,564	\$192,770	\$274,269	\$359,765
Top Finance Position	22	\$145,617	\$84,676	\$110,893	\$137,268	\$177,773	\$192,451
Top Operations Position	9	\$169,466			\$169,774		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$56,392		\$49,018	\$52,523	\$63,928	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$83,486			\$81,490		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$102,475		\$84,823	\$97,908	\$119,718	
Greater than \$5 million							
CEO/Executive Director	12	\$169,155		\$122,386	\$164,388	\$186,490	
Top Finance Position	11	\$103,573		\$86,787	\$94,134	\$121,466	
Top Operations Position	6	\$140,738			\$131,346		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Cleveland, OH</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$47,679			\$40,250		
Greater than \$5 million							
CEO/Executive Director	6	\$471,028			\$252,437		
Top Finance Position	5	\$170,021			\$144,402		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$53,321		\$46,014	\$58,462	\$65,250	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$120,546			\$99,641		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$52,242			\$50,465		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$46,028		\$39,401	\$44,000	\$50,000	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$72,850			\$67,407		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$60,825			\$67,557		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$132,684			\$132,869		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>ColoradoSprings, CO</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$44,502			\$37,950		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$101,014			\$106,536		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$74,639			\$57,851		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$78,166			\$67,507		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$77,481			\$66,110		
Greater than \$5 million							
CEO/Executive Director	15	\$223,447		\$142,195	\$191,314	\$247,974	
Top Finance Position	10	\$148,257		\$112,164	\$114,898	\$156,035	
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	8	\$247,861			\$188,085		
Top Finance Position	5	\$168,041			\$156,241		
Top Operations Position	5	\$137,659			\$126,235		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$78,106			\$80,085		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$54,483		\$43,875	\$54,960	\$65,880	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>ColoradoSprings, CO</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$62,165			\$72,236		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$92,690		\$68,837	\$84,164	\$106,228	
Greater than \$5 million							
CEO/Executive Director	10	\$182,584		\$138,332	\$169,098	\$210,421	
Top Finance Position	5	\$116,841			\$97,708		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$38,247			\$38,048		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$60,917			\$66,821		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$52,358			\$49,379		
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$163,170		\$110,000	\$154,850	\$200,395	
Greater than \$5 million							
CEO/Executive Director	15	\$393,070		\$211,758	\$332,934	\$425,018	
Top Finance Position	8	\$227,606			\$225,424		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	34	\$61,248	\$24,829	\$35,324	\$50,200	\$71,523	\$110,796

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>ColoradoSprings, CO</b>							
Religion-Related, Spiritual Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$71,158			\$68,328		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$128,308			\$120,668		
Greater than \$5 million							
CEO/Executive Director	5	\$270,155			\$268,242		
Top Finance Position	5	\$113,587			\$120,028		
Top Operations Position	6	\$169,475			\$157,549		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	8	\$49,078			\$50,188		
<b>Columbia, MO</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$84,432			\$78,533		
Greater than \$5 million							
CEO/Executive Director	5	\$122,276			\$128,673		
Top Finance Position	5	\$76,890			\$82,324		
<b>Columbia, SC</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$48,058			\$46,520		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Columbia, SC</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$48,008			\$50,000		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$64,936			\$61,757		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$144,384			\$132,186		
Greater than \$5 million							
CEO/Executive Director	10	\$221,837		\$177,161	\$196,548	\$227,045	
Top Finance Position	7	\$130,527			\$114,622		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$55,695			\$67,468		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	8	\$340,856			\$189,207		
Top Finance Position	5	\$261,263			\$180,750		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$87,496			\$84,680		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$59,097			\$62,109		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Columbia, SC</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$53,470			\$43,608		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$130,979			\$139,865		
Greater than \$5 million							
CEO/Executive Director	8	\$242,501			\$210,787		
Top Finance Position	5	\$178,306			\$189,144		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$55,599		\$38,763	\$47,700	\$75,321	
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$51,573			\$47,950		
<b>Columbus, GA-AL</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$110,933			\$98,611		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$37,964			\$33,750		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Columbus, OH</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	18	\$43,473		\$30,946	\$37,904	\$48,295	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$89,042			\$88,268		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$97,193		\$88,546	\$99,213	\$105,050	
Greater than \$5 million							
CEO/Executive Director	7	\$319,600			\$291,117		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$48,258			\$38,553		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$53,883		\$44,808	\$60,000	\$63,962	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$96,249		\$79,208	\$98,702	\$110,266	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$220,249			\$130,056		
Greater than \$5 million							
CEO/Executive Director	6	\$393,367			\$192,044		
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$116,220			\$121,517		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Columbus, OH</b>							
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$63,890		\$50,000	\$59,583	\$81,633	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$89,949		\$58,334	\$74,563	\$93,148	
Between \$1 million and \$5 million							
CEO/Executive Director	30	\$125,639	\$66,913	\$76,530	\$102,359	\$158,159	\$209,493
Greater than \$5 million							
CEO/Executive Director	27	\$330,172	\$96,992	\$158,214	\$303,535	\$426,914	\$561,350
Top Finance Position	17	\$176,515		\$116,560	\$194,019	\$204,695	
Top Technology Position	8	\$187,744			\$152,878		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$60,279			\$60,030		
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$39,980			\$42,000		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$30,222			\$26,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$118,941			\$114,439		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$142,327		\$84,790	\$116,684	\$166,744	
Top Finance Position	6	\$132,225			\$82,937		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Columbus, OH</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	11	\$472,514		\$175,666	\$235,759	\$500,761	
Top Finance Position	10	\$264,778		\$114,666	\$176,453	\$262,333	
<b>Housing, Shelter</b>							
Greater than \$5 million							
CEO/Executive Director	12	\$304,728		\$161,132	\$234,156	\$329,077	
Top Finance Position	9	\$171,937			\$153,699		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	31	\$49,176	\$23,000	\$30,063	\$49,603	\$64,272	\$75,000
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$70,663		\$59,289	\$74,395	\$87,280	
Between \$1 million and \$5 million							
CEO/Executive Director	33	\$95,359	\$57,349	\$67,891	\$94,887	\$114,532	\$144,277
Top Finance Position	8	\$76,475			\$80,948		
Greater than \$5 million							
CEO/Executive Director	23	\$213,441	\$120,282	\$165,486	\$192,910	\$239,615	\$305,864
Top Finance Position	17	\$129,969		\$86,713	\$116,806	\$144,617	
Top Operations Position	7	\$176,794			\$144,255		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$47,357			\$53,000		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$101,894		\$78,363	\$109,671	\$122,807	



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Columbus, OH</b>							
<b>Mental Health, Crisis Intervention</b>							
Greater than \$5 million							
CEO/Executive Director	9	\$212,750			\$208,152		
Top Finance Position	7	\$160,080			\$159,237		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$126,986			\$119,400		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$41,982			\$39,900		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$50,703		\$28,352	\$45,469	\$71,057	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$74,638			\$88,773		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$161,590			\$117,402		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$44,602			\$48,654		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$63,361			\$68,599		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Corpus Christi, TX</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$100,468			\$114,548		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	\$753,405			\$537,031		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$92,871			\$96,766		
<b>Dallas-Fort Worth, TX</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	7	\$49,055			\$48,600		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	36	\$53,063	\$26,160	\$35,575	\$51,871	\$68,736	\$82,571
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$74,707		\$61,462	\$70,690	\$82,606	
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$134,105		\$77,016	\$95,819	\$122,417	
Greater than \$5 million							
CEO/Executive Director	12	\$415,395		\$292,068	\$398,441	\$526,504	
Top Development Position	6	\$164,028			\$146,464		
Top Finance Position	9	\$169,887			\$167,563		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Dallas-Fort Worth, TX</b>							
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$59,038		\$38,250	\$54,746	\$67,802	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$128,542			\$133,750		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$46,860			\$51,799		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$98,617			\$90,322		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$57,185		\$38,627	\$60,000	\$71,790	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$109,082			\$116,095		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	37	\$61,283	\$24,774	\$46,850	\$60,000	\$71,022	\$85,517
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$82,627		\$55,242	\$62,101	\$87,116	
Between \$1 million and \$5 million							
CEO/Executive Director	44	\$121,542	\$72,564	\$84,115	\$119,173	\$153,653	\$190,337
Top Finance Position	11	\$83,815		\$51,549	\$94,016	\$114,477	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Dallas-Fort Worth, TX</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	52	\$299,967	\$122,464	\$159,115	\$215,034	\$313,693	\$381,094
Top Administrative Position	14	\$178,621		\$129,109	\$159,963	\$217,228	
Top Business Position	5	\$213,277			\$151,354		
Top Development Position	13	\$204,759		\$138,880	\$153,773	\$203,913	
Top Education Position	6	\$149,335			\$146,620		
Top Finance Position	28	\$159,399	\$80,396	\$112,279	\$143,377	\$208,483	\$253,542
Top Legal Position	5	\$255,586			\$207,024		
Top Operations Position	11	\$142,079		\$119,667	\$136,701	\$144,966	
Top Technology Position	5	\$139,086			\$142,173		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$52,199			\$62,507		
<b>Food, Agriculture and Nutrition</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$120,790			\$109,488		
Greater than \$5 million							
CEO/Executive Director	5	\$386,672			\$308,869		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$40,577			\$35,581		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$69,757			\$66,069		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$176,070		\$128,048	\$159,342	\$224,251	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Dallas-Fort Worth, TX</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	29	\$1,042,418	\$140,216	\$244,882	\$712,662	\$1,162,146	\$2,899,079
Top Administrative Position	8	\$341,885			\$233,980		
Top Finance Position	23	\$363,807	\$102,268	\$183,248	\$331,701	\$391,691	\$462,515
Top Human Resources Position	5	\$374,720			\$211,595		
Top Operations Position	13	\$525,783		\$223,308	\$268,953	\$540,168	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$55,754			\$65,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$66,471			\$58,184		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$104,468		\$66,900	\$101,551	\$144,605	
Greater than \$5 million							
CEO/Executive Director	9	\$246,035			\$223,781		
Top Business Position	6	\$132,150			\$131,766		
Top Marketing Position	5	\$125,227			\$123,437		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	53	\$51,408	\$28,395	\$40,000	\$48,880	\$62,500	\$74,030
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	\$77,229	\$48,556	\$67,100	\$77,449	\$88,676	\$101,200
Between \$1 million and \$5 million							
CEO/Executive Director	53	\$107,768	\$58,404	\$70,721	\$103,201	\$135,181	\$158,214
Top Finance Position	7	\$85,351			\$69,447		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Dallas-Fort Worth, TX</b>							
<b>Human Services – Multipurpose and Other</b>							
Greater than \$5 million							
CEO/Executive Director	20	\$257,378	\$172,511	\$197,644	\$236,053	\$277,479	\$347,085
Top Finance Position	14	\$170,758		\$146,112	\$162,218	\$210,877	
Top Operations Position	7	\$227,402			\$202,864		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$58,373		\$33,281	\$43,054	\$84,329	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$64,807			\$75,890		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$125,425			\$107,144		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$58,218			\$59,926		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$72,402			\$74,230		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$112,489			\$106,277		
Greater than \$5 million							
CEO/Executive Director	7	\$197,644			\$159,519		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$55,566			\$54,500		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$127,426		\$92,129	\$101,790	\$175,610	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Dallas-Fort Worth, TX</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Greater than \$5 million							
CEO/Executive Director	5	\$269,244			\$286,190		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$48,153		\$33,050	\$49,086	\$58,886	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$155,606		\$102,066	\$149,161	\$181,537	
Greater than \$5 million							
CEO/Executive Director	6	\$374,521			\$290,083		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	109	\$60,017	\$21,400	\$29,000	\$48,000	\$80,022	\$107,574
Top Finance Position	8	\$38,608			\$41,218		
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$84,210		\$65,503	\$76,533	\$108,159	
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$129,860	\$61,569	\$94,195	\$108,000	\$146,615	\$197,162
Top Finance Position	6	\$87,136			\$91,396		
Greater than \$5 million							
CEO/Executive Director	14	\$202,045		\$124,303	\$153,728	\$224,626	
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	23	\$56,512	\$24,120	\$41,450	\$60,000	\$67,145	\$81,078
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$65,289			\$62,078		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Dallas-Fort Worth, TX</b>							
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$109,972		\$92,290	\$107,102	\$126,186	
Greater than \$5 million							
CEO/Executive Director	5	\$308,687			\$230,102		
Top Finance Position	6	\$227,230			\$180,733		
<b>Danbury, CT</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	\$264,103			\$225,393		
<b>Davenport-Moline-Rock Island, IA-IL</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	\$348,379			\$262,845		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	\$52,722			\$53,985		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$104,153			\$98,640		
Greater than \$5 million							
CEO/Executive Director	8	\$166,631			\$143,045		
Top Finance Position	5	\$93,752			\$84,165		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>DaytonaBeach, FL</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	8	\$29,652			\$33,737		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	\$51,739			\$52,271		
Greater than \$5 million							
CEO/Executive Director	5	\$432,471			\$409,823		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$42,922			\$40,791		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$79,552			\$80,974		
Greater than \$5 million							
CEO/Executive Director	7	\$180,422			\$151,990		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	9	\$48,310			\$47,802		
<b>Dayton-Springfield, OH</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	10	\$65,085		\$38,189	\$61,185	\$79,273	
Greater than \$5 million							
CEO/Executive Director	5	\$171,963			\$136,158		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Dayton-Springfield, OH</b>							
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$49,437			\$47,920		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$95,847			\$81,450		
Greater than \$5 million							
CEO/Executive Director	6	\$162,303			\$158,427		
Top Finance Position	5	\$148,678			\$156,684		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$160,969			\$151,854		
Greater than \$5 million							
CEO/Executive Director	12	\$540,620		\$191,576	\$499,211	\$881,170	
Top Finance Position	6	\$196,038			\$152,042		
Top Operations Position	6	\$375,240			\$373,782		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$58,495			\$45,676		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$95,465			\$96,581		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$46,079		\$31,728	\$36,178	\$67,922	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$66,025		\$47,162	\$64,422	\$70,461	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Dayton-Springfield, OH</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$99,882		\$69,433	\$99,761	\$124,696	
Greater than \$5 million							
CEO/Executive Director	17	\$190,833		\$144,205	\$162,370	\$234,541	
Top Finance Position	12	\$107,589		\$83,071	\$95,246	\$127,475	
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	6	\$44,171			\$43,688		
Greater than \$5 million							
CEO/Executive Director	5	\$171,960			\$167,385		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	\$42,721			\$43,695		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	\$44,821			\$41,439		
<b>Decatur, IL</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$81,990			\$88,456		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Denver-Boulder, CO</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$47,360			\$47,208		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$54,913			\$54,263		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	30	\$53,148	\$33,920	\$37,357	\$46,300	\$67,957	\$80,364
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$86,500		\$56,524	\$70,063	\$103,246	
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$124,132	\$63,162	\$70,269	\$98,972	\$169,502	\$204,602
Greater than \$5 million							
CEO/Executive Director	7	\$272,673			\$223,621		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$59,288			\$58,215		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$75,327			\$79,928		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$101,665			\$106,134		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$60,680		\$38,094	\$67,608	\$77,610	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$148,952		\$81,356	\$121,501	\$179,539	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Denver-Boulder, CO</b>							
<b>Community Improvement, Capacity Building</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$116,839		\$95,508	\$103,430	\$140,105	
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$79,122			\$74,600		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$144,300			\$118,287		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$61,679		\$44,754	\$62,500	\$81,887	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$86,929			\$95,462		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	37	\$63,768	\$34,596	\$48,000	\$62,500	\$82,416	\$92,800
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	\$85,146	\$46,500	\$57,015	\$86,382	\$96,865	\$132,935
Between \$1 million and \$5 million							
CEO/Executive Director	67	\$116,741	\$64,880	\$78,000	\$110,000	\$130,751	\$181,087
Top Finance Position	6	\$109,971			\$113,753		
Top Operations Position	5	\$98,705			\$88,032		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Denver-Boulder, CO</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	33	\$208,709	\$103,911	\$145,770	\$192,726	\$252,554	\$345,243
Top Business Position	5	\$95,972			\$82,153		
Top Development Position	9	\$154,648			\$153,021		
Top Education Position	8	\$140,675			\$144,829		
Top Finance Position	16	\$141,139		\$115,991	\$139,591	\$172,898	
Top Operations Position	7	\$122,268			\$116,086		
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$111,770			\$91,440		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$59,390		\$49,123	\$54,631	\$70,120	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$131,858		\$95,641	\$113,058	\$139,698	
Greater than \$5 million							
CEO/Executive Director	7	\$224,003			\$203,185		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$61,568		\$20,400	\$58,307	\$90,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$95,692			\$89,667		
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$146,521	\$93,768	\$113,437	\$125,773	\$165,460	\$206,059
Top Finance Position	7	\$112,273			\$115,936		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Denver-Boulder, CO</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	26	\$809,690	\$132,508	\$207,012	\$283,549	\$768,474	\$1,271,003
Top Finance Position	14	\$307,693		\$142,941	\$276,208	\$414,681	
Top Operations Position	8	\$497,933			\$357,946		
Top Technology Position	6	\$568,868			\$425,931		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$79,110			\$78,733		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$110,482			\$99,376		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$119,473		\$79,581	\$101,689	\$151,356	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	44	\$57,143	\$29,454	\$41,339	\$53,756	\$69,260	\$89,371
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	\$81,105	\$38,351	\$61,109	\$80,597	\$97,277	\$107,650
Between \$1 million and \$5 million							
CEO/Executive Director	57	\$106,191	\$66,996	\$74,081	\$95,406	\$124,308	\$164,316
Top Finance Position	7	\$80,608			\$89,600		
Top Operations Position	5	\$72,344			\$75,417		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Denver-Boulder, CO</b>							
<b>Human Services – Multipurpose and Other</b>							
Greater than \$5 million							
CEO/Executive Director	27	\$209,227	\$110,849	\$141,596	\$202,731	\$240,674	\$331,864
Top Development Position	5	\$132,410			\$135,629		
Top Finance Position	14	\$117,533		\$95,825	\$114,248	\$129,506	
Top Operations Position	5	\$151,404			\$148,338		
Top Program Position	5	\$155,021			\$148,516		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$46,953		\$36,000	\$44,931	\$59,625	
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$63,339			\$60,268		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$126,492		\$89,898	\$130,977	\$165,624	
Greater than \$5 million							
CEO/Executive Director	13	\$246,431		\$162,455	\$231,735	\$278,301	
Top Finance Position	8	\$134,551			\$122,982		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$51,734			\$51,661		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$86,816			\$87,141		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$74,446			\$64,075		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Denver-Boulder, CO</b>							
<b>Public, Society Benefit – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$75,500			\$75,016		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$52,383		\$28,251	\$49,540	\$65,041	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$133,984		\$104,350	\$121,695	\$149,744	
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	56	\$58,265	\$22,154	\$35,475	\$49,853	\$76,274	\$104,475
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$90,984		\$60,872	\$74,988	\$108,863	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$113,623		\$95,949	\$110,993	\$124,982	
<b>Unknown</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$52,821			\$48,335		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$45,574		\$32,418	\$38,650	\$63,711	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$76,812			\$77,450		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$116,600		\$77,962	\$95,031	\$140,397	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Des Moines, IA</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$51,751			\$47,200		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$132,070			\$130,825		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$67,894			\$60,817		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$159,989			\$138,413		
Greater than \$5 million							
CEO/Executive Director	8	\$267,651			\$235,475		
Top Finance Position	6	\$162,220			\$148,518		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	8	\$441,053			\$328,595		
Top Finance Position	10	\$443,017		\$125,233	\$363,340	\$574,226	
Top Operations Position	6	\$286,706			\$278,955		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$111,036			\$113,099		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$62,282			\$58,769		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$70,642			\$75,416		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Des Moines, IA</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$102,238			\$84,802		
Greater than \$5 million							
CEO/Executive Director	11	\$260,189		\$142,954	\$189,252	\$209,670	
Top Finance Position	7	\$167,993			\$97,493		
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$99,338			\$112,145		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$59,116			\$62,260		
<b>Detroit, MI</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	28	\$41,435	\$18,889	\$25,000	\$33,064	\$48,183	\$66,175
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$75,970		\$43,640	\$63,375	\$103,932	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$124,367		\$81,658	\$104,868	\$111,744	
Greater than \$5 million							
CEO/Executive Director	8	\$267,197			\$222,218		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$64,980		\$45,859	\$51,417	\$80,148	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Detroit, MI</b>							
<b>Community Improvement, Capacity Building</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$100,095			\$87,108		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$216,284			\$199,418		
Greater than \$5 million							
CEO/Executive Director	6	\$192,269			\$143,628		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$63,220			\$51,844		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$130,294			\$139,229		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$49,814		\$32,500	\$47,294	\$56,258	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$67,507			\$60,225		
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$164,907		\$94,444	\$148,560	\$213,535	
Greater than \$5 million							
CEO/Executive Director	22	\$270,450	\$115,573	\$156,010	\$225,326	\$362,917	\$495,999
Top Development Position	8	\$160,192			\$143,906		
Top Finance Position	13	\$143,022		\$90,000	\$133,119	\$204,346	
<b>Employment, Job-Related</b>							
Greater than \$5 million							
CEO/Executive Director	5	\$168,234			\$163,549		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Detroit, MI</b>							
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$50,696			\$36,845		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$52,783		\$33,234	\$46,990	\$54,149	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$95,068			\$64,816		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$135,263		\$105,205	\$119,362	\$173,597	
Greater than \$5 million							
CEO/Executive Director	27	\$541,946	\$143,850	\$181,104	\$255,992	\$477,962	\$1,289,330
Top Finance Position	18	\$293,417		\$99,389	\$145,960	\$284,138	
Top Human Resources Position	5	\$499,989			\$251,784		
Top Operations Position	7	\$275,077			\$238,785		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$53,626			\$38,910		
Between \$500 thousand and \$1 million							
Top Administrative Position	5	\$54,677			\$52,926		
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$118,190		\$87,198	\$98,181	\$129,500	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	41	\$44,115	\$19,584	\$30,940	\$45,000	\$57,600	\$62,817

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Detroit, MI</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	\$67,625	\$32,249	\$46,029	\$64,812	\$85,134	\$114,097
Between \$1 million and \$5 million							
CEO/Executive Director	70	\$103,907	\$57,811	\$71,585	\$90,409	\$120,430	\$156,125
Top Finance Position	9	\$87,501			\$55,650		
Greater than \$5 million							
CEO/Executive Director	64	\$190,010	\$102,972	\$137,262	\$186,411	\$234,009	\$290,876
Top Administrative Position	6	\$126,964			\$121,568		
Top Development Position	7	\$147,319			\$140,582		
Top Finance Position	35	\$131,159	\$75,081	\$100,676	\$130,822	\$156,227	\$175,578
Top Human Resources Position	6	\$131,331			\$128,203		
Top Operations Position	16	\$155,098		\$121,529	\$143,635	\$173,829	
Top Program Position	5	\$126,782			\$143,241		
Top Technology Position	5	\$148,480			\$160,516		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$113,181		\$83,196	\$102,067	\$109,717	
Greater than \$5 million							
CEO/Executive Director	19	\$238,011		\$173,579	\$215,048	\$271,361	
Top Finance Position	9	\$146,823			\$143,165		
Top Operations Position	5	\$124,092			\$117,227		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$46,112		\$26,950	\$40,000	\$47,443	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Detroit, MI</b>							
Philanthropy, Voluntarism and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$125,902			\$79,550		
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$97,949			\$100,000		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	23	\$45,824	\$22,774	\$24,250	\$37,188	\$61,630	\$78,638
Youth Development							
\$500 thousand or less							
CEO/Executive Director	9	\$36,501			\$35,769		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$64,849			\$60,871		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$135,684			\$113,266		
<b>Dubuque, IA</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	5	\$258,049			\$259,575		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Duluth-Superior, MN-WI</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	\$49,323			\$46,880		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$101,693			\$90,431		
Health – General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	5	\$46,546			\$48,300		
Greater than \$5 million							
CEO/Executive Director	5	\$585,404			\$160,257		
Top Finance Position	6	\$396,064			\$429,196		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	\$40,388			\$41,530		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$105,351			\$93,048		
<b>Dutchess County, NY</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$49,888			\$43,520		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	\$67,789			\$63,196		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Dutchess County, NY</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	11	\$584,067		\$170,695	\$224,293	\$736,768	
Top Development Position	5	\$198,247			\$187,418		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$63,833			\$51,235		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$78,738			\$77,170		
Greater than \$5 million							
CEO/Executive Director	8	\$182,068			\$166,171		
Top Finance Position	5	\$117,774			\$118,584		
<b>Eau Claire, WI</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	\$46,687			\$49,472		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	\$64,939			\$57,233		
<b>El Paso, TX</b>							
Health – General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$84,138			\$53,484		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>El Paso, TX</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$107,400			\$89,228		
Greater than \$5 million							
CEO/Executive Director	5	\$130,017			\$155,089		
<b>Elkhart-Goshen, IN</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$43,160			\$46,004		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	\$29,748			\$28,085		
<b>Enid, OK</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$81,058			\$81,767		
<b>Erie, PA</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$69,948			\$75,767		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Erie, PA</b>							
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	6	\$77,466			\$73,626		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	7	\$289,607			\$210,741		
Top Finance Position	5	\$101,282			\$121,185		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$74,103		\$63,616	\$69,836	\$84,792	
Greater than \$5 million							
CEO/Executive Director	11	\$193,203		\$140,886	\$166,782	\$226,753	
Top Finance Position	7	\$143,323			\$124,548		
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	7	\$133,559			\$145,859		
Top Finance Position	5	\$96,394			\$97,705		
<b>Eugene-Springfield, OR</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	9	\$38,577			\$39,200		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$59,652			\$61,379		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Eugene-Springfield, OR</b>							
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$39,385			\$39,746		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$48,573		\$39,767	\$51,935	\$57,213	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$95,921			\$85,074		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$52,644			\$54,193		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$63,322			\$57,057		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$90,443		\$69,160	\$92,411	\$108,866	
Greater than \$5 million							
CEO/Executive Director	6	\$190,745			\$143,560		
<b>Mental Health, Crisis Intervention</b>							
Greater than \$5 million							
CEO/Executive Director	5	\$118,572			\$109,003		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$61,993			\$65,566		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Evansville-Henderson, IN-KY</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	\$556,181			\$187,045		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$86,518			\$82,449		
Greater than \$5 million							
CEO/Executive Director	5	\$140,118			\$115,614		
<b>Fargo-Moorhead, ND-MN</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	\$419,462			\$287,934		
Top Finance Position	7	\$306,936			\$200,600		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$96,051			\$95,789		
Greater than \$5 million							
CEO/Executive Director	8	\$180,434			\$183,749		
Top Finance Position	9	\$103,481			\$103,822		
<b>Fayetteville-Springdale-Rogers, AR</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	6	\$177,531			\$133,770		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Fayetteville-Springdale-Rogers, AR</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	\$67,293			\$65,942		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$102,830			\$98,967		
Greater than \$5 million							
CEO/Executive Director	6	\$120,953			\$117,549		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	11	\$45,317		\$23,234	\$44,940	\$61,702	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$89,861			\$89,640		
<b>Flagstaff, AZ-UT</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$49,796			\$52,587		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$72,029		\$62,400	\$69,761	\$80,090	
Greater than \$5 million							
CEO/Executive Director	5	\$137,631			\$124,642		
Environmental Quality, Protection and Beautification							
\$500 thousand or less							
CEO/Executive Director	5	\$52,949			\$54,191		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Flagstaff, AZ-UT</b>							
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$36,429			\$33,594		
Greater than \$5 million							
CEO/Executive Director	5	\$412,755			\$317,941		
<b>Human Services – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$69,281			\$70,780		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$87,510			\$85,513		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$47,142		\$28,629	\$47,400	\$65,601	
<b>Flint, MI</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	9	\$252,047			\$240,165		
Top Finance Position	5	\$188,125			\$168,489		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	5	\$1,537,877			\$285,691		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$43,049			\$43,889		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Flint, MI</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	6	\$176,486			\$169,686		
<b>Fort Collins-Loveland, CO</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	8	\$40,380			\$34,830		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	\$39,015			\$39,901		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$56,934			\$54,584		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	\$59,081			\$56,127		
<b>Fort Lauderdale-Hollywood, FL</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	5	\$32,940			\$26,000		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	9	\$39,064			\$32,900		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Fort Lauderdale-Hollywood, FL</b>							
<b>Arts, Culture and Humanities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$85,986		\$69,709	\$80,735	\$97,599	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$133,568			\$170,080		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$57,609			\$46,019		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$74,728			\$62,444		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$97,717		\$67,135	\$99,141	\$131,080	
Greater than \$5 million							
CEO/Executive Director	5	\$619,029			\$352,325		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$57,522		\$38,319	\$51,411	\$64,248	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$74,712			\$74,277		
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$115,012	\$80,000	\$89,587	\$100,600	\$142,487	\$174,588
Top Finance Position	5	\$112,596			\$103,017		
Greater than \$5 million							
CEO/Executive Director	23	\$194,856	\$68,912	\$148,186	\$200,079	\$242,969	\$290,821
Top Finance Position	12	\$138,685		\$100,548	\$109,836	\$181,785	
Top Operations Position	6	\$94,410			\$94,779		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Fort Lauderdale-Hollywood, FL</b>							
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	5	\$39,894			\$42,801		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	16	\$52,968		\$28,692	\$50,162	\$53,735	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	\$41,741			\$28,520		
<b>Fort Myers-Cape Coral, FL</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$45,092			\$44,895		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$118,251			\$120,808		
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$43,972			\$19,168		
Health – General and Rehabilitative							
Greater than \$5 million							
Top Finance Position	5	\$168,739			\$148,342		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	5	\$47,779			\$32,946		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Fort Myers-Cape Coral, FL</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	11	\$42,444		\$26,564	\$48,750	\$53,808	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$52,947			\$54,314		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$102,730			\$90,258		
Greater than \$5 million							
CEO/Executive Director	5	\$343,718			\$282,677		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	\$38,758			\$34,325		
<b>Fort Pierce-Port St. Lucie, FL</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$78,364			\$49,200		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	\$43,399			\$37,100		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$86,126			\$97,526		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	\$53,752			\$47,830		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Fort Wayne, IN</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$39,284		\$31,542	\$42,792	\$50,013	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$70,865			\$78,249		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$114,617			\$93,911		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$70,804			\$67,925		
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$102,652			\$103,512		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	6	\$124,128			\$110,425		
Top Finance Position	5	\$66,265			\$77,545		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$34,900			\$37,378		
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$55,759		\$42,742	\$58,000	\$64,523	
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$95,275		\$76,813	\$93,493	\$112,895	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Fort Wayne, IN</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	13	\$173,372		\$134,026	\$158,160	\$173,790	
Top Finance Position	9	\$108,494			\$102,586		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	\$51,245			\$47,445		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$118,117			\$113,719		
<b>Fort Worth, TX</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	8	\$41,575			\$43,080		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$60,916			\$62,593		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$196,425			\$234,159		
Greater than \$5 million							
CEO/Executive Director	6	\$326,565			\$348,082		
Top Finance Position	6	\$156,181			\$152,633		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	16	\$55,751		\$25,631	\$47,915	\$76,327	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Fort Worth, TX</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$83,295			\$78,247		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$115,340		\$94,789	\$110,569	\$129,948	
Greater than \$5 million							
CEO/Executive Director	13	\$196,245		\$141,192	\$181,720	\$240,599	
Top Finance Position	10	\$144,060		\$94,906	\$132,904	\$168,143	
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$38,059			\$37,875		
Greater than \$5 million							
CEO/Executive Director	10	\$766,473		\$453,457	\$767,582	\$839,219	
Top Finance Position	9	\$309,793			\$299,492		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$78,334			\$107,856		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$129,999			\$102,531		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	22	\$53,140	\$18,517	\$33,850	\$49,946	\$72,738	\$80,925
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$77,544		\$59,442	\$76,054	\$88,932	
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$111,975	\$42,507	\$70,203	\$90,984	\$128,250	\$152,901

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Fort Worth, TX</b>							
<b>Human Services – Multipurpose and Other</b>							
Greater than \$5 million							
CEO/Executive Director	12	\$238,099		\$170,657	\$226,998	\$311,592	
Top Finance Position	8	\$150,238			\$133,956		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$76,472			\$66,950		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$56,261			\$45,301		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	60	\$66,353	\$21,015	\$35,048	\$58,857	\$91,635	\$117,419
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$101,744			\$90,077		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$139,081		\$97,845	\$117,794	\$152,769	
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$62,126			\$58,684		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$109,691			\$131,627		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Fresno,CA</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$111,713		\$93,340	\$107,652	\$138,739	
Greater than \$5 million							
CEO/Executive Director	5	\$143,593			\$142,575		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	9	\$268,385			\$275,005		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$61,351		\$31,500	\$50,000	\$81,824	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$70,603		\$58,750	\$66,756	\$83,577	
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$96,000		\$80,300	\$102,382	\$114,756	
Greater than \$5 million							
CEO/Executive Director	12	\$200,211		\$139,474	\$158,021	\$199,969	
Top Finance Position	8	\$173,360			\$123,683		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$61,966			\$69,853		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$83,367			\$79,637		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$57,760			\$62,200		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Fresno, CA</b>							
Religion-Related, Spiritual Development							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$60,383			\$59,941		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	7	\$54,128			\$53,187		
<b>Gainesville, FL</b>							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	\$68,908			\$60,000		
Greater than \$5 million							
CEO/Executive Director	7	\$291,117			\$263,075		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$34,288			\$30,800		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$77,412			\$81,101		
Greater than \$5 million							
CEO/Executive Director	5	\$184,550			\$154,932		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	7	\$49,816			\$42,246		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Gary-Hammond-East Chicago, IN</b>							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	7	\$43,690			\$35,556		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$80,466			\$65,689		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	7	\$304,606			\$237,881		
Top Finance Position	8	\$298,667			\$242,071		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	10	\$58,473		\$50,030	\$63,095	\$67,679	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$64,170			\$60,000		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$83,776		\$62,308	\$78,045	\$106,251	
Greater than \$5 million							
CEO/Executive Director	8	\$148,060			\$151,968		
Top Finance Position	5	\$95,611			\$98,101		
<b>Grand Forks, ND-MN</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	\$29,472			\$31,279		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Grand Forks, ND-MN</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$98,909			\$92,284		
<b>Grand Junction, CO</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$41,617			\$37,842		
<b>Grand Rapids-Muskegon-Holland, MI</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	11	\$54,627		\$43,283	\$52,991	\$59,948	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$73,261			\$74,414		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$101,107		\$85,495	\$91,099	\$107,020	
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	7	\$41,425			\$43,878		
Crime, Legal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$104,328			\$108,015		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Grand Rapids-Muskegon-Holland, MI</b>							
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$80,606			\$64,200		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$80,358			\$78,716		
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$84,748	\$32,156	\$71,834	\$93,022	\$107,552	\$109,998
Greater than \$5 million							
CEO/Executive Director	16	\$230,639		\$130,999	\$163,255	\$237,227	
Top Finance Position	7	\$142,267			\$128,459		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$67,382			\$58,267		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$90,595			\$85,550		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$105,595			\$105,118		
Greater than \$5 million							
CEO/Executive Director	19	\$589,430		\$178,350	\$310,774	\$568,915	
Top Finance Position	14	\$295,088		\$156,007	\$182,220	\$263,871	
Top Operations Position	5	\$201,679			\$174,875		
Top Technology Position	6	\$150,985			\$149,488		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$43,825			\$50,738		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Grand Rapids-Muskegon-Holland, MI</b>							
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$99,939			\$94,472		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	29	\$51,446	\$29,052	\$39,875	\$50,252	\$58,189	\$77,565
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$59,421			\$62,881		
Between \$1 million and \$5 million							
CEO/Executive Director	32	\$88,216	\$57,235	\$76,159	\$86,238	\$100,597	\$125,570
Greater than \$5 million							
CEO/Executive Director	18	\$155,627		\$110,206	\$126,529	\$158,873	
Top Finance Position	10	\$132,527		\$98,992	\$122,907	\$171,504	
Top Operations Position	9	\$148,010			\$142,299		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$57,089			\$63,185		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$107,532			\$105,728		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$94,649			\$102,989		
Greater than \$5 million							
CEO/Executive Director	6	\$200,482			\$201,330		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Grand Rapids-Muskegon-Holland, MI</b>							
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	6	\$47,719			\$46,676		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$111,878			\$118,896		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	27	\$44,920	\$22,156	\$33,047	\$42,874	\$60,550	\$67,400
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$110,110			\$112,612		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$103,877		\$76,293	\$99,773	\$117,379	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	7	\$64,464			\$55,477		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$129,458			\$114,152		
<b>Greeley, CO</b>							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	\$40,901			\$30,743		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	\$52,844			\$52,656		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Greeley, CO</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	7	\$64,070			\$65,103		
<b>Green Bay, WI</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	8	\$51,561			\$47,774		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$46,246			\$46,829		
Greater than \$5 million							
CEO/Executive Director	8	\$156,904			\$155,412		
Top Finance Position	7	\$103,519			\$113,308		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	\$43,120			\$45,099		
<b>Greensboro--Winston-Salem--High Point, NC</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	21	\$46,915	\$22,557	\$34,553	\$45,846	\$54,642	\$70,879
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$77,792			\$74,374		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$125,597		\$101,299	\$106,689	\$138,577	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Greensboro--Winston-Salem--High Point, NC</b>							
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$52,023			\$52,500		
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$99,443			\$111,257		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$48,258		\$41,648	\$49,795	\$56,344	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$111,368			\$93,864		
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$93,716	\$62,345	\$75,630	\$92,253	\$103,508	\$128,046
Greater than \$5 million							
CEO/Executive Director	17	\$567,702		\$165,000	\$242,778	\$442,486	
Top Development Position	5	\$215,831			\$88,551		
Top Finance Position	8	\$200,053			\$143,470		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$112,530			\$104,550		
Greater than \$5 million							
CEO/Executive Director	20	\$569,858	\$120,231	\$195,743	\$374,210	\$656,197	\$898,744
Top Finance Position	10	\$387,603		\$110,935	\$184,015	\$316,322	
Top Operations Position	5	\$820,547			\$734,158		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Greensboro--Winston-Salem--High Point, NC</b>							
<b>Housing, Shelter</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$95,374			\$56,616		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$89,290		\$68,649	\$84,000	\$106,229	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	37	\$45,228	\$22,285	\$29,715	\$47,702	\$54,602	\$65,982
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$60,063		\$46,925	\$58,969	\$74,059	
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$88,494	\$61,971	\$68,851	\$89,239	\$107,805	\$117,021
Greater than \$5 million							
CEO/Executive Director	24	\$203,809	\$107,730	\$120,848	\$198,179	\$255,611	\$322,289
Top Finance Position	15	\$144,227		\$105,629	\$143,856	\$173,056	
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$49,824		\$32,175	\$49,915	\$53,464	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$69,022			\$64,436		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Greater than \$5 million							
CEO/Executive Director	7	\$213,138			\$207,641		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$71,158			\$66,152		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Greensboro--Winston-Salem--High Point, NC</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	16	\$41,968		\$29,772	\$36,750	\$59,525	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$82,465			\$76,448		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$98,152			\$102,816		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	9	\$42,070			\$37,797		
<b>Greenville-Spartanburg-Anderson, SC</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$49,186			\$45,900		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$90,267		\$76,989	\$86,249	\$107,789	
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	15	\$56,692		\$38,995	\$56,904	\$71,989	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$120,591		\$89,307	\$111,230	\$150,635	
Greater than \$5 million							
CEO/Executive Director	12	\$271,420		\$168,018	\$280,332	\$411,348	
Top Finance Position	5	\$163,043			\$178,786		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Greenville-Spartanburg-Anderson, SC</b>							
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$66,162			\$60,000		
Greater than \$5 million							
CEO/Executive Director	8	\$277,828			\$181,406		
Top Finance Position	7	\$234,260			\$155,188		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$49,409			\$48,000		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$95,082			\$100,605		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$40,743		\$26,459	\$36,000	\$47,907	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$64,168		\$47,166	\$66,252	\$81,085	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$99,140		\$89,247	\$99,565	\$105,800	
Greater than \$5 million							
CEO/Executive Director	8	\$196,710			\$179,894		
Top Finance Position	6	\$102,821			\$88,404		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	28	\$53,060	\$26,241	\$30,340	\$36,257	\$61,415	\$113,252
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$131,509			\$102,026		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Greenville-Spartanburg-Anderson, SC</b>							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	\$42,136			\$37,000		
<b>Hagerstown, MD</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	10	\$150,761		\$102,365	\$162,902	\$198,555	
<b>Hamilton-Middletown, OH</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$81,974			\$80,803		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	7	\$52,966			\$37,376		
<b>Harrisburg-Lebanon-Carlisle, PA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	11	\$38,083		\$29,485	\$40,000	\$44,147	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$112,753			\$106,062		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Harrisburg-Lebanon-Carlisle, PA</b>							
<b>Crime, Legal-Related</b>							
Greater than \$5 million							
CEO/Executive Director	5	\$172,436			\$154,807		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$55,838			\$47,500		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$48,925			\$54,714		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$97,806		\$56,315	\$99,072	\$117,643	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$124,255		\$86,275	\$99,744	\$114,362	
Greater than \$5 million							
CEO/Executive Director	10	\$312,536		\$205,913	\$293,016	\$378,023	
Top Finance Position	6	\$185,743			\$187,037		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$124,156		\$112,263	\$123,719	\$140,267	
Greater than \$5 million							
CEO/Executive Director	9	\$245,316			\$215,847		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$48,405		\$37,375	\$52,325	\$58,203	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$98,743			\$83,888		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Harrisburg-Lebanon-Carlisle, PA</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$126,307		\$86,068	\$101,433	\$149,016	
Greater than \$5 million							
CEO/Executive Director	20	\$179,626	\$88,940	\$103,900	\$176,756	\$227,043	\$281,710
Top Finance Position	7	\$115,696			\$107,631		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$63,136			\$50,064		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$86,340			\$85,879		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$42,648		\$26,979	\$39,875	\$59,241	
<b>Hartford, CT</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	26	\$51,958	\$22,250	\$36,120	\$51,072	\$68,366	\$76,017
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$81,046			\$80,000		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$137,769		\$115,250	\$143,407	\$158,052	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Hartford, CT</b>							
<b>Arts, Culture and Humanities</b>							
Greater than \$5 million							
CEO/Executive Director	6	\$306,367			\$304,618		
Top Finance Position	5	\$155,155			\$151,217		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$51,179			\$44,734		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$93,156			\$78,815		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$131,284		\$88,917	\$123,941	\$157,801	
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$59,124			\$58,362		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$95,970			\$80,699		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$152,841		\$109,249	\$132,843	\$188,524	
Greater than \$5 million							
CEO/Executive Director	20	\$463,962	\$171,768	\$201,372	\$420,173	\$540,616	\$762,415
Top Development Position	10	\$234,751		\$189,871	\$207,849	\$278,735	
Top Finance Position	15	\$228,695		\$135,879	\$188,304	\$337,547	
Top Operations Position	5	\$242,540			\$175,665		
<b>Food, Agriculture and Nutrition</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$61,795			\$70,037		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Hartford, CT</b>							
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$56,146			\$41,850		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$129,463			\$116,251		
Greater than \$5 million							
CEO/Executive Director	29	\$466,118	\$148,270	\$189,111	\$227,981	\$640,098	\$1,012,548
Top Administrative Position	5	\$188,768			\$156,596		
Top Finance Position	19	\$218,738		\$119,561	\$175,384	\$325,119	
Top Human Resources Position	6	\$241,403			\$178,258		
Top Operations Position	5	\$516,496			\$344,088		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$82,891			\$82,961		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$135,418		\$110,198	\$131,156	\$148,635	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$59,615		\$46,675	\$60,475	\$69,925	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$83,122		\$69,583	\$85,600	\$96,022	
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$100,044	\$61,300	\$81,163	\$103,748	\$117,342	\$133,361
Greater than \$5 million							
CEO/Executive Director	33	\$176,032	\$103,772	\$116,285	\$164,621	\$200,033	\$282,168
Top Finance Position	24	\$116,581	\$65,279	\$92,018	\$111,279	\$147,117	\$169,582



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Hartford, CT</b>							
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$64,871			\$61,250		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$108,136		\$97,881	\$107,190	\$126,170	
Greater than \$5 million							
CEO/Executive Director	13	\$207,705		\$138,773	\$173,347	\$267,525	
Top Finance Position	11	\$139,890		\$96,205	\$139,239	\$171,852	
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$168,585			\$127,489		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$50,811			\$60,200		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$83,757			\$73,130		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$109,774			\$105,000		
<b>Hickory-Morganton-Lenoir, NC</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$53,183			\$41,820		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$43,723		\$31,031	\$46,253	\$56,411	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Hickory-Morganton-Lenoir, NC</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$80,086			\$82,810		
Greater than \$5 million							
CEO/Executive Director	9	\$151,959			\$153,898		
Top Finance Position	5	\$117,308			\$101,501		
<b>Honolulu, HI</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$54,654		\$40,039	\$48,875	\$73,225	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$84,038			\$84,834		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$99,646		\$71,228	\$95,958	\$131,316	
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$90,668			\$87,881		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$62,451			\$61,474		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$64,355			\$65,208		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$111,095		\$91,764	\$102,810	\$131,250	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Honolulu, HI</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	15	\$295,536		\$152,250	\$221,042	\$400,164	
Top Finance Position	10	\$145,189		\$81,775	\$104,951	\$204,549	
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$54,748			\$53,000		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$60,875			\$64,435		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$186,596			\$155,852		
Greater than \$5 million							
CEO/Executive Director	16	\$397,434		\$190,763	\$229,772	\$387,682	
Top Finance Position	14	\$260,138		\$132,349	\$154,435	\$229,079	
Top Operations Position	6	\$202,325			\$147,889		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$80,525		\$57,614	\$65,000	\$93,498	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$75,304			\$81,987		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$104,536		\$84,574	\$101,114	\$118,388	
Top Operations Position	5	\$86,915			\$92,282		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Honolulu, HI</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	14	\$176,079		\$107,618	\$180,781	\$238,683	
Top Finance Position	10	\$105,479		\$92,178	\$107,295	\$120,864	
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	7	\$49,460			\$48,583		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$92,002			\$83,390		
Top Finance Position	5	\$94,479			\$113,319		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	5	\$38,483			\$27,452		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	\$76,220			\$88,060		
Unknown							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$85,429			\$98,571		
<b>Houston, TX</b>							
Animal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$99,132			\$72,917		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Houston, TX</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	28	\$49,250	\$19,467	\$33,219	\$41,900	\$60,902	\$72,882
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$78,965		\$54,648	\$70,000	\$82,000	
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$110,546	\$42,364	\$80,158	\$103,191	\$136,789	\$159,942
Greater than \$5 million							
CEO/Executive Director	11	\$333,328		\$225,652	\$295,758	\$418,424	
Top Development Position	8	\$193,943			\$159,662		
Top Finance Position	10	\$211,290		\$155,832	\$181,564	\$238,422	
Top Operations Position	5	\$220,640			\$166,336		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$66,617		\$27,434	\$52,383	\$71,341	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$130,152			\$108,228		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$62,206			\$68,182		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$133,684			\$127,795		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$71,790			\$77,958		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Houston, TX</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$135,344			\$123,254		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	21	\$47,997	\$21,873	\$29,583	\$36,225	\$59,388	\$78,505
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$81,811		\$50,401	\$75,330	\$85,593	
Between \$1 million and \$5 million							
CEO/Executive Director	44	\$124,309	\$71,777	\$92,921	\$114,831	\$140,587	\$165,166
Top Administrative Position	9	\$91,175			\$103,149		
Top Finance Position	7	\$104,252			\$114,489		
Greater than \$5 million							
CEO/Executive Director	41	\$326,921	\$112,772	\$146,855	\$230,625	\$376,763	\$548,143
Top Administrative Position	7	\$118,654			\$114,039		
Top Development Position	9	\$169,713			\$168,329		
Top Finance Position	19	\$171,308		\$104,572	\$147,246	\$223,177	
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$64,152			\$44,005		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$162,488			\$168,300		
<b>Food, Agriculture and Nutrition</b>							
Greater than \$5 million							
CEO/Executive Director	5	\$159,443			\$135,556		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Houston, TX</b>							
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$57,005		\$39,584	\$51,091	\$76,959	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$76,413			\$76,734		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$141,513		\$106,732	\$140,953	\$159,619	
Greater than \$5 million							
CEO/Executive Director	25	\$722,878	\$152,657	\$182,884	\$287,081	\$578,539	\$1,522,221
Top Development Position	6	\$172,393			\$132,741		
Top Finance Position	18	\$237,666		\$133,334	\$193,545	\$312,984	
Top Operations Position	7	\$512,471			\$281,029		
<b>Housing, Shelter</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$78,690			\$78,000		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$108,202			\$107,505		
Greater than \$5 million							
CEO/Executive Director	5	\$223,015			\$200,885		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	42	\$57,747	\$27,375	\$39,844	\$50,323	\$74,858	\$97,805
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	\$67,833	\$34,980	\$47,862	\$65,750	\$91,846	\$106,083

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Houston, TX</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	56	\$108,522	\$61,729	\$77,630	\$91,661	\$133,406	\$170,579
Top Finance Position	6	\$86,167			\$85,644		
Top Operations Position	5	\$78,635			\$94,631		
Greater than \$5 million							
CEO/Executive Director	26	\$206,912	\$110,136	\$149,680	\$174,644	\$254,472	\$351,665
Top Finance Position	13	\$157,050		\$122,360	\$130,008	\$203,848	
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$60,787			\$41,600		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$51,722		\$33,577	\$40,216	\$59,969	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$129,837		\$114,194	\$127,245	\$142,008	
Greater than \$5 million							
CEO/Executive Director	5	\$194,360			\$164,763		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$52,935			\$57,571		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$125,834			\$129,286		
Greater than \$5 million							
CEO/Executive Director	5	\$306,494			\$397,110		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Houston, TX</b>							
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$47,414			\$42,188		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$202,932			\$188,820		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$48,423		\$33,078	\$37,575	\$54,075	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$137,008		\$89,984	\$121,282	\$155,197	
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	65	\$47,829	\$22,209	\$27,214	\$37,500	\$58,000	\$93,118
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$79,678		\$51,628	\$69,231	\$80,983	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$138,630		\$84,818	\$113,522	\$154,577	
<b>Unknown</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$46,368			\$45,000		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$55,896		\$48,509	\$53,871	\$64,459	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$89,640			\$96,328		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Houston, TX</b>							
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$165,456			\$163,451		
Greater than \$5 million							
CEO/Executive Director	7	\$301,376			\$278,515		
<b>Huntington-Ashland, WV-KY-OH</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	\$433,959			\$539,526		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$67,582			\$62,871		
Greater than \$5 million							
CEO/Executive Director	7	\$125,659			\$136,969		
Top Finance Position	5	\$86,865			\$82,181		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	\$33,217			\$24,297		
<b>Huntsville, AL</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	11	\$39,751		\$31,777	\$37,425	\$46,607	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$88,409			\$84,311		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Huntsville, AL</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	6	\$128,535			\$127,262		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	7	\$58,229			\$53,390		
<b>Indianapolis, IN</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	23	\$43,662	\$24,222	\$30,029	\$38,570	\$50,799	\$71,740
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$74,846		\$58,300	\$75,600	\$87,923	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$119,506		\$69,643	\$100,643	\$149,815	
Greater than \$5 million							
CEO/Executive Director	11	\$279,240		\$195,906	\$208,841	\$270,531	
Top Finance Position	9	\$154,864			\$144,180		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	18	\$58,017		\$40,046	\$49,933	\$75,750	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$92,059			\$91,643		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$88,243		\$67,204	\$79,634	\$102,326	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indianapolis, IN</b>							
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$59,746			\$45,358		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$52,335		\$34,218	\$51,981	\$66,669	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$114,944			\$110,234		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	18	\$58,500		\$34,351	\$45,785	\$80,442	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$101,019			\$89,929		
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$103,355	\$62,635	\$72,499	\$89,543	\$113,727	\$165,936
Top Finance Position	5	\$95,230			\$110,720		
Greater than \$5 million							
CEO/Executive Director	30	\$247,889	\$99,843	\$126,510	\$226,575	\$337,211	\$444,909
Top Development Position	7	\$204,122			\$187,857		
Top Finance Position	21	\$133,785	\$60,000	\$90,707	\$120,589	\$156,982	\$231,579
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$66,440		\$46,555	\$68,335	\$86,747	
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$56,630			\$66,102		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indianapolis, IN</b>							
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$60,378			\$54,166		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$94,274		\$82,786	\$86,173	\$100,544	
Greater than \$5 million							
CEO/Executive Director	28	\$453,460	\$167,133	\$208,384	\$290,354	\$444,382	\$817,546
Top Administrative Position	5	\$268,474			\$235,425		
Top Finance Position	21	\$186,059	\$82,717	\$110,287	\$140,957	\$184,897	\$317,939
Top Operations Position	16	\$278,389		\$148,155	\$213,109	\$276,680	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	39	\$52,844	\$25,640	\$32,481	\$47,567	\$66,927	\$84,354
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$69,558	\$51,841	\$62,541	\$74,488	\$80,935	\$86,462
Between \$1 million and \$5 million							
CEO/Executive Director	33	\$94,132	\$55,949	\$67,500	\$86,651	\$113,769	\$152,226
Greater than \$5 million							
CEO/Executive Director	22	\$194,485	\$107,852	\$126,609	\$174,427	\$250,333	\$307,596
Top Finance Position	13	\$109,398		\$90,185	\$109,977	\$124,235	
Top Operations Position	5	\$149,634			\$177,244		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$48,432		\$34,339	\$46,491	\$63,162	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indianapolis, IN</b>							
<b>Mental Health, Crisis Intervention</b>							
Greater than \$5 million							
CEO/Executive Director	7	\$226,038			\$187,493		
Top Finance Position	6	\$156,810			\$155,431		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$53,290			\$56,149		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$98,906			\$91,921		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$96,967		\$75,663	\$83,873	\$137,453	
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$60,060			\$45,565		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$49,343		\$32,859	\$47,274	\$67,284	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$69,601			\$46,153		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$117,493			\$102,120		
Greater than \$5 million							
CEO/Executive Director	8	\$724,982			\$498,218		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	32	\$44,368	\$22,344	\$27,435	\$44,005	\$54,320	\$68,001

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indianapolis, IN</b>							
Religion-Related, Spiritual Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$81,730			\$70,972		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$91,291			\$83,907		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	14	\$47,401		\$36,197	\$43,873	\$55,489	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$74,024			\$71,447		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$118,943		\$105,069	\$118,500	\$136,604	
Greater than \$5 million							
CEO/Executive Director	6	\$216,344			\$198,092		
<b>Iowa City, IA</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$73,899			\$85,367		
<b>Jackson, MI</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$88,980			\$91,499		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Jackson,MS</b>							
<b>Arts, Culture and Humanities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$149,674			\$127,200		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$46,448			\$42,423		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$73,931			\$83,005		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$127,582		\$85,000	\$120,171	\$149,599	
Greater than \$5 million							
CEO/Executive Director	11	\$284,238		\$192,689	\$264,827	\$344,776	
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$43,537			\$39,200		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	13	\$305,068		\$153,917	\$210,580	\$310,126	
Top Finance Position	11	\$186,304		\$100,894	\$131,394	\$207,594	
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$91,966			\$68,683		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$35,088		\$20,935	\$33,766	\$41,759	



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Jackson,MS</b>							
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$84,008			\$86,867		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$115,389		\$88,573	\$114,211	\$122,012	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	12	\$53,555		\$36,375	\$44,522	\$64,565	
<b>Jackson,TN</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	5	\$269,480			\$314,831		
<b>Jacksonville, FL</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	6	\$46,705			\$43,526		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	13	\$50,083		\$22,012	\$50,400	\$70,000	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$142,968			\$144,459		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Jacksonville, FL</b>							
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$57,169			\$53,602		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$120,638		\$93,160	\$105,433	\$125,000	
Greater than \$5 million							
CEO/Executive Director	12	\$246,113		\$126,993	\$180,800	\$315,294	
Top Finance Position	5	\$141,735			\$113,954		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	9	\$2,178,875			\$701,380		
Top Finance Position	9	\$320,026			\$207,513		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$83,970			\$86,132		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	21	\$42,394	\$21,105	\$24,600	\$37,440	\$59,250	\$65,715
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$80,779		\$51,946	\$58,435	\$75,346	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$108,575		\$75,737	\$96,251	\$119,190	
Greater than \$5 million							
CEO/Executive Director	19	\$221,167		\$132,746	\$166,637	\$296,500	
Top Finance Position	10	\$121,927		\$84,721	\$104,980	\$129,430	
Top Operations Position	5	\$122,840			\$96,510		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Jacksonville, FL</b>							
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$145,100			\$98,295		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	28	\$58,918	\$22,348	\$29,185	\$51,485	\$75,850	\$112,279
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$143,102			\$177,004		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$53,291			\$50,700		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$133,338			\$106,567		
<b>Janesville-Beloit, WI</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$128,615			\$99,341		
<b>Jersey City, NJ</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$41,406			\$23,000		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Jersey City, NJ</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	6	\$304,099			\$176,986		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$121,619			\$96,476		
Greater than \$5 million							
CEO/Executive Director	5	\$144,159			\$136,637		
<b>JohnsonCity-Kingsport-Bristol, TN-VA</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	11	\$333,689		\$124,325	\$215,003	\$374,110	
Top Finance Position	5	\$316,774			\$139,676		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	\$34,181			\$28,800		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$77,570			\$94,065		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	\$38,254			\$33,171		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Johnstown, PA</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	\$39,453			\$40,400		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$80,119			\$80,873		
Greater than \$5 million							
CEO/Executive Director	5	\$96,462			\$87,229		
<b>Jonesboro, AR</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	5	\$102,459			\$122,611		
<b>Kalamazoo-Battle Creek, MI</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	\$45,687			\$42,000		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	8	\$49,110			\$51,814		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	7	\$41,650			\$36,000		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kalamazoo-Battle Creek, MI</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	15	\$48,654		\$38,481	\$48,593	\$55,775	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$121,900			\$112,159		
Greater than \$5 million							
CEO/Executive Director	9	\$161,432			\$154,812		
Top Finance Position	8	\$99,960			\$92,146		
<b>Kansas City, MO-KS</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	24	\$40,362	\$18,600	\$30,041	\$41,472	\$49,621	\$58,954
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$78,591			\$76,183		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$101,857		\$74,460	\$98,781	\$117,164	
Greater than \$5 million							
CEO/Executive Director	10	\$315,135		\$221,670	\$289,277	\$416,134	
Top Development Position	5	\$130,945			\$129,939		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	6	\$71,893			\$60,865		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	12	\$66,221		\$39,342	\$44,041	\$61,147	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas City, MO-KS</b>							
<b>Community Improvement, Capacity Building</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$128,273		\$92,065	\$104,633	\$148,792	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$138,569		\$102,261	\$130,338	\$156,094	
Top Finance Position	5	\$86,773			\$93,219		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$58,195		\$32,505	\$57,211	\$70,154	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$344,165			\$475,700		
Greater than \$5 million							
CEO/Executive Director	7	\$440,604			\$273,477		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	26	\$64,578	\$31,376	\$49,362	\$61,591	\$72,534	\$93,229
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$80,799		\$69,259	\$75,650	\$104,067	
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$135,053	\$68,689	\$82,689	\$126,705	\$163,028	\$212,961
Greater than \$5 million							
CEO/Executive Director	23	\$264,467	\$101,738	\$122,009	\$178,019	\$285,038	\$438,316
Top Administrative Position	6	\$154,238			\$146,963		
Top Development Position	5	\$171,871			\$171,643		
Top Finance Position	12	\$238,975		\$119,845	\$143,923	\$201,924	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas City, MO-KS</b>							
<b>Food, Agriculture and Nutrition</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$84,613			\$85,000		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$54,967		\$32,013	\$43,000	\$67,500	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$82,634			\$89,542		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$124,168			\$119,196		
Top Finance Position	5	\$114,650			\$67,972		
Greater than \$5 million							
CEO/Executive Director	22	\$377,181	\$170,833	\$177,677	\$301,269	\$388,016	\$585,085
Top Finance Position	17	\$316,891		\$175,079	\$257,657	\$347,682	
Top Human Resources Position	5	\$312,932			\$245,741		
Top Operations Position	8	\$405,948			\$269,214		
Top Technology Position	6	\$202,756			\$173,587		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$82,991			\$73,955		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$59,263			\$63,725		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$94,670			\$93,699		
Greater than \$5 million							
CEO/Executive Director	5	\$146,128			\$119,897		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas City, MO-KS</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	34	\$51,712	\$25,121	\$36,440	\$49,924	\$71,001	\$73,008
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$59,208		\$41,218	\$52,722	\$76,773	
Between \$1 million and \$5 million							
CEO/Executive Director	45	\$91,545	\$57,320	\$77,250	\$93,581	\$103,110	\$121,150
Top Finance Position	7	\$82,307			\$75,457		
Greater than \$5 million							
CEO/Executive Director	27	\$237,395	\$108,331	\$139,283	\$176,355	\$294,212	\$408,161
Top Finance Position	13	\$149,226		\$106,449	\$141,298	\$182,627	
Top Operations Position	10	\$156,084		\$120,173	\$137,347	\$156,088	
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$39,741		\$27,027	\$41,803	\$48,739	
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$104,553			\$98,897		
Greater than \$5 million							
CEO/Executive Director	12	\$252,620		\$145,329	\$195,508	\$322,993	
Top Finance Position	7	\$167,440			\$112,222		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$67,133			\$82,351		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$165,945			\$144,155		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas City, MO-KS</b>							
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$141,655			\$118,443		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	32	\$50,260	\$21,906	\$27,762	\$41,162	\$63,256	\$89,422
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$117,111			\$103,580		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$77,826			\$84,538		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	8	\$42,958			\$37,672		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$67,330			\$70,488		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$172,613			\$192,207		
Greater than \$5 million							
CEO/Executive Director	5	\$261,119			\$263,259		
<b>Killeen-Temple, TX</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	7	\$668,123			\$605,966		
Top Finance Position	6	\$407,489			\$284,165		
Top Operations Position	5	\$229,043			\$243,215		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Knoxville, TN</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$50,258		\$26,732	\$43,846	\$68,251	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$81,574			\$79,894		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$104,791			\$114,697		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$28,562			\$25,497		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$54,195			\$54,379		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$110,136			\$103,197		
Greater than \$5 million							
CEO/Executive Director	10	\$287,257		\$191,529	\$317,056	\$371,497	
Top Finance Position	7	\$152,036			\$144,992		
<b>Environmental Quality, Protection and Beautification</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$128,018			\$125,000		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$134,608			\$93,623		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Knoxville, TN</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	10	\$435,361		\$101,915	\$204,570	\$297,553	
Top Finance Position	12	\$270,637		\$131,411	\$167,580	\$205,554	
Top Operations Position	5	\$391,774			\$343,679		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$49,978			\$49,800		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$65,398		\$45,237	\$62,264	\$68,104	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$70,517			\$72,839		
Greater than \$5 million							
CEO/Executive Director	9	\$149,161			\$131,705		
<b>Mental Health, Crisis Intervention</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$53,262			\$53,763		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	27	\$58,775	\$23,053	\$37,090	\$56,231	\$70,358	\$89,851
<b>La Crosse, WI-MN</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$66,418			\$62,720		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Lafayette, IN</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$40,537			\$26,538		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$106,602			\$102,040		
<b>Lafayette, LA</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	\$56,073			\$47,566		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	\$43,723			\$36,970		
<b>Lakeland-Winter Haven, FL</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	9	\$229,432			\$189,603		
Top Finance Position	7	\$119,924			\$109,102		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$54,649			\$39,108		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$78,469			\$84,614		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Lakeland-Winter Haven, FL</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	9	\$37,522			\$26,349		
<b>Lancaster, PA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$54,816			\$51,299		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	11	\$38,582		\$27,993	\$31,498	\$42,416	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$102,865		\$70,237	\$84,921	\$150,878	
Greater than \$5 million							
CEO/Executive Director	7	\$348,332			\$336,155		
Health – General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$101,538			\$95,066		
Greater than \$5 million							
CEO/Executive Director	7	\$359,982			\$197,845		
Top Finance Position	5	\$242,975			\$119,366		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	14	\$53,692		\$32,165	\$50,617	\$60,250	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$105,438			\$98,615		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Lancaster, PA</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	21	\$199,421	\$101,472	\$136,557	\$179,333	\$230,348	\$314,543
Top Finance Position	17	\$138,448		\$94,446	\$146,896	\$168,553	
Top Human Resources Position	5	\$159,160			\$141,713		
Top Operations Position	10	\$148,034		\$115,903	\$153,727	\$167,008	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	13	\$53,926		\$33,892	\$58,726	\$66,237	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$91,455			\$99,575		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	6	\$60,420			\$62,836		
<b>Lansing-East Lansing, MI</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	8	\$49,126			\$50,043		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$92,223			\$88,000		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	\$65,635			\$66,136		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$104,011			\$107,002		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Lansing-East Lansing, MI</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$164,722			\$161,914		
Greater than \$5 million							
CEO/Executive Director	8	\$242,013			\$224,885		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$62,128			\$60,476		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$137,304			\$129,845		
Greater than \$5 million							
CEO/Executive Director	8	\$440,948			\$259,616		
Top Finance Position	7	\$197,923			\$167,123		
<b>Housing, Shelter</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$80,408			\$79,271		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$51,019			\$42,886		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$73,035			\$62,787		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$101,817		\$76,979	\$101,289	\$137,813	
Greater than \$5 million							
CEO/Executive Director	9	\$142,531			\$144,808		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Las Cruces, NM</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$49,181			\$47,477		
<b>Las Vegas, NV-AZ</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$33,510			\$33,500		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$66,134			\$67,059		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$89,845		\$75,000	\$84,501	\$98,559	
Greater than \$5 million							
CEO/Executive Director	5	\$294,838			\$260,518		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$148,545			\$124,550		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$112,044			\$109,592		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$47,339		\$38,177	\$45,283	\$63,024	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Las Vegas, NV-AZ</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$78,729			\$87,965		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$114,833		\$83,997	\$113,867	\$149,168	
Top Finance Position	5	\$66,177			\$76,701		
Greater than \$5 million							
CEO/Executive Director	12	\$194,883		\$143,907	\$173,163	\$233,457	
Top Finance Position	6	\$120,316			\$92,103		
Top Operations Position	5	\$163,004			\$178,930		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$33,515			\$28,000		
<b>Lawrence, KS</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$66,649			\$62,711		
<b>Lawrence-Haverhill, MA-NH</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$64,881			\$68,785		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$59,253			\$66,540		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Lawrence-Haverhill, MA-NH</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	9	\$345,161			\$197,209		
Top Finance Position	7	\$190,699			\$170,059		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	10	\$47,467		\$31,978	\$39,360	\$67,827	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$88,937			\$90,388		
Greater than \$5 million							
CEO/Executive Director	13	\$194,547		\$149,527	\$164,224	\$200,000	
Top Finance Position	10	\$118,916		\$94,445	\$115,122	\$129,127	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	\$39,510			\$32,120		
<b>Lewiston-Auburn, ME</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	\$281,165			\$138,395		
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	5	\$113,206			\$112,872		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Lexington, KY</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$46,307		\$35,353	\$43,338	\$59,063	
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$73,429			\$65,000		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$50,730		\$40,059	\$47,967	\$52,550	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$82,196		\$55,828	\$75,140	\$99,337	
Greater than \$5 million							
CEO/Executive Director	11	\$279,421		\$257,067	\$277,795	\$329,195	
Top Finance Position	7	\$126,370			\$146,123		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$71,183			\$64,262		
Greater than \$5 million							
CEO/Executive Director	6	\$344,924			\$259,420		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$106,575			\$78,074		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$45,456		\$30,886	\$45,736	\$47,968	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Lexington, KY</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$75,877			\$70,993		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$89,447			\$84,906		
Greater than \$5 million							
CEO/Executive Director	7	\$145,603			\$125,088		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$41,123			\$43,284		
<b>Lima, OH</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	6	\$210,429			\$146,617		
<b>Lincoln, NE</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	5	\$307,783			\$329,620		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	7	\$560,509			\$357,012		
Top Finance Position	5	\$221,748			\$132,360		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Lincoln, NE</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$54,228		\$45,773	\$54,990	\$64,318	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$74,647			\$92,554		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$86,840		\$76,061	\$88,901	\$98,877	
<b>Little Rock-North Little Rock, AR</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$52,798			\$60,068		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$102,241			\$102,565		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$68,743			\$65,054		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$98,244			\$87,691		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$64,239			\$72,064		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$150,851			\$110,000		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Little Rock-North Little Rock, AR</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	11	\$180,288		\$131,884	\$194,022	\$208,040	
Top Finance Position	5	\$125,539			\$108,113		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	\$504,991			\$290,190		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	14	\$54,349		\$42,825	\$51,731	\$71,176	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$78,126		\$64,737	\$81,250	\$90,119	
Greater than \$5 million							
CEO/Executive Director	11	\$172,667		\$128,458	\$159,427	\$212,238	
Top Finance Position	6	\$139,262			\$138,403		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	7	\$48,450			\$40,200		
<b>Longview-Marshall, TX</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	\$192,033			\$227,746		
Top Operations Position	5	\$130,013			\$83,916		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	11	\$48,096		\$34,300	\$44,084	\$50,772	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$95,880		\$64,953	\$88,075	\$106,356	
Greater than \$5 million							
CEO/Executive Director	5	\$287,568			\$264,964		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	93	\$47,141	\$18,972	\$25,630	\$37,263	\$55,580	\$84,778
Top Finance Position	8	\$40,594			\$41,459		
Between \$500 thousand and \$1 million							
CEO/Executive Director	52	\$75,702	\$41,575	\$55,189	\$72,938	\$94,343	\$113,186
Top Finance Position	6	\$75,234			\$59,003		
Between \$1 million and \$5 million							
CEO/Executive Director	66	\$138,077	\$80,731	\$100,433	\$129,121	\$167,563	\$210,849
Top Finance Position	10	\$106,518		\$90,291	\$107,925	\$124,056	
Greater than \$5 million							
CEO/Executive Director	29	\$359,761	\$141,610	\$188,798	\$289,927	\$474,426	\$531,962
Top Development Position	15	\$206,512		\$134,022	\$221,580	\$258,395	
Top Finance Position	19	\$222,529		\$150,478	\$240,896	\$274,974	
Top Marketing Position	5	\$219,618			\$175,868		
Top Operations Position	10	\$235,614		\$168,070	\$226,745	\$272,107	
Top PR/Communications Position	7	\$189,476			\$152,904		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Los Angeles-Long Beach, CA</b>							
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$55,134			\$55,427		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$72,209		\$53,992	\$71,332	\$87,342	
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$122,296	\$63,942	\$74,530	\$106,820	\$141,858	\$204,370
Greater than \$5 million							
CEO/Executive Director	6	\$201,758			\$209,001		
Top Legal Position	6	\$177,088			\$181,460		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	27	\$72,499	\$27,240	\$43,193	\$63,778	\$80,602	\$117,600
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$103,213	\$63,303	\$79,410	\$96,178	\$129,321	\$160,849
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$156,510		\$116,351	\$136,500	\$168,848	
Top Finance Position	5	\$104,549			\$96,695		
Greater than \$5 million							
CEO/Executive Director	13	\$268,853		\$169,330	\$240,853	\$319,656	
Top Finance Position	7	\$162,801			\$172,384		
Top Operations Position	5	\$237,969			\$248,195		
Top Program Position	5	\$138,339			\$146,872		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$53,850		\$41,712	\$46,276	\$70,328	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Crime, Legal-Related							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$90,089			\$97,245		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$138,818		\$109,058	\$128,922	\$162,921	
Greater than \$5 million							
CEO/Executive Director	5	\$193,092			\$206,373		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	22	\$58,540	\$27,600	\$33,102	\$56,257	\$79,581	\$99,833
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$153,442		\$90,909	\$133,200	\$192,804	
Greater than \$5 million							
CEO/Executive Director	9	\$385,429			\$282,509		
Top Finance Position	7	\$172,149			\$190,579		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	64	\$51,866	\$18,833	\$32,637	\$46,519	\$61,412	\$87,720
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	\$77,296	\$33,600	\$52,024	\$77,538	\$94,159	\$122,759

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	155	\$133,716	\$69,504	\$90,001	\$124,999	\$163,414	\$197,943
Top Administrative Position	5	\$79,698			\$79,972		
Top Education Position	5	\$137,663			\$129,629		
Top Finance Position	14	\$95,069		\$70,413	\$104,252	\$118,457	
Top Operations Position	7	\$81,994			\$95,637		
Top Program Position	8	\$103,955			\$107,797		
Greater than \$5 million							
CEO/Executive Director	207	\$307,997	\$122,414	\$146,287	\$233,445	\$358,850	\$534,001
Top Administrative Position	25	\$225,609	\$112,558	\$136,000	\$186,981	\$261,262	\$330,218
Top Business Position	13	\$133,663		\$104,971	\$130,969	\$157,455	
Top Development Position	37	\$191,374	\$110,474	\$140,263	\$174,001	\$232,823	\$324,910
Top Education Position	20	\$171,006	\$113,027	\$128,179	\$155,038	\$194,588	\$242,947
Top Facilities Position	8	\$182,643			\$182,578		
Top Finance Position	98	\$184,646	\$77,024	\$120,231	\$190,323	\$241,579	\$279,057
Top Human Resources Position	10	\$152,649		\$115,353	\$140,339	\$193,879	
Top Legal Position	7	\$252,889			\$239,729		
Top Operations Position	37	\$183,632	\$104,319	\$124,011	\$172,879	\$225,475	\$250,678
Top PR/Communications Position	6	\$166,549			\$167,703		
Top Program Position	5	\$153,649			\$131,627		
Top Technology Position	13	\$184,642		\$122,659	\$155,608	\$231,538	
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	6	\$51,881			\$52,653		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$95,587		\$73,120	\$99,894	\$116,506	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Los Angeles-Long Beach, CA</b>							
<b>Employment, Job-Related</b>							
Greater than \$5 million							
CEO/Executive Director	13	\$240,963		\$158,405	\$210,493	\$267,942	
Top Finance Position	9	\$132,901			\$144,890		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$60,338		\$28,750	\$52,983	\$66,750	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$103,144		\$86,417	\$103,500	\$110,557	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$119,745		\$86,251	\$112,504	\$161,719	
<b>Food, Agriculture and Nutrition</b>							
Greater than \$5 million							
CEO/Executive Director	6	\$124,167			\$131,082		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	23	\$55,874	\$30,000	\$33,084	\$51,600	\$73,443	\$99,731
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$106,367	\$64,896	\$75,000	\$88,234	\$112,404	\$130,000
Between \$1 million and \$5 million							
CEO/Executive Director	43	\$171,054	\$81,286	\$103,382	\$139,291	\$185,210	\$320,379
Top Finance Position	8	\$103,728			\$97,134		
Top Operations Position	5	\$123,632			\$112,383		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Los Angeles-Long Beach, CA</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	62	\$570,056	\$135,514	\$192,260	\$269,480	\$628,539	\$1,558,005
Top Administrative Position	8	\$223,571			\$162,021		
Top Development Position	7	\$198,718			\$216,568		
Top Finance Position	51	\$311,395	\$103,690	\$144,044	\$212,064	\$315,812	\$603,864
Top Human Resources Position	13	\$236,186		\$155,721	\$265,993	\$294,412	
Top Operations Position	29	\$278,705	\$112,923	\$141,614	\$210,473	\$295,366	\$506,966
Top Technology Position	7	\$267,342			\$279,767		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$60,832		\$43,133	\$55,000	\$73,813	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$88,348			\$74,654		
Between \$1 million and \$5 million							
CEO/Executive Director	30	\$129,920	\$68,671	\$87,952	\$111,413	\$168,228	\$212,921
Greater than \$5 million							
CEO/Executive Director	23	\$258,873	\$165,692	\$185,232	\$223,218	\$289,316	\$379,889
Top Finance Position	19	\$204,339		\$122,762	\$163,754	\$219,408	
Top Human Resources Position	5	\$250,844			\$207,135		
Top Operations Position	7	\$184,637			\$135,208		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	81	\$53,094	\$24,000	\$32,250	\$50,652	\$69,654	\$89,278
Between \$500 thousand and \$1 million							
CEO/Executive Director	54	\$81,472	\$34,621	\$50,395	\$75,685	\$96,790	\$118,896

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Los Angeles-Long Beach, CA</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	105	\$115,869	\$54,000	\$80,088	\$105,847	\$150,000	\$184,836
Top Finance Position	18	\$85,725		\$55,463	\$76,334	\$117,856	
Top Operations Position	6	\$100,566			\$110,036		
Greater than \$5 million							
CEO/Executive Director	113	\$222,281	\$101,215	\$142,739	\$199,305	\$262,550	\$407,865
Top Administrative Position	19	\$138,906		\$118,477	\$139,666	\$164,060	
Top Development Position	20	\$157,993	\$105,252	\$116,285	\$142,070	\$168,340	\$226,654
Top Finance Position	64	\$145,733	\$91,794	\$112,959	\$143,712	\$179,385	\$201,400
Top Human Resources Position	16	\$153,366		\$119,589	\$139,667	\$172,918	
Top Marketing Position	6	\$141,665			\$134,455		
Top Operations Position	26	\$179,696	\$104,521	\$120,588	\$153,148	\$224,471	\$290,042
Top Program Position	19	\$134,919		\$101,170	\$126,036	\$162,341	
Top Technology Position	9	\$150,079			\$136,513		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$53,895		\$39,610	\$54,299	\$66,753	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$164,498		\$63,129	\$72,711	\$222,607	
Greater than \$5 million							
CEO/Executive Director	8	\$283,100			\$248,882		
Top Finance Position	6	\$173,053			\$159,865		
<b>Medical Research</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$74,205			\$67,101		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Medical Research							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$174,875			\$174,073		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	22	\$57,904	\$28,107	\$40,875	\$52,994	\$69,300	\$85,358
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$84,115	\$35,354	\$71,383	\$90,032	\$101,738	\$112,280
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$140,387	\$93,064	\$118,535	\$133,084	\$148,500	\$198,352
Top Finance Position	5	\$124,937			\$104,697		
Greater than \$5 million							
CEO/Executive Director	33	\$219,796	\$147,481	\$178,422	\$218,461	\$263,598	\$294,179
Top Finance Position	25	\$155,851	\$84,422	\$131,852	\$142,541	\$178,626	\$219,851
Top Human Resources Position	8	\$117,529			\$122,771		
Top Operations Position	12	\$139,071		\$109,106	\$130,986	\$148,625	
Top Program Position	8	\$131,427			\$125,721		
Top Technology Position	6	\$150,363			\$132,113		
Philanthropy, Voluntarism and Grantmaking Foundations							
\$500 thousand or less							
CEO/Executive Director	9	\$84,573			\$71,000		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$161,886		\$114,975	\$152,028	\$199,332	
Greater than \$5 million							
CEO/Executive Director	13	\$280,337		\$152,252	\$205,781	\$372,504	
Top Finance Position	5	\$219,024			\$208,485		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Los Angeles-Long Beach, CA</b>							
<b>Public Safety, Disaster Preparedness and Relief</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$69,012			\$61,064		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$63,946		\$46,550	\$60,000	\$89,023	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$127,671			\$131,282		
Greater than \$5 million							
CEO/Executive Director	11	\$309,308		\$193,375	\$242,115	\$310,769	
Top Finance Position	5	\$197,790			\$122,785		
Top Operations Position	6	\$158,061			\$164,509		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$56,769		\$20,262	\$43,200	\$80,932	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$91,438			\$82,623		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$124,634			\$100,547		
Greater than \$5 million							
CEO/Executive Director	6	\$208,810			\$198,604		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	110	\$46,487	\$18,778	\$24,172	\$35,875	\$57,378	\$80,100
Top Administrative Position	5	\$33,614			\$33,027		
Top Finance Position	8	\$46,264			\$44,946		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Los Angeles-Long Beach, CA</b>							
<b>Religion-Related, Spiritual Development</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$50,511	\$21,196	\$24,789	\$38,426	\$70,741	\$113,029
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$118,701		\$72,758	\$99,092	\$148,824	
Top Finance Position	8	\$108,409			\$99,676		
Greater than \$5 million							
CEO/Executive Director	5	\$193,574			\$171,769		
<b>Science and Technology Research Institutes, Services</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$155,553			\$154,495		
Greater than \$5 million							
CEO/Executive Director	5	\$608,182			\$402,350		
<b>Unknown</b>							
\$500 thousand or less							
CEO/Executive Director	21	\$47,877	\$20,192	\$25,600	\$47,999	\$55,262	\$76,410
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$105,899			\$92,500		
Greater than \$5 million							
CEO/Executive Director	6	\$266,611			\$190,607		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	25	\$59,798	\$32,052	\$40,388	\$63,000	\$75,600	\$88,738
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	\$97,779	\$48,135	\$65,783	\$98,400	\$130,000	\$135,629

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Los Angeles-Long Beach, CA</b>							
<b>Youth Development</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	43	\$122,926	\$63,173	\$78,720	\$128,190	\$154,644	\$177,766
Top Finance Position	5	\$83,921			\$84,648		
Greater than \$5 million							
CEO/Executive Director	14	\$250,069		\$176,283	\$220,067	\$273,774	
Top Finance Position	5	\$135,401			\$134,045		
<b>Louisville, KY-IN</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$53,032		\$30,658	\$62,494	\$69,072	
Greater than \$5 million							
CEO/Executive Director	7	\$216,558			\$219,967		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$39,158			\$37,231		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$98,525			\$91,800		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$58,725			\$58,917		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$96,233			\$92,979		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Louisville, KY-IN</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$109,737	\$52,611	\$65,550	\$103,690	\$114,988	\$200,959
Top Finance Position	6	\$68,752			\$55,732		
Greater than \$5 million							
CEO/Executive Director	5	\$272,520			\$266,098		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$51,194			\$58,801		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$142,829			\$129,948		
Greater than \$5 million							
CEO/Executive Director	11	\$646,973		\$213,667	\$260,344	\$628,316	
Top Finance Position	8	\$228,421			\$211,977		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$40,887			\$44,675		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$44,259		\$31,529	\$40,960	\$51,239	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$56,236		\$42,569	\$49,539	\$73,775	
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$94,836	\$55,637	\$68,446	\$92,000	\$122,848	\$146,572

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Louisville, KY-IN</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	23	\$195,215	\$89,448	\$109,798	\$152,009	\$261,691	\$295,461
Top Finance Position	16	\$138,955		\$111,927	\$134,480	\$166,317	
Top Operations Position	5	\$178,655			\$170,403		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	15	\$53,428		\$40,899	\$54,270	\$62,522	
<b>Lubbock, TX</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$60,787			\$55,900		
Greater than \$5 million							
CEO/Executive Director	5	\$125,019			\$117,685		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	11	\$38,094		\$24,414	\$33,750	\$49,852	
<b>Lynchburg, VA</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$101,777			\$107,617		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Lynchburg, VA</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	11	\$50,174		\$23,241	\$34,800	\$79,008	
<b>Macon, GA</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	5	\$226,114			\$212,600		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	7	\$262,417			\$247,487		
<b>Madison, WI</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	15	\$56,552		\$44,327	\$53,558	\$65,995	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$128,984		\$57,363	\$117,835	\$168,252	
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$114,027			\$125,497		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	10	\$66,605		\$54,799	\$64,857	\$78,983	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Madison, WI</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$89,817		\$64,677	\$71,681	\$119,670	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$141,153		\$80,291	\$99,708	\$179,795	
Greater than \$5 million							
CEO/Executive Director	6	\$179,857			\$150,200		
Top Finance Position	5	\$151,385			\$167,501		
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$83,918			\$74,079		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$59,369			\$63,059		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$92,076			\$79,543		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$108,577			\$97,944		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$61,818			\$57,000		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$175,121			\$175,669		
Greater than \$5 million							
CEO/Executive Director	9	\$618,523			\$316,012		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Madison, WI</b>							
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$120,078			\$99,343		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	24	\$58,032	\$30,468	\$46,703	\$59,925	\$68,993	\$76,229
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$73,461		\$53,983	\$74,215	\$85,283	
Between \$1 million and \$5 million							
CEO/Executive Director	30	\$102,188	\$70,760	\$76,917	\$94,362	\$108,871	\$135,565
Greater than \$5 million							
CEO/Executive Director	10	\$228,013		\$141,382	\$188,183	\$245,558	
Top Finance Position	7	\$159,520			\$115,457		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	8	\$47,153			\$48,929		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	\$60,718			\$73,862		
<b>Manchester, NH</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	9	\$56,333			\$52,000		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$108,968			\$118,966		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Manchester, NH</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$113,068			\$90,433		
Greater than \$5 million							
CEO/Executive Director	9	\$400,169			\$342,306		
Top Development Position	5	\$224,661			\$229,546		
Top Finance Position	7	\$201,864			\$194,597		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	6	\$588,433			\$567,734		
Top Finance Position	8	\$311,122			\$261,725		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$155,645			\$157,977		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$47,961			\$40,635		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$66,247			\$58,795		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$94,728		\$66,583	\$89,293	\$114,543	
Greater than \$5 million							
CEO/Executive Director	8	\$200,601			\$198,497		
Top Finance Position	6	\$136,637			\$134,383		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Manchester, NH</b>							
Public, Society Benefit – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$75,966			\$71,500		
<b>McAllen-Edinburg-Mission, TX</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	\$228,945			\$189,439		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	\$39,158			\$31,534		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	7	\$37,490			\$30,155		
<b>Medford-Ashland, OR</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$83,059			\$75,048		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	\$54,677			\$50,463		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$92,761			\$93,702		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Melbourne-Titusville-Palm Bay, FL</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	5	\$333,845			\$227,699		
Top Finance Position	5	\$259,398			\$115,472		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$25,940			\$22,148		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$101,121			\$110,683		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$51,380		\$28,500	\$40,000	\$78,200	
<b>Memphis, TN-AR-MS</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$45,847			\$49,794		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$144,418		\$92,190	\$119,332	\$141,350	
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$61,650			\$63,928		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$90,758			\$96,275		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$116,171			\$100,509		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Memphis, TN-AR-MS</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
Greater than \$5 million							
CEO/Executive Director	6	\$1,125,363			\$1,032,719		
<b>Educational Institutions and Related Activities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$95,518			\$79,053		
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$114,896	\$64,115	\$89,757	\$102,289	\$142,842	\$180,240
Greater than \$5 million							
CEO/Executive Director	26	\$210,901	\$109,969	\$125,897	\$173,298	\$233,165	\$362,532
Top Development Position	9	\$162,194			\$159,146		
Top Finance Position	14	\$129,676		\$106,161	\$133,582	\$145,803	
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$118,548			\$107,071		
Greater than \$5 million							
CEO/Executive Director	19	\$557,008		\$216,764	\$336,574	\$418,367	
Top Finance Position	16	\$300,434		\$128,112	\$206,856	\$245,270	
Top Operations Position	7	\$368,560			\$154,441		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$58,265		\$39,919	\$42,525	\$71,245	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$54,563			\$52,000		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Memphis, TN-AR-MS</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$105,395		\$82,060	\$95,822	\$104,930	
Top Finance Position	6	\$89,542			\$82,017		
Greater than \$5 million							
CEO/Executive Director	7	\$195,906			\$158,605		
Top Finance Position	6	\$147,971			\$151,027		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$48,527			\$48,000		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$138,305			\$136,101		
Greater than \$5 million							
CEO/Executive Director	5	\$268,503			\$132,647		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	22	\$60,702	\$27,026	\$35,435	\$59,365	\$85,216	\$87,125
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$112,512			\$108,000		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$58,516			\$40,000		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$131,690			\$108,575		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Miami, FL</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$38,304		\$16,522	\$47,068	\$51,250	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$77,124			\$81,667		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$139,250			\$110,000		
Greater than \$5 million							
CEO/Executive Director	8	\$257,286			\$239,124		
Top Development Position	5	\$155,058			\$148,528		
Top Finance Position	7	\$159,794			\$130,266		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$75,172			\$44,031		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$103,894			\$88,269		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$117,343			\$114,149		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$42,068			\$41,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$74,878		\$53,558	\$68,750	\$96,754	
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$119,552	\$69,527	\$90,644	\$113,050	\$131,453	\$198,143

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Miami, FL</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	26	\$240,085	\$89,275	\$151,761	\$193,043	\$264,319	\$393,578
Top Development Position	5	\$146,535			\$147,200		
Top Finance Position	9	\$199,226			\$150,318		
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$82,346			\$88,026		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$46,566			\$41,466		
<b>Health – General and Rehabilitative</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$104,495			\$100,877		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$186,179			\$161,318		
Greater than \$5 million							
CEO/Executive Director	19	\$620,964		\$235,611	\$356,316	\$806,496	
Top Administrative Position	8	\$174,878			\$148,045		
Top Finance Position	8	\$511,305			\$235,779		
Top Operations Position	12	\$464,886		\$228,480	\$342,056	\$431,335	
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$144,502			\$89,849		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Miami, FL</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$49,561		\$33,524	\$43,771	\$53,744	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$92,106		\$72,586	\$79,339	\$105,204	
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$112,816		\$83,804	\$107,484	\$133,046	
Greater than \$5 million							
CEO/Executive Director	19	\$240,185		\$155,297	\$215,996	\$283,524	
Top Finance Position	13	\$141,065		\$101,412	\$114,268	\$220,853	
Top Operations Position	8	\$160,428			\$152,698		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$53,650			\$44,303		
Greater than \$5 million							
CEO/Executive Director	6	\$222,432			\$169,951		
Top Finance Position	5	\$121,082			\$107,983		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	18	\$38,186		\$22,875	\$32,955	\$50,125	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$80,521			\$90,299		
<b>Youth Development</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$57,196			\$54,000		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Miami, FL</b>							
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$129,426			\$114,616		
<b>Middlesex-Somerset-Hunterdon, NJ</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$51,762			\$45,436		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	6	\$71,911			\$74,251		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	6	\$42,310			\$40,728		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	7	\$45,658			\$36,670		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$128,516		\$95,000	\$101,506	\$144,727	
Greater than \$5 million							
CEO/Executive Director	13	\$350,612		\$168,767	\$298,628	\$470,245	
Top Finance Position	9	\$199,957			\$197,784		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Middlesex-Somerset-Hunterdon, NJ</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	12	\$632,472		\$311,649	\$481,547	\$972,449	
Top Finance Position	9	\$445,295			\$302,743		
Top Human Resources Position	5	\$410,475			\$428,218		
Top Operations Position	6	\$434,546			\$429,914		
Top Technology Position	5	\$326,849			\$278,382		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$41,410			\$36,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$85,832			\$87,394		
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$126,204	\$92,451	\$105,398	\$128,846	\$148,764	\$167,336
Greater than \$5 million							
CEO/Executive Director	19	\$223,882		\$156,009	\$183,372	\$241,931	
Top Finance Position	15	\$137,786		\$96,457	\$135,743	\$170,833	
Top Operations Position	5	\$124,551			\$117,506		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$106,000			\$89,600		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$31,680			\$24,800		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Milwaukee, WI</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	18	\$58,271		\$33,021	\$61,540	\$74,114	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$134,568		\$105,544	\$139,686	\$156,501	
Greater than \$5 million							
CEO/Executive Director	7	\$233,399			\$220,861		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$75,309		\$59,597	\$66,950	\$92,207	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$54,910			\$56,135		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$193,163			\$134,890		
<b>Crime, Legal-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$169,554			\$148,678		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$66,428			\$65,054		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$126,455			\$118,435		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$54,676		\$42,692	\$53,495	\$68,446	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Milwaukee, WI</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$86,093		\$52,930	\$75,182	\$111,862	
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$113,643	\$76,433	\$82,690	\$108,703	\$129,108	\$172,354
Greater than \$5 million							
CEO/Executive Director	28	\$264,164	\$126,136	\$140,631	\$208,345	\$335,513	\$468,510
Top Development Position	5	\$280,391			\$253,381		
Top Finance Position	17	\$202,737		\$123,087	\$154,367	\$224,459	
Top Operations Position	5	\$209,310			\$180,412		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$59,388			\$52,000		
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$54,761			\$57,469		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$77,532		\$43,968	\$62,270	\$90,239	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$91,555			\$85,522		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$189,593			\$131,239		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Milwaukee, WI</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	14	\$632,775		\$146,577	\$250,230	\$380,302	
Top Finance Position	17	\$372,500		\$136,368	\$187,132	\$446,908	
Top Human Resources Position	6	\$412,946			\$446,161		
Top Operations Position	9	\$409,740			\$179,468		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$36,267			\$35,697		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$91,321		\$75,000	\$88,569	\$115,585	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	31	\$56,670	\$24,298	\$34,613	\$53,072	\$67,907	\$96,923
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$86,753		\$67,746	\$81,670	\$103,620	
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$108,836	\$71,188	\$88,690	\$102,563	\$129,672	\$156,140
Top Finance Position	8	\$68,600			\$73,931		
Greater than \$5 million							
CEO/Executive Director	35	\$235,513	\$128,244	\$160,376	\$224,519	\$283,178	\$358,482
Top Administrative Position	9	\$164,336			\$164,801		
Top Finance Position	30	\$131,178	\$66,099	\$106,494	\$124,982	\$163,094	\$182,597
Top Operations Position	10	\$165,122		\$118,676	\$149,552	\$173,777	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Milwaukee, WI</b>							
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$62,317			\$56,916		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$65,659			\$57,500		
Greater than \$5 million							
CEO/Executive Director	5	\$229,639			\$277,363		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$54,605			\$57,322		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$43,919			\$38,557		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$80,339			\$78,099		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$65,317		\$43,690	\$56,670	\$69,726	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$85,077			\$77,672		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$111,726			\$117,210		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Milwaukee, WI</b>							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	8	\$50,583			\$48,183		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$143,525			\$123,665		
<b>Minneapolis-St. Paul, MN-WI</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	10	\$37,996		\$24,426	\$43,584	\$51,636	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$65,871			\$54,180		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$121,092			\$103,220		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	66	\$49,227	\$24,103	\$34,757	\$46,525	\$57,496	\$71,450
Between \$500 thousand and \$1 million							
CEO/Executive Director	36	\$70,513	\$43,849	\$58,913	\$70,376	\$80,748	\$90,757
Between \$1 million and \$5 million							
CEO/Executive Director	45	\$111,581	\$56,153	\$79,600	\$95,503	\$140,196	\$177,520
Top Finance Position	7	\$73,884			\$72,213		
Greater than \$5 million							
CEO/Executive Director	19	\$288,881		\$207,949	\$233,615	\$338,820	
Top Development Position	12	\$187,077		\$133,067	\$180,610	\$222,657	
Top Finance Position	12	\$159,446		\$117,288	\$135,964	\$157,982	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minneapolis-St. Paul, MN-WI</b>							
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$66,234			\$68,160		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$70,214			\$80,175		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	38	\$58,021	\$37,060	\$48,375	\$57,976	\$68,630	\$74,255
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$89,797			\$99,985		
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$136,207	\$65,402	\$93,428	\$131,792	\$162,925	\$193,723
Top Finance Position	6	\$110,837			\$104,601		
Greater than \$5 million							
CEO/Executive Director	5	\$392,177			\$425,725		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$70,761		\$58,270	\$76,592	\$81,654	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$85,683		\$71,487	\$84,524	\$100,684	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$110,695			\$105,887		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$76,653			\$80,124		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minneapolis-St. Paul, MN-WI</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$123,095		\$75,000	\$126,476	\$135,000	
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	26	\$49,678	\$25,500	\$31,500	\$50,670	\$62,500	\$77,276
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	\$80,648	\$34,578	\$58,740	\$71,681	\$99,691	\$132,576
Between \$1 million and \$5 million							
CEO/Executive Director	80	\$104,075	\$48,933	\$66,448	\$102,248	\$124,492	\$151,382
Top Administrative Position	6	\$61,047			\$58,845		
Top Finance Position	19	\$71,478		\$46,585	\$58,278	\$81,310	
Top Operations Position	9	\$80,058			\$82,279		
Greater than \$5 million							
CEO/Executive Director	68	\$213,390	\$108,198	\$129,193	\$153,786	\$237,851	\$390,835
Top Administrative Position	6	\$155,255			\$132,757		
Top Business Position	6	\$115,439			\$88,865		
Top Development Position	9	\$185,487			\$168,869		
Top Education Position	5	\$180,719			\$190,171		
Top Finance Position	25	\$166,646	\$56,674	\$95,198	\$118,872	\$170,840	\$274,493
Top Operations Position	6	\$163,309			\$164,297		
<b>Employment, Job-Related</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$94,447			\$101,206		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$135,764		\$105,162	\$114,072	\$153,789	



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minneapolis-St. Paul, MN-WI</b>							
<b>Employment, Job-Related</b>							
Greater than \$5 million							
CEO/Executive Director	5	\$204,299			\$166,036		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$64,743		\$52,500	\$69,521	\$73,500	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$89,968		\$75,928	\$87,901	\$100,728	
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$130,492		\$106,475	\$124,411	\$137,243	
Top Finance Position	5	\$72,747			\$72,001		
Greater than \$5 million							
CEO/Executive Director	5	\$171,691			\$162,150		
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$59,075			\$55,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$77,381			\$69,898		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$116,187			\$102,606		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$71,561		\$51,302	\$65,831	\$85,194	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$101,253			\$104,396		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minneapolis-St. Paul, MN-WI</b>							
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$149,799	\$88,616	\$99,000	\$142,321	\$186,433	\$211,142
Greater than \$5 million							
CEO/Executive Director	45	\$440,765	\$140,772	\$182,308	\$293,589	\$464,162	\$943,950
Top Administrative Position	13	\$160,878		\$126,814	\$145,202	\$176,578	
Top Development Position	7	\$140,982			\$138,357		
Top Finance Position	35	\$286,405	\$51,658	\$107,149	\$161,634	\$347,636	\$600,518
Top Human Resources Position	11	\$291,169		\$151,831	\$195,919	\$424,924	
Top Legal Position	5	\$421,433			\$436,010		
Top Operations Position	18	\$311,282		\$154,888	\$261,425	\$379,298	
Top Technology Position	9	\$271,515			\$236,757		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$52,844		\$35,520	\$45,710	\$59,842	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$91,939			\$89,100		
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$130,216	\$84,885	\$94,942	\$117,856	\$153,503	\$182,215
Greater than \$5 million							
CEO/Executive Director	18	\$185,610		\$145,787	\$187,289	\$236,063	
Top Finance Position	13	\$132,896		\$102,004	\$131,170	\$164,633	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	74	\$49,933	\$23,935	\$32,670	\$48,911	\$62,843	\$74,424

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minneapolis-St. Paul, MN-WI</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	37	\$79,799	\$52,110	\$56,000	\$71,844	\$94,384	\$120,563
Between \$1 million and \$5 million							
CEO/Executive Director	94	\$101,628	\$66,731	\$78,949	\$100,875	\$117,844	\$147,669
Top Finance Position	17	\$83,775		\$64,911	\$77,295	\$104,598	
Greater than \$5 million							
CEO/Executive Director	75	\$199,384	\$110,945	\$126,611	\$173,287	\$219,021	\$309,115
Top Administrative Position	8	\$137,140			\$131,328		
Top Development Position	8	\$143,930			\$141,648		
Top Finance Position	41	\$117,676	\$49,509	\$83,736	\$111,945	\$152,549	\$190,171
Top Human Resources Position	6	\$191,179			\$163,892		
Top Operations Position	17	\$155,197		\$110,384	\$132,683	\$182,026	
Top Technology Position	5	\$136,402			\$146,874		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$34,879		\$20,696	\$29,240	\$43,563	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$54,082			\$48,169		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$111,659		\$95,462	\$110,895	\$127,529	
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$74,871		\$52,442	\$77,554	\$95,404	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$73,374			\$71,452		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minneapolis-St. Paul, MN-WI</b>							
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$127,171	\$73,885	\$86,504	\$107,535	\$150,000	\$190,533
Top Finance Position	5	\$67,448			\$76,144		
Greater than \$5 million							
CEO/Executive Director	16	\$221,587		\$170,264	\$205,683	\$245,068	
Top Administrative Position	6	\$153,984			\$152,831		
Top Development Position	6	\$132,656			\$123,066		
Top Finance Position	12	\$134,038		\$118,232	\$134,195	\$153,347	
Top Operations Position	5	\$182,049			\$141,064		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$58,400		\$44,667	\$54,000	\$70,330	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$155,373		\$113,804	\$147,997	\$209,468	
Greater than \$5 million							
CEO/Executive Director	7	\$218,566			\$184,227		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$59,595			\$42,071		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$154,091			\$148,064		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$52,084		\$35,520	\$54,000	\$64,277	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minneapolis-St. Paul, MN-WI</b>							
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$70,710		\$51,850	\$62,523	\$98,520	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$88,863		\$66,250	\$82,703	\$111,278	
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	62	\$51,440	\$24,000	\$31,264	\$45,867	\$68,846	\$87,353
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$81,424			\$73,479		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$121,068			\$93,332		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	23	\$53,667	\$22,183	\$30,474	\$53,650	\$67,703	\$78,015
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$82,439			\$76,180		
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$131,716		\$81,474	\$119,769	\$161,363	
Top Finance Position	5	\$95,678			\$85,536		
Greater than \$5 million							
CEO/Executive Director	5	\$224,594			\$160,415		
Top Finance Position	5	\$128,255			\$113,525		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missoula, MT</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	10	\$41,934		\$33,946	\$41,113	\$50,720	
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	\$39,752			\$40,073		
Environmental Quality, Protection and Beautification							
\$500 thousand or less							
CEO/Executive Director	5	\$42,926			\$46,440		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	11	\$44,013		\$37,385	\$39,578	\$49,219	
Greater than \$5 million							
CEO/Executive Director	5	\$92,144			\$82,000		
<b>Mobile, AL</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	5	\$223,033			\$198,000		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	\$370,995			\$324,331		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	\$41,971			\$40,861		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Mobile,AL</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$79,712			\$83,092		
Greater than \$5 million							
CEO/Executive Director	5	\$130,492			\$106,189		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	12	\$37,167		\$22,729	\$28,138	\$32,510	
<b>Modesto,CA</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$97,142			\$89,411		
<b>Monmouth-Ocean, NJ</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	9	\$41,349			\$40,000		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	\$39,126			\$34,000		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$146,365			\$130,672		
Greater than \$5 million							
CEO/Executive Director	11	\$306,728		\$204,400	\$251,595	\$355,445	
Top Finance Position	5	\$188,080			\$198,573		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Monmouth-Ocean, NJ</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	9	\$520,699			\$344,649		
Top Finance Position	6	\$688,297			\$198,377		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$223,938			\$120,896		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$38,781		\$28,000	\$36,051	\$44,315	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$83,943			\$71,763		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$110,800		\$78,269	\$99,095	\$126,964	
Greater than \$5 million							
CEO/Executive Director	13	\$225,013		\$140,899	\$176,245	\$208,983	
Top Finance Position	9	\$166,921			\$159,918		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$166,692			\$119,647		
Greater than \$5 million							
CEO/Executive Director	7	\$164,142			\$140,173		
Top Finance Position	7	\$172,114			\$176,737		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$31,549			\$30,101		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Monmouth-Ocean, NJ</b>							
Religion-Related, Spiritual Development							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$105,939			\$98,621		
<b>Montgomery, AL</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	\$53,153			\$53,750		
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	6	\$163,975			\$138,249		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$52,108			\$65,152		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$79,958			\$65,174		
Greater than \$5 million							
CEO/Executive Director	6	\$140,880			\$124,491		
Top Finance Position	5	\$80,090			\$92,342		
<b>Myrtle Beach, SC</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$54,472			\$44,000		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Myrtle Beach, SC</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	7	\$46,921			\$54,000		
<b>Naples, FL</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$89,816			\$82,901		
Greater than \$5 million							
CEO/Executive Director	6	\$210,831			\$202,909		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$55,277			\$57,500		
<b>Nashua, NH</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$121,729			\$98,044		
<b>Nashville, TN</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	6	\$42,606			\$43,722		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashville, TN							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	13	\$44,936		\$30,058	\$43,400	\$61,618	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$122,887		\$83,454	\$111,618	\$166,564	
Top Finance Position	6	\$75,677			\$69,911		
Greater than \$5 million							
CEO/Executive Director	8	\$303,041			\$309,335		
Civil Rights, Social Action, Advocacy							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$100,970			\$101,462		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	12	\$70,891		\$54,662	\$72,988	\$88,317	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$133,981			\$140,452		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	28	\$50,321	\$18,437	\$30,775	\$45,594	\$65,962	\$74,627
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$85,864			\$93,731		
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$145,319	\$77,050	\$79,956	\$110,866	\$190,507	\$264,456

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashville, TN							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	31	\$277,266	\$97,442	\$132,750	\$177,106	\$344,096	\$461,401
Top Development Position	9	\$131,312			\$132,809		
Top Finance Position	18	\$149,461		\$111,784	\$126,433	\$150,576	
Top Operations Position	5	\$148,976			\$116,118		
Environmental Quality, Protection and Beautification							
\$500 thousand or less							
CEO/Executive Director	6	\$47,934			\$54,374		
Health – General and Rehabilitative							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$111,723			\$112,654		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$146,236			\$128,604		
Greater than \$5 million							
CEO/Executive Director	13	\$322,068		\$143,963	\$226,404	\$328,519	
Top Finance Position	12	\$185,506		\$116,658	\$137,015	\$219,573	
Top Operations Position	5	\$276,888			\$379,908		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	13	\$57,205		\$39,510	\$53,646	\$70,596	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$67,174			\$50,961		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$80,457			\$84,546		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashville, TN							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	46	\$59,888	\$28,125	\$38,808	\$51,082	\$69,995	\$83,280
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	\$68,155	\$41,780	\$58,903	\$69,237	\$80,225	\$91,016
Between \$1 million and \$5 million							
CEO/Executive Director	36	\$92,213	\$40,064	\$66,385	\$94,178	\$106,454	\$129,259
Top Finance Position	5	\$64,482			\$60,412		
Greater than \$5 million							
CEO/Executive Director	19	\$157,274		\$101,226	\$129,370	\$169,163	
Top Finance Position	12	\$106,031		\$65,259	\$98,695	\$124,125	
International, Foreign Affairs and National Security							
\$500 thousand or less							
CEO/Executive Director	6	\$38,182			\$33,974		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$92,401			\$104,000		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	11	\$66,425		\$41,394	\$55,724	\$73,657	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$103,952		\$86,478	\$102,972	\$122,282	
Greater than \$5 million							
CEO/Executive Director	5	\$288,969			\$266,847		
Top Operations Position	8	\$163,822			\$150,915		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nashville, TN</b>							
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$66,030			\$53,166		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$46,853			\$41,587		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	58	\$61,813	\$26,619	\$35,566	\$60,250	\$74,306	\$94,031
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$74,179			\$69,108		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$120,009		\$75,114	\$123,760	\$135,378	
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$57,519			\$56,494		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$150,782		\$86,399	\$142,098	\$184,651	
<b>Nassau-Suffolk, NY</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	36	\$49,761	\$26,050	\$31,994	\$49,999	\$62,192	\$74,718
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$75,707			\$85,000		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nassau-Suffolk, NY</b>							
<b>Arts, Culture and Humanities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$116,338	\$64,113	\$79,000	\$104,000	\$147,984	\$198,156
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$51,680			\$50,000		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$204,512			\$170,417		
Greater than \$5 million							
CEO/Executive Director	5	\$276,199			\$200,000		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$68,054			\$56,250		
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$238,601			\$130,553		
Greater than \$5 million							
CEO/Executive Director	9	\$581,810			\$415,936		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$56,845		\$43,569	\$55,502	\$61,429	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$96,164		\$68,931	\$86,275	\$103,832	
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$144,920	\$83,838	\$100,045	\$124,951	\$173,450	\$196,213

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nassau-Suffolk, NY</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	42	\$356,885	\$134,329	\$182,647	\$222,481	\$360,505	\$847,156
Top Business Position	5	\$158,304			\$145,862		
Top Development Position	5	\$263,517			\$241,446		
Top Finance Position	22	\$214,132	\$107,488	\$153,563	\$171,509	\$246,418	\$373,642
Top Operations Position	5	\$184,508			\$138,087		
Top Technology Position	5	\$263,800			\$254,558		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$54,508			\$45,465		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$68,062			\$55,008		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$164,819			\$161,416		
Greater than \$5 million							
CEO/Executive Director	34	\$904,224	\$247,738	\$373,527	\$699,936	\$1,068,245	\$1,518,546
Top Administrative Position	10	\$475,461		\$319,618	\$438,131	\$604,068	
Top Finance Position	32	\$620,238	\$148,309	\$240,641	\$486,157	\$654,222	\$928,109
Top Human Resources Position	7	\$322,953			\$194,072		
Top Operations Position	10	\$815,050		\$361,127	\$376,592	\$641,064	
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$132,580			\$114,225		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nassau-Suffolk, NY</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$60,631		\$41,076	\$56,051	\$81,767	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$90,161		\$70,720	\$81,126	\$89,898	
Between \$1 million and \$5 million							
CEO/Executive Director	36	\$126,191	\$59,173	\$90,388	\$110,622	\$143,078	\$191,297
Greater than \$5 million							
CEO/Executive Director	39	\$324,113	\$143,904	\$192,460	\$273,206	\$396,601	\$498,322
Top Development Position	6	\$144,112			\$139,922		
Top Finance Position	31	\$174,768	\$112,539	\$133,841	\$164,587	\$211,987	\$228,526
Top Human Resources Position	11	\$172,358		\$140,967	\$159,401	\$201,471	
Top Operations Position	12	\$185,392		\$151,888	\$168,877	\$232,220	
Top Program Position	6	\$189,245			\$208,085		
Top Technology Position	5	\$155,434			\$158,278		
<b>Mental Health, Crisis Intervention</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$88,355			\$95,000		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$138,443		\$101,955	\$138,989	\$145,387	
Greater than \$5 million							
CEO/Executive Director	12	\$233,227		\$168,093	\$198,333	\$285,591	
Top Finance Position	10	\$155,665		\$130,757	\$149,149	\$174,364	
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$34,329			\$27,000		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nassau-Suffolk, NY</b>							
Recreation, Sports, Leisure, Athletics							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$87,031			\$78,811		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$136,461			\$122,697		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	9	\$40,523			\$35,263		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$156,240		\$125,301	\$147,255	\$191,197	
<b>New Bedford, MA</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	6	\$172,860			\$173,570		
<b>New Haven-Meriden, CT</b>							
Arts, Culture and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$74,734			\$71,390		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	10	\$76,116		\$58,612	\$79,260	\$93,600	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Haven-Meriden, CT</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$95,717			\$92,898		
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$125,980		\$86,964	\$103,000	\$163,558	
Greater than \$5 million							
CEO/Executive Director	30	\$351,923	\$150,034	\$163,414	\$197,270	\$320,076	\$765,056
Top Development Position	6	\$289,775			\$252,209		
Top Finance Position	10	\$244,929		\$138,834	\$196,532	\$314,375	
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	17	\$509,363		\$248,399	\$300,066	\$436,638	
Top Finance Position	9	\$161,975			\$137,452		
Top Operations Position	8	\$389,636			\$185,089		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$106,946			\$112,931		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$57,434			\$61,505		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$74,569			\$79,324		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$97,022			\$91,786		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Haven-Meriden, CT</b>							
<b>Human Services – Multipurpose and Other</b>							
Greater than \$5 million							
CEO/Executive Director	15	\$182,267		\$139,634	\$149,550	\$198,873	
Top Finance Position	11	\$127,160		\$98,282	\$116,057	\$159,434	
<b>Mental Health, Crisis Intervention</b>							
Greater than \$5 million							
CEO/Executive Director	6	\$223,391			\$247,239		
<b>Youth Development</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$121,188			\$127,986		
<b>New London-Norwich, CT-RI</b>							
<b>Arts, Culture and Humanities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$118,409			\$128,230		
<b>Educational Institutions and Related Activities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$111,306			\$73,198		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$120,732			\$97,500		
Greater than \$5 million							
CEO/Executive Director	8	\$275,719			\$269,529		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$58,160			\$60,780		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New London-Norwich, CT-RI</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$75,387		\$35,730	\$71,686	\$106,322	
Greater than \$5 million							
CEO/Executive Director	8	\$155,307			\$154,866		
Top Finance Position	6	\$110,947			\$108,106		
<b>New Orleans, LA</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	25	\$45,768	\$27,179	\$33,654	\$43,077	\$50,600	\$63,321
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$96,577			\$86,178		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$117,233		\$77,657	\$108,813	\$163,168	
Greater than \$5 million							
CEO/Executive Director	7	\$224,271			\$153,182		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$72,998		\$48,372	\$53,981	\$85,620	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$184,743			\$177,909		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$65,982		\$37,676	\$60,745	\$77,599	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Orleans, LA</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$103,463			\$89,719		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$100,078		\$75,643	\$86,792	\$115,479	
Greater than \$5 million							
CEO/Executive Director	39	\$222,015	\$117,309	\$133,316	\$181,916	\$247,782	\$383,820
Top Education Position	6	\$180,261			\$172,804		
Top Finance Position	21	\$144,233	\$99,101	\$119,648	\$129,201	\$166,623	\$198,729
Top Operations Position	8	\$145,607			\$143,535		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$55,506			\$54,492		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$184,232			\$102,261		
Greater than \$5 million							
CEO/Executive Director	20	\$563,228	\$113,104	\$187,809	\$250,085	\$508,956	\$830,795
Top Finance Position	15	\$384,222		\$139,518	\$155,703	\$313,162	
Top Operations Position	8	\$364,660			\$305,953		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$105,589			\$107,175		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	24	\$55,318	\$25,234	\$36,980	\$53,867	\$70,352	\$84,427

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Orleans, LA</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$75,044			\$70,623		
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$104,668	\$45,582	\$79,396	\$103,694	\$119,581	\$172,427
Greater than \$5 million							
CEO/Executive Director	18	\$178,019		\$150,747	\$178,276	\$201,914	
Top Finance Position	7	\$120,407			\$113,218		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$82,558			\$85,322		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$68,721		\$48,104	\$60,208	\$83,444	
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$57,067			\$53,856		
<b>New York, NY-NJ</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$44,706			\$41,150		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$161,488			\$136,238		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Animal-Related</b>							
Greater than \$5 million							
CEO/Executive Director	14	\$335,265		\$141,732	\$231,672	\$377,303	
Top Finance Position	5	\$232,701			\$238,850		
Top Operations Position	6	\$256,417			\$235,729		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	222	\$53,844	\$21,336	\$32,180	\$50,354	\$69,862	\$86,698
Top Finance Position	13	\$50,437		\$33,583	\$47,660	\$60,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	123	\$82,639	\$30,123	\$51,938	\$79,140	\$102,694	\$125,800
Top Finance Position	8	\$57,497			\$55,488		
Between \$1 million and \$5 million							
CEO/Executive Director	246	\$154,627	\$77,225	\$103,667	\$142,527	\$187,684	\$243,830
Top Administrative Position	6	\$129,589			\$128,696		
Top Development Position	17	\$133,429		\$112,619	\$130,072	\$157,380	
Top Finance Position	37	\$118,499	\$62,107	\$86,539	\$123,193	\$151,798	\$166,071
Top Operations Position	9	\$178,921			\$138,021		
Top Program Position	6	\$140,064			\$127,562		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Arts, Culture and Humanities</b>							
Greater than \$5 million							
CEO/Executive Director	118	\$375,910	\$167,112	\$215,560	\$301,350	\$431,071	\$624,051
Top Administrative Position	24	\$265,619	\$118,054	\$130,211	\$181,052	\$243,373	\$321,797
Top Development Position	47	\$208,277	\$140,334	\$155,233	\$186,075	\$238,532	\$324,217
Top Education Position	6	\$180,699			\$155,090		
Top Finance Position	66	\$204,609	\$110,932	\$149,071	\$189,896	\$251,971	\$307,185
Top Human Resources Position	9	\$161,616			\$139,940		
Top Legal Position	11	\$309,983		\$201,751	\$241,830	\$414,197	
Top Marketing Position	19	\$174,573		\$136,642	\$159,389	\$211,406	
Top Operations Position	31	\$288,242	\$118,198	\$147,533	\$201,635	\$324,091	\$444,978
Top PR/Communications Position	13	\$183,408		\$128,333	\$158,319	\$212,659	
Top Program Position	7	\$164,200			\$163,808		
Top Technology Position	14	\$175,622		\$136,461	\$150,467	\$195,113	
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	18	\$75,365		\$64,320	\$78,478	\$87,630	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$118,067		\$73,247	\$89,902	\$131,260	
Between \$1 million and \$5 million							
CEO/Executive Director	45	\$153,435	\$73,760	\$118,290	\$145,875	\$199,992	\$229,505
Top Finance Position	7	\$122,491			\$118,196		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Civil Rights, Social Action, Advocacy</b>							
Greater than \$5 million							
CEO/Executive Director	22	\$249,886	\$130,036	\$208,601	\$249,614	\$283,502	\$332,019
Top Development Position	9	\$188,908			\$170,173		
Top Finance Position	12	\$179,048		\$134,293	\$173,802	\$203,590	
Top Legal Position	13	\$221,294		\$154,176	\$206,812	\$252,305	
Top Operations Position	7	\$187,417			\$185,713		
Top PR/Communications Position	5	\$212,277			\$145,987		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	54	\$68,795	\$30,231	\$45,305	\$66,851	\$79,771	\$98,988
Between \$500 thousand and \$1 million							
CEO/Executive Director	42	\$113,229	\$75,324	\$85,253	\$100,545	\$123,231	\$195,464
Between \$1 million and \$5 million							
CEO/Executive Director	68	\$175,862	\$91,906	\$124,983	\$163,313	\$224,536	\$284,590
Top Finance Position	15	\$119,591		\$100,008	\$121,757	\$145,213	
Top Operations Position	9	\$135,563			\$127,472		
Top Program Position	6	\$153,111			\$151,193		
Greater than \$5 million							
CEO/Executive Director	38	\$366,494	\$120,868	\$200,401	\$274,538	\$371,902	\$482,145
Top Administrative Position	9	\$218,079			\$146,677		
Top Development Position	8	\$169,636			\$168,540		
Top Finance Position	30	\$198,551	\$96,889	\$148,508	\$193,934	\$248,511	\$284,375
Top Legal Position	6	\$288,101			\$273,967		
Top Marketing Position	5	\$248,465			\$264,782		
Top Operations Position	12	\$184,287		\$141,889	\$178,657	\$223,874	
Top Program Position	6	\$193,458			\$200,116		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$79,305		\$61,954	\$76,923	\$88,859	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$98,043		\$85,126	\$90,160	\$100,489	
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$149,535	\$78,309	\$108,128	\$154,954	\$183,248	\$235,362
Top Finance Position	6	\$131,769			\$125,554		
Top Legal Position	5	\$128,274			\$127,564		
Greater than \$5 million							
CEO/Executive Director	22	\$246,908	\$155,718	\$194,778	\$218,170	\$242,009	\$315,797
Top Finance Position	13	\$170,403		\$133,031	\$147,995	\$180,872	
Top Legal Position	16	\$182,716		\$153,791	\$167,609	\$182,444	
Top Program Position	7	\$165,310			\$169,472		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	20	\$65,489	\$29,841	\$50,225	\$63,475	\$75,825	\$90,700
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$124,496			\$126,926		
Between \$1 million and \$5 million							
CEO/Executive Director	34	\$154,823	\$84,998	\$103,297	\$154,651	\$187,093	\$238,364
Top Finance Position	5	\$103,257			\$101,774		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
Greater than \$5 million							
CEO/Executive Director	37	\$326,352	\$191,420	\$227,504	\$298,245	\$379,644	\$504,460
Top Administrative Position	5	\$230,653			\$181,770		
Top Development Position	9	\$228,675			\$168,460		
Top Finance Position	24	\$195,982	\$123,592	\$149,750	\$184,793	\$258,163	\$284,689
Top Human Resources Position	6	\$163,301			\$142,918		
Top Operations Position	12	\$229,073		\$170,260	\$237,191	\$286,763	
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	77	\$71,118	\$29,956	\$45,630	\$62,432	\$86,807	\$105,766
Between \$500 thousand and \$1 million							
CEO/Executive Director	57	\$90,163	\$40,258	\$58,665	\$78,887	\$107,250	\$138,269
Between \$1 million and \$5 million							
CEO/Executive Director	196	\$159,410	\$83,359	\$118,255	\$149,818	\$190,927	\$240,657
Top Administrative Position	14	\$107,928		\$67,716	\$107,264	\$144,572	
Top Business Position	6	\$118,271			\$116,361		
Top Development Position	8	\$123,383			\$119,748		
Top Education Position	6	\$155,885			\$157,960		
Top Finance Position	28	\$109,751	\$49,680	\$85,519	\$111,534	\$133,153	\$159,611
Top Operations Position	21	\$124,341	\$71,350	\$85,000	\$119,483	\$147,529	\$174,515
Top Program Position	9	\$132,615			\$136,526		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	306	\$339,072	\$144,889	\$180,387	\$257,032	\$387,293	\$648,334
Top Administrative Position	31	\$204,312	\$128,704	\$148,516	\$201,296	\$235,690	\$291,977
Top Business Position	14	\$183,209		\$145,359	\$176,082	\$208,947	
Top Development Position	63	\$209,141	\$117,420	\$150,852	\$206,757	\$247,955	\$288,408
Top Education Position	32	\$200,017	\$142,080	\$162,208	\$180,052	\$212,980	\$295,318
Top Facilities Position	13	\$233,464		\$179,768	\$220,839	\$242,237	
Top Finance Position	181	\$223,876	\$105,932	\$136,037	\$195,308	\$276,556	\$378,644
Top Human Resources Position	16	\$200,858		\$135,992	\$175,669	\$219,090	
Top Legal Position	15	\$314,940		\$182,247	\$223,260	\$421,248	
Top Marketing Position	7	\$206,330			\$186,560		
Top Operations Position	75	\$212,072	\$106,277	\$130,549	\$178,866	\$235,827	\$330,465
Top PR/Communications Position	9	\$184,527			\$176,533		
Top Program Position	22	\$181,000	\$114,386	\$141,963	\$168,294	\$216,763	\$267,105
Top Technology Position	39	\$240,287	\$144,511	\$164,282	\$199,339	\$246,996	\$285,236
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	9	\$57,787			\$46,994		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$162,791		\$152,760	\$164,447	\$176,788	
Greater than \$5 million							
CEO/Executive Director	18	\$256,553		\$203,493	\$239,383	\$305,801	
Top Finance Position	14	\$171,610		\$139,329	\$153,967	\$192,350	
Top Operations Position	5	\$181,904			\$166,913		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$67,359		\$35,436	\$67,921	\$82,949	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$97,183			\$97,160		
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$171,879	\$80,520	\$102,024	\$152,233	\$214,439	\$280,100
Top Development Position	5	\$128,243			\$146,441		
Greater than \$5 million							
CEO/Executive Director	16	\$369,267		\$226,991	\$261,082	\$537,119	
Top Development Position	8	\$219,558			\$189,856		
Top Finance Position	8	\$234,938			\$194,998		
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$60,270			\$61,507		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$93,218			\$87,550		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$115,387		\$91,438	\$117,704	\$142,437	
Greater than \$5 million							
CEO/Executive Director	7	\$320,903			\$300,770		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	28	\$65,244	\$25,307	\$33,538	\$61,292	\$81,250	\$113,658
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$123,254		\$78,750	\$110,513	\$147,816	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	48	\$185,052	\$103,412	\$115,644	\$150,744	\$201,146	\$378,244
Top Administrative Position	5	\$166,812			\$146,900		
Top Development Position	5	\$131,870			\$129,597		
Top Finance Position	11	\$196,245		\$142,088	\$162,160	\$227,927	
Top Operations Position	6	\$103,740			\$112,794		
Greater than \$5 million							
CEO/Executive Director	138	\$740,611	\$144,528	\$225,666	\$359,308	\$604,830	\$1,286,141
Top Administrative Position	36	\$263,791	\$134,640	\$180,909	\$244,297	\$310,660	\$431,292
Top Business Position	7	\$327,761			\$350,450		
Top Development Position	21	\$254,481	\$130,560	\$153,345	\$203,348	\$260,764	\$401,688
Top Facilities Position	6	\$202,822			\$191,612		
Top Finance Position	116	\$363,633	\$138,686	\$168,603	\$244,824	\$401,098	\$675,797
Top Human Resources Position	27	\$317,422	\$142,377	\$192,227	\$250,213	\$355,999	\$547,764
Top Legal Position	17	\$367,863		\$255,688	\$343,743	\$449,405	
Top Marketing Position	7	\$299,935			\$225,116		
Top Operations Position	57	\$461,259	\$150,436	\$193,833	\$287,266	\$460,616	\$689,928
Top PR/Communications Position	7	\$329,432			\$240,585		
Top Program Position	13	\$167,111		\$113,467	\$150,811	\$191,011	
Top Technology Position	21	\$295,327	\$162,515	\$181,135	\$220,991	\$301,538	\$435,488
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$71,214		\$68,495	\$70,512	\$75,949	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$103,167		\$67,769	\$97,515	\$117,525	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	50	\$149,230	\$68,810	\$101,038	\$128,175	\$163,792	\$229,805
Top Finance Position	14	\$109,214		\$85,977	\$108,186	\$128,698	
Top Operations Position	5	\$145,128			\$151,688		
Greater than \$5 million							
CEO/Executive Director	37	\$265,951	\$132,013	\$181,856	\$236,139	\$304,615	\$404,585
Top Development Position	5	\$145,241			\$126,282		
Top Finance Position	22	\$203,878	\$107,487	\$156,319	\$181,788	\$219,563	\$238,970
Top Operations Position	15	\$194,212		\$139,697	\$153,702	\$206,456	
Top Program Position	5	\$156,171			\$155,280		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	68	\$57,444	\$23,373	\$38,630	\$57,315	\$75,508	\$90,564
Between \$500 thousand and \$1 million							
CEO/Executive Director	77	\$83,852	\$44,547	\$56,076	\$73,432	\$100,000	\$137,100
Between \$1 million and \$5 million							
CEO/Executive Director	197	\$136,543	\$76,134	\$94,970	\$120,000	\$163,567	\$197,934
Top Administrative Position	5	\$97,877			\$103,128		
Top Development Position	9	\$152,886			\$122,059		
Top Finance Position	35	\$93,815	\$52,769	\$69,933	\$90,968	\$109,741	\$129,642
Top Program Position	11	\$102,109		\$65,572	\$105,296	\$124,570	



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Human Services – Multipurpose and Other</b>							
Greater than \$5 million							
CEO/Executive Director	213	\$251,285	\$121,240	\$166,637	\$222,302	\$289,313	\$395,088
Top Administrative Position	14	\$183,315		\$145,536	\$171,598	\$197,002	
Top Development Position	31	\$186,462	\$130,698	\$140,059	\$162,858	\$197,646	\$294,480
Top Facilities Position	7	\$139,396			\$139,319		
Top Finance Position	142	\$172,031	\$100,315	\$129,752	\$163,106	\$200,748	\$256,677
Top Human Resources Position	20	\$157,743	\$123,848	\$140,995	\$148,370	\$171,594	\$198,699
Top Legal Position	9	\$173,974			\$180,372		
Top Operations Position	53	\$189,937	\$120,862	\$145,963	\$177,136	\$222,077	\$275,318
Top Program Position	43	\$164,523	\$109,229	\$125,850	\$161,986	\$196,174	\$208,415
Top Technology Position	16	\$152,549		\$124,281	\$149,739	\$169,467	
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	36	\$67,471	\$23,457	\$34,253	\$60,266	\$86,011	\$104,734
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$107,468		\$72,347	\$92,938	\$123,443	
Between \$1 million and \$5 million							
CEO/Executive Director	65	\$164,990	\$50,161	\$103,000	\$143,916	\$187,500	\$278,697
Top Administrative Position	7	\$192,470			\$207,861		
Top Development Position	10	\$125,943		\$110,722	\$114,126	\$166,395	
Top Finance Position	10	\$126,898		\$35,684	\$131,076	\$179,351	
Top Operations Position	6	\$110,848			\$126,388		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
International, Foreign Affairs and National Security							
Greater than \$5 million							
CEO/Executive Director	48	\$315,485	\$158,900	\$212,365	\$286,956	\$399,806	\$506,646
Top Development Position	16	\$206,554		\$170,835	\$195,704	\$224,986	
Top Finance Position	30	\$225,069	\$144,218	\$161,928	\$191,066	\$258,212	\$408,179
Top Human Resources Position	5	\$260,014			\$256,683		
Top Legal Position	6	\$253,484			\$232,074		
Top Operations Position	16	\$225,011		\$181,721	\$205,949	\$251,241	
Top PR/Communications Position	8	\$164,666			\$156,323		
Top Program Position	6	\$171,856			\$159,012		
Top Technology Position	6	\$189,387			\$167,740		
Medical Research							
\$500 thousand or less							
CEO/Executive Director	6	\$69,490			\$57,868		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$205,563		\$129,138	\$191,449	\$247,665	
Greater than \$5 million							
CEO/Executive Director	17	\$600,417		\$483,460	\$572,285	\$672,153	
Top Development Position	8	\$199,267			\$194,394		
Top Finance Position	13	\$289,205		\$159,892	\$301,259	\$394,062	
Top Operations Position	5	\$546,899			\$291,914		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	12	\$69,825		\$40,132	\$49,972	\$82,286	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$84,364		\$69,964	\$79,773	\$106,533	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	33	\$137,788	\$75,135	\$93,801	\$140,011	\$159,149	\$190,213
Top Finance Position	15	\$117,646		\$91,410	\$118,081	\$148,210	
Top Operations Position	6	\$108,538			\$93,159		
Greater than \$5 million							
CEO/Executive Director	60	\$271,089	\$137,326	\$179,853	\$211,485	\$333,496	\$427,667
Top Administrative Position	12	\$207,777		\$170,882	\$207,239	\$262,812	
Top Finance Position	37	\$172,766	\$107,553	\$135,263	\$153,043	\$204,990	\$259,833
Top Human Resources Position	5	\$137,449			\$138,947		
Top Legal Position	5	\$224,068			\$180,397		
Top Operations Position	17	\$198,294		\$145,664	\$187,384	\$206,723	
Top Program Position	6	\$187,187			\$149,676		
Top Technology Position	6	\$190,220			\$178,390		
<b>Mutual/Membership Benefit Organizations, Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$259,110			\$268,678		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	18	\$67,590		\$48,500	\$60,000	\$77,536	
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$107,594		\$73,479	\$115,066	\$146,554	
Between \$1 million and \$5 million							
CEO/Executive Director	34	\$176,489	\$77,033	\$99,403	\$162,013	\$228,412	\$298,151
Top Finance Position	6	\$115,696			\$108,533		
Top Operations Position	6	\$140,968			\$148,877		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Greater than \$5 million							
CEO/Executive Director	31	\$412,384	\$210,745	\$255,864	\$326,966	\$490,567	\$728,000
Top Development Position	9	\$237,250			\$190,659		
Top Finance Position	16	\$293,083		\$182,857	\$226,986	\$325,657	
Top Operations Position	8	\$194,143			\$181,820		
Top Program Position	7	\$249,486			\$188,497		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$98,350		\$50,600	\$91,379	\$126,326	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$102,112			\$92,373		
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$197,297	\$95,227	\$105,330	\$187,325	\$259,212	\$287,231
Top Finance Position	6	\$137,041			\$132,729		
Greater than \$5 million							
CEO/Executive Director	18	\$401,102		\$261,739	\$296,907	\$504,480	
Top Finance Position	11	\$279,372		\$182,402	\$295,559	\$348,756	
Top Operations Position	6	\$263,008			\$269,612		
Top Technology Position	6	\$219,169			\$180,816		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$52,188		\$35,387	\$48,750	\$71,327	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$140,682			\$132,711		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$139,251	\$82,667	\$94,605	\$146,000	\$177,496	\$197,722
Greater than \$5 million							
CEO/Executive Director	14	\$302,324		\$223,354	\$238,254	\$281,789	
Top Finance Position	9	\$177,265			\$132,934		
Top Operations Position	8	\$282,180			\$166,414		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	64	\$53,682	\$20,120	\$26,822	\$37,919	\$65,116	\$95,140
Top Finance Position	5	\$39,678			\$41,990		
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$103,123		\$63,905	\$81,983	\$99,080	
Between \$1 million and \$5 million							
CEO/Executive Director	34	\$153,609	\$27,527	\$63,009	\$148,720	\$215,206	\$303,008
Top Finance Position	6	\$66,729			\$29,630		
Top Operations Position	6	\$164,938			\$166,594		
Greater than \$5 million							
CEO/Executive Director	18	\$238,473		\$154,778	\$238,719	\$275,024	
Top Finance Position	6	\$221,407			\$213,296		
<b>Science and Technology Research Institutes, Services</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$187,397			\$201,406		
<b>Social Science Research Institutes, Services</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$62,509			\$75,950		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Social Science Research Institutes, Services</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$218,658			\$180,482		
Greater than \$5 million							
CEO/Executive Director	5	\$463,795			\$418,294		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	44	\$57,404	\$23,356	\$34,500	\$55,965	\$77,191	\$89,690
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$96,320		\$81,861	\$95,416	\$109,899	
Between \$1 million and \$5 million							
CEO/Executive Director	60	\$139,096	\$85,212	\$103,686	\$126,426	\$163,479	\$203,101
Top Finance Position	5	\$122,318			\$109,500		
Greater than \$5 million							
CEO/Executive Director	31	\$323,508	\$157,044	\$208,079	\$288,125	\$365,077	\$460,162
Top Administrative Position	7	\$236,000			\$122,181		
Top Development Position	14	\$228,865		\$146,904	\$158,166	\$194,589	
Top Finance Position	22	\$174,996	\$104,003	\$119,245	\$153,402	\$190,228	\$275,378
Top Operations Position	11	\$218,835		\$175,833	\$195,146	\$228,576	
Top Program Position	6	\$167,966			\$185,535		
<b>Newark, NJ</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$47,883		\$29,450	\$48,000	\$63,866	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Newark, NJ</b>							
<b>Arts, Culture and Humanities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$95,659		\$78,750	\$92,545	\$106,300	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$116,268		\$99,675	\$123,302	\$140,941	
Greater than \$5 million							
CEO/Executive Director	7	\$267,848			\$166,347		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$65,195		\$50,867	\$66,147	\$79,870	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$149,667			\$144,669		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$59,909			\$56,020		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$119,201			\$119,622		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$53,792		\$36,925	\$50,502	\$65,079	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$90,747		\$50,634	\$77,467	\$105,100	
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$148,821	\$57,571	\$88,743	\$136,580	\$185,386	\$258,546

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Newark, NJ</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	36	\$262,928	\$131,049	\$153,227	\$220,219	\$369,490	\$466,510
Top Business Position	6	\$198,921			\$178,067		
Top Development Position	12	\$192,862		\$156,869	\$191,678	\$223,061	
Top Finance Position	11	\$213,027		\$165,487	\$228,831	\$254,500	
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$64,534			\$49,854		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$66,562			\$48,958		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$140,010			\$121,962		
Greater than \$5 million							
CEO/Executive Director	19	\$451,704		\$209,097	\$280,830	\$552,157	
Top Finance Position	12	\$290,914		\$119,093	\$220,829	\$406,399	
Top Human Resources Position	10	\$346,439		\$311,869	\$322,583	\$402,682	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$54,676			\$66,156		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$98,641			\$103,009		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$125,390		\$92,563	\$107,080	\$126,104	



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Newark, NJ</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	21	\$57,804	\$30,000	\$38,440	\$59,936	\$79,892	\$86,385
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$84,102	\$46,007	\$54,507	\$71,934	\$94,252	\$106,564
Between \$1 million and \$5 million							
CEO/Executive Director	55	\$109,293	\$73,365	\$84,274	\$105,151	\$131,249	\$163,945
Top Finance Position	9	\$91,221			\$81,447		
Greater than \$5 million							
CEO/Executive Director	44	\$240,619	\$134,416	\$166,006	\$212,047	\$243,662	\$403,881
Top Finance Position	22	\$141,559	\$99,602	\$119,338	\$136,610	\$162,297	\$183,858
Top Human Resources Position	8	\$136,036			\$130,630		
Top Operations Position	15	\$159,335		\$132,342	\$163,906	\$178,728	
<b>Mental Health, Crisis Intervention</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$113,533			\$105,157		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$159,915		\$100,751	\$125,723	\$175,519	
Greater than \$5 million							
CEO/Executive Director	17	\$177,368		\$138,671	\$171,687	\$189,604	
Top Finance Position	11	\$129,424		\$110,587	\$121,687	\$143,223	
Top Operations Position	8	\$121,873			\$126,778		
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$117,234			\$80,000		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Newark, NJ</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	14	\$54,685		\$35,200	\$44,316	\$69,909	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$117,439			\$98,924		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$125,081			\$134,658		
<b>Newburgh-Middletown, NY</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	\$633,525			\$453,699		
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	8	\$266,603			\$228,568		
Top Finance Position	5	\$160,561			\$159,589		
<b>Norfolk-Virginia Beach-Newport News, VA-NC</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	16	\$38,986		\$30,139	\$37,978	\$45,970	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$72,418			\$67,135		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$119,132			\$119,128		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Norfolk-Virginia Beach-Newport News, VA-NC							
Arts, Culture and Humanities							
Greater than \$5 million							
CEO/Executive Director	5	\$327,417			\$231,401		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	8	\$67,568			\$52,225		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	6	\$73,447			\$71,700		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	10	\$42,046		\$39,025	\$39,700	\$47,250	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$100,656			\$98,114		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$91,967		\$60,791	\$84,007	\$133,154	
Greater than \$5 million							
CEO/Executive Director	12	\$279,794		\$155,524	\$204,854	\$243,271	
Top Finance Position	8	\$131,688			\$122,692		
Health – General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	9	\$52,591			\$56,456		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$68,671			\$67,154		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Norfolk-Virginia Beach-Newport News, VA-NC</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	9	\$577,901			\$421,639		
Top Finance Position	6	\$502,161			\$345,248		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$55,456			\$36,827		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$47,069		\$31,035	\$48,125	\$61,842	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$103,149		\$75,761	\$101,002	\$123,062	
Greater than \$5 million							
CEO/Executive Director	18	\$220,909		\$143,885	\$204,225	\$274,569	
Top Finance Position	11	\$139,940		\$87,072	\$126,988	\$165,405	
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$46,890			\$45,459		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$54,885			\$48,613		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$48,947		\$28,200	\$35,000	\$76,526	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oakland, CA</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$59,422			\$55,001		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	33	\$58,305	\$30,160	\$43,116	\$51,667	\$74,820	\$92,428
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	\$69,149	\$33,855	\$48,541	\$68,133	\$90,557	\$105,665
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$117,081	\$46,512	\$71,007	\$124,560	\$147,944	\$181,855
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$56,357			\$60,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$92,956			\$86,600		
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$151,497	\$90,015	\$104,286	\$132,044	\$179,437	\$213,986
Greater than \$5 million							
CEO/Executive Director	6	\$186,328			\$192,512		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$58,047		\$42,492	\$55,583	\$67,108	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$95,317			\$90,241		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$139,540		\$116,249	\$129,242	\$153,267	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oakland, CA</b>							
<b>Crime, Legal-Related</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$75,387			\$65,250		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$145,109		\$97,453	\$115,945	\$162,853	
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$70,578			\$66,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$69,715			\$55,829		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$117,782			\$131,810		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	35	\$61,360	\$27,122	\$41,160	\$58,449	\$76,722	\$94,993
Top Finance Position	7	\$73,114			\$43,700		
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$83,655		\$53,364	\$83,360	\$110,699	
Between \$1 million and \$5 million							
CEO/Executive Director	69	\$130,184	\$72,882	\$91,390	\$122,889	\$155,900	\$183,581
Top Finance Position	12	\$98,276		\$70,535	\$96,479	\$121,900	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oakland, CA</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	60	\$255,852	\$123,762	\$157,345	\$228,752	\$351,570	\$439,638
Top Administrative Position	6	\$161,138			\$147,300		
Top Business Position	6	\$315,992			\$161,751		
Top Development Position	12	\$177,402		\$145,086	\$173,606	\$199,179	
Top Education Position	6	\$208,716			\$196,747		
Top Finance Position	33	\$167,824	\$101,752	\$120,695	\$159,330	\$197,431	\$231,801
Top Operations Position	14	\$181,571		\$146,357	\$184,295	\$213,775	
Top Program Position	5	\$183,643			\$146,897		
<b>Employment, Job-Related</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$123,589			\$129,032		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$140,017			\$128,286		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$57,459		\$43,287	\$53,750	\$72,419	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$114,641			\$103,464		
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$134,744	\$102,720	\$107,949	\$130,371	\$152,465	\$176,393
Top Finance Position	5	\$105,531			\$104,441		
Greater than \$5 million							
CEO/Executive Director	7	\$151,014			\$149,002		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oakland, CA</b>							
<b>Food, Agriculture and Nutrition</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$63,035			\$64,000		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$105,763			\$90,000		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$69,346			\$72,201		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$85,763			\$80,500		
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$129,425	\$74,537	\$95,394	\$123,986	\$141,820	\$174,693
Greater than \$5 million							
CEO/Executive Director	24	\$557,219	\$118,519	\$210,147	\$266,286	\$454,379	\$933,961
Top Finance Position	17	\$247,402		\$141,069	\$169,554	\$221,475	
Top Human Resources Position	6	\$566,216			\$150,333		
Top Operations Position	8	\$378,317			\$193,735		
<b>Housing, Shelter</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$76,433			\$84,414		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$111,924		\$95,000	\$102,595	\$124,965	
Greater than \$5 million							
CEO/Executive Director	15	\$209,045		\$145,550	\$182,499	\$225,186	
Top Finance Position	6	\$175,519			\$147,691		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oakland, CA</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	31	\$50,247	\$26,400	\$30,000	\$45,902	\$62,017	\$81,494
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$82,931		\$61,710	\$80,516	\$103,107	
Between \$1 million and \$5 million							
CEO/Executive Director	51	\$118,725	\$73,945	\$88,635	\$110,325	\$137,607	\$167,846
Top Finance Position	9	\$108,358			\$76,943		
Greater than \$5 million							
CEO/Executive Director	36	\$183,051	\$115,960	\$133,866	\$162,316	\$210,868	\$276,469
Top Finance Position	19	\$133,223		\$115,368	\$131,415	\$149,622	
Top Operations Position	5	\$151,264			\$145,210		
Top Program Position	7	\$123,999			\$129,855		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$46,671		\$26,860	\$47,197	\$62,122	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$117,753			\$126,378		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$48,686		\$33,438	\$50,907	\$64,467	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$112,533			\$110,000		
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$117,946		\$92,377	\$113,047	\$143,765	
Top Finance Position	5	\$90,608			\$82,785		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oakland, CA</b>							
<b>Mental Health, Crisis Intervention</b>							
Greater than \$5 million							
CEO/Executive Director	10	\$193,143		\$162,006	\$181,193	\$215,912	
Top Finance Position	8	\$147,550			\$152,624		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$156,209		\$125,290	\$155,678	\$187,497	
Greater than \$5 million							
CEO/Executive Director	9	\$200,810			\$177,422		
Top Finance Position	5	\$133,167			\$146,232		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$81,761			\$79,062		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$137,810			\$124,837		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$64,168		\$34,375	\$61,267	\$85,017	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$108,339			\$111,833		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$166,119		\$119,138	\$140,000	\$199,199	
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$44,201		\$22,250	\$40,668	\$60,000	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oakland, CA</b>							
Religion-Related, Spiritual Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$79,984			\$74,075		
Unknown							
\$500 thousand or less							
CEO/Executive Director	7	\$52,883			\$44,524		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	15	\$73,994		\$63,479	\$80,000	\$85,127	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$81,082		\$51,137	\$81,400	\$102,009	
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$147,429		\$94,072	\$120,750	\$160,873	
Top Finance Position	5	\$86,699			\$93,333		
Greater than \$5 million							
CEO/Executive Director	7	\$221,831			\$225,107		
<b>Odessa-Midland, TX</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$86,451			\$89,200		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$78,791			\$77,991		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Odessa-Midland, TX</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$66,595		\$45,875	\$59,650	\$69,500	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$72,066			\$64,247		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$115,422			\$93,925		
Greater than \$5 million							
CEO/Executive Director	5	\$138,316			\$146,877		
<b>OklahomaCity, OK</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$45,303			\$43,766		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$81,739		\$66,875	\$85,211	\$95,361	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$111,225			\$98,969		
Greater than \$5 million							
CEO/Executive Director	5	\$251,868			\$222,393		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$71,010			\$58,698		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$58,020		\$37,844	\$55,112	\$68,149	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>OklahomaCity, OK</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$52,358			\$50,521		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$108,982		\$82,895	\$101,729	\$116,425	
Greater than \$5 million							
CEO/Executive Director	13	\$258,440		\$172,676	\$246,158	\$275,233	
Top Finance Position	9	\$110,309			\$97,462		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$41,542			\$46,538		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$121,066			\$110,531		
Greater than \$5 million							
CEO/Executive Director	11	\$418,708		\$202,500	\$276,382	\$417,372	
Top Finance Position	7	\$184,430			\$192,721		
Top Operations Position	6	\$363,271			\$232,389		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$63,294			\$54,056		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	26	\$47,980	\$23,412	\$34,669	\$46,053	\$64,362	\$71,400
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$56,985	\$35,347	\$48,624	\$52,680	\$68,973	\$87,266

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>OklahomaCity, OK</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	32	\$95,558	\$53,673	\$72,239	\$91,466	\$111,257	\$134,571
Greater than \$5 million							
CEO/Executive Director	9	\$137,723			\$114,231		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$67,448			\$67,900		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$119,009			\$92,255		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	30	\$57,496	\$18,312	\$26,374	\$54,828	\$68,844	\$111,661
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$102,036			\$44,041		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$58,131			\$46,017		
<b>Olympia, WA</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$76,179			\$73,488		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Omaha, NE-IA</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$51,520		\$35,200	\$51,500	\$62,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$51,308			\$47,000		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$108,018			\$104,723		
Greater than \$5 million							
CEO/Executive Director	6	\$277,615			\$251,275		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$53,629			\$48,077		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$72,859			\$74,535		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$126,494		\$80,529	\$96,122	\$123,631	
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$151,955		\$124,107	\$126,274	\$139,828	
Greater than \$5 million							
CEO/Executive Director	12	\$485,669		\$308,718	\$499,449	\$533,275	
Top Finance Position	8	\$292,322			\$168,719		
Top Operations Position	5	\$300,083			\$134,444		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Omaha, NE-IA</b>							
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$108,846			\$105,945		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$47,648			\$44,274		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$44,811			\$42,733		
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$97,565		\$65,583	\$87,125	\$117,425	
Greater than \$5 million							
CEO/Executive Director	16	\$206,834		\$128,687	\$159,084	\$209,555	
Top Finance Position	11	\$131,089		\$94,200	\$111,399	\$124,932	
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$46,982			\$45,726		
<b>Youth Development</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$114,917			\$121,383		
<b>Orange County, CA</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	18	\$44,083		\$26,382	\$42,650	\$58,117	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$155,486		\$109,575	\$140,697	\$216,412	



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Orange County, CA</b>							
<b>Arts, Culture and Humanities</b>							
Greater than \$5 million							
CEO/Executive Director	6	\$387,233			\$321,648		
<b>Community Improvement, Capacity Building</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$126,003			\$96,960		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$80,091			\$69,754		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$175,562			\$138,433		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$54,820		\$35,000	\$49,350	\$73,090	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$86,227			\$84,697		
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$129,837	\$65,268	\$90,500	\$111,748	\$177,002	\$204,029
Top Finance Position	9	\$96,285			\$83,106		
Greater than \$5 million							
CEO/Executive Director	33	\$288,876	\$108,621	\$166,581	\$216,335	\$340,708	\$479,108
Top Finance Position	20	\$178,620	\$123,745	\$142,489	\$172,534	\$213,642	\$256,710
Top Operations Position	6	\$293,279			\$192,193		
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$115,293			\$110,204		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Orange County, CA</b>							
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$39,283			\$29,000		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$171,900		\$163,627	\$175,360	\$196,813	
Top Finance Position	5	\$114,258			\$109,507		
Greater than \$5 million							
CEO/Executive Director	14	\$535,805		\$179,502	\$234,101	\$581,591	
Top Finance Position	14	\$414,960		\$191,520	\$431,452	\$574,310	
Top Human Resources Position	7	\$480,098			\$399,894		
Top Operations Position	10	\$521,208		\$175,977	\$371,819	\$636,457	
Top Technology Position	5	\$313,123			\$255,733		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$126,632			\$116,360		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$96,728			\$91,119		
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$171,036	\$69,655	\$96,547	\$159,213	\$177,579	\$286,961
Top Finance Position	6	\$111,202			\$103,357		
Greater than \$5 million							
CEO/Executive Director	7	\$387,469			\$223,514		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	39	\$54,675	\$23,508	\$40,800	\$55,385	\$65,216	\$88,887

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Orange County, CA</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$78,684		\$63,276	\$76,522	\$101,347	
Between \$1 million and \$5 million							
CEO/Executive Director	39	\$128,687	\$68,149	\$91,103	\$118,778	\$162,794	\$192,180
Greater than \$5 million							
CEO/Executive Director	24	\$211,540	\$111,689	\$128,437	\$178,742	\$286,757	\$366,276
Top Development Position	5	\$145,339			\$140,116		
Top Finance Position	13	\$155,961		\$118,038	\$141,306	\$203,300	
Top Operations Position	10	\$173,404		\$112,781	\$164,066	\$212,645	
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$37,180			\$36,000		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$50,342		\$32,914	\$36,344	\$53,351	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$126,181			\$98,271		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$71,082			\$61,262		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	18	\$44,814		\$33,875	\$39,934	\$51,700	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$85,391		\$47,537	\$72,700	\$113,012	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Orange County, CA</b>							
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$124,696			\$125,975		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	56	\$44,319	\$21,004	\$24,910	\$36,445	\$52,887	\$83,796
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$62,718			\$48,000		
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$162,194		\$71,650	\$136,146	\$181,957	
Top Operations Position	5	\$153,031			\$142,877		
Greater than \$5 million							
Top Finance Position	5	\$138,312			\$174,434		
<b>Unknown</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$82,432			\$40,539		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$67,890			\$69,002		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$94,609			\$82,468		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$119,485		\$91,478	\$107,348	\$162,056	
Greater than \$5 million							
CEO/Executive Director	6	\$212,158			\$208,219		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Orlando,FL</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$41,718			\$48,195		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$82,717			\$84,896		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$117,817			\$84,536		
<b>Community Improvement, Capacity Building</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$78,930			\$77,628		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$70,510		\$38,654	\$60,000	\$85,020	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$67,330			\$56,632		
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$122,710	\$64,350	\$84,790	\$105,582	\$145,591	\$211,506
Greater than \$5 million							
CEO/Executive Director	19	\$207,152		\$110,145	\$132,826	\$280,601	
Top Finance Position	7	\$195,458			\$174,963		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$45,224			\$45,196		
Greater than \$5 million							
CEO/Executive Director	9	\$394,750			\$271,040		
Top Finance Position	5	\$293,879			\$235,133		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Orlando,FL</b>							
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$137,575			\$129,262		
Greater than \$5 million							
CEO/Executive Director	5	\$139,707			\$133,407		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	25	\$48,062	\$23,760	\$36,000	\$43,204	\$56,850	\$72,515
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$72,929			\$80,373		
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$94,179	\$46,463	\$68,950	\$89,655	\$115,683	\$136,340
Greater than \$5 million							
CEO/Executive Director	25	\$198,669	\$118,373	\$138,810	\$163,197	\$242,371	\$337,208
Top Finance Position	16	\$137,342		\$100,062	\$124,764	\$154,287	
Top Operations Position	13	\$163,780		\$119,927	\$154,858	\$210,039	
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$52,205			\$53,903		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$99,007			\$92,500		
Greater than \$5 million							
CEO/Executive Director	5	\$194,381			\$171,890		
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$97,255			\$98,575		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Orlando,FL</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	52	\$52,670	\$22,563	\$28,563	\$43,450	\$65,550	\$91,317
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$113,568			\$107,000		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$119,368		\$83,205	\$117,669	\$159,519	
<b>Pensacola, FL</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$68,476			\$68,775		
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$61,051			\$68,905		
Greater than \$5 million							
CEO/Executive Director	6	\$209,177			\$134,610		
Top Finance Position	5	\$140,515			\$86,656		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	10	\$42,393		\$34,275	\$38,604	\$52,981	
<b>Peoria-Pekin, IL</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	\$43,032			\$38,916		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Peoria-Pekin, IL</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	5	\$326,489			\$209,679		
Top Finance Position	6	\$170,468			\$120,230		
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$98,244			\$86,000		
Greater than \$5 million							
CEO/Executive Director	9	\$119,350			\$117,417		
Top Finance Position	5	\$102,767			\$90,933		
<b>Philadelphia, PA-NJ</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$38,976		\$21,500	\$38,307	\$49,062	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$104,250			\$103,578		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	71	\$55,393	\$31,440	\$40,000	\$54,665	\$64,266	\$80,950
Between \$500 thousand and \$1 million							
CEO/Executive Director	33	\$77,787	\$28,309	\$50,000	\$74,857	\$83,462	\$114,471
Between \$1 million and \$5 million							
CEO/Executive Director	48	\$122,032	\$56,608	\$81,099	\$114,852	\$156,848	\$194,571
Top Finance Position	6	\$121,685			\$119,591		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
<b>Arts, Culture and Humanities</b>							
Greater than \$5 million							
CEO/Executive Director	26	\$381,620	\$147,010	\$188,730	\$342,232	\$515,645	\$688,494
Top Administrative Position	5	\$178,101			\$134,583		
Top Development Position	15	\$189,350		\$157,272	\$188,383	\$216,614	
Top Finance Position	20	\$168,201	\$96,689	\$124,530	\$150,866	\$221,072	\$266,916
Top Marketing Position	7	\$171,039			\$175,924		
Top Operations Position	7	\$269,713			\$262,392		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$57,956			\$55,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$89,602			\$89,139		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$103,987			\$92,110		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	28	\$61,419	\$31,961	\$43,875	\$55,631	\$76,797	\$99,511
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$88,536		\$65,000	\$91,795	\$110,832	
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$138,955	\$64,932	\$89,813	\$132,834	\$187,803	\$216,538
Greater than \$5 million							
CEO/Executive Director	9	\$268,436			\$250,486		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$71,916		\$51,655	\$66,875	\$73,685	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$107,839			\$96,576		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$121,680			\$112,165		
Greater than \$5 million							
CEO/Executive Director	6	\$171,465			\$176,033		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$57,791		\$30,587	\$57,483	\$73,313	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$86,995			\$85,000		
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$155,586		\$102,134	\$124,615	\$186,718	
Top Finance Position	5	\$149,587			\$111,661		
Greater than \$5 million							
CEO/Executive Director	13	\$449,944		\$172,027	\$184,972	\$776,275	
Top Finance Position	10	\$279,447		\$186,253	\$262,476	\$364,320	
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	43	\$56,570	\$25,390	\$37,946	\$55,000	\$71,350	\$95,133
Between \$500 thousand and \$1 million							
CEO/Executive Director	37	\$88,446	\$34,277	\$58,600	\$87,606	\$110,150	\$148,266

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	106	\$126,913	\$61,458	\$88,383	\$116,990	\$158,339	\$200,463
Top Education Position	6	\$99,410			\$104,965		
Top Finance Position	15	\$110,278		\$92,329	\$105,750	\$117,106	
Top Operations Position	8	\$129,497			\$125,728		
Greater than \$5 million							
CEO/Executive Director	160	\$287,177	\$131,330	\$160,967	\$195,719	\$286,662	\$539,442
Top Administrative Position	16	\$250,512		\$145,763	\$248,172	\$322,148	
Top Business Position	9	\$179,052			\$153,612		
Top Development Position	32	\$207,192	\$128,176	\$143,597	\$182,871	\$230,508	\$298,307
Top Education Position	11	\$172,828		\$135,523	\$148,322	\$167,858	
Top Finance Position	61	\$194,816	\$98,408	\$134,305	\$166,441	\$241,672	\$337,170
Top Human Resources Position	10	\$213,112		\$141,869	\$185,817	\$243,149	
Top Legal Position	6	\$410,714			\$359,150		
Top Operations Position	18	\$274,765		\$163,809	\$189,597	\$271,606	
Top Technology Position	12	\$231,011		\$161,873	\$195,375	\$323,411	
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$39,590			\$28,023		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$115,618			\$110,264		
Greater than \$5 million							
CEO/Executive Director	9	\$190,588			\$149,375		
Top Finance Position	7	\$122,996			\$128,589		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$57,289		\$34,000	\$42,081	\$76,289	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$96,964			\$99,588		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$130,241		\$123,603	\$129,976	\$141,752	
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$55,066			\$50,000		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$107,157			\$100,884		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$69,079		\$44,471	\$65,805	\$89,054	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$116,720			\$114,758		
Between \$1 million and \$5 million							
CEO/Executive Director	37	\$133,509	\$52,950	\$71,621	\$126,638	\$168,975	\$231,242
Top Finance Position	8	\$106,618			\$102,678		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	68	\$543,214	\$146,451	\$182,907	\$279,558	\$681,236	\$1,067,709
Top Administrative Position	16	\$203,153		\$134,312	\$183,464	\$285,202	
Top Development Position	7	\$229,447			\$189,371		
Top Finance Position	48	\$447,795	\$114,721	\$144,893	\$254,238	\$439,414	\$911,991
Top Human Resources Position	16	\$312,646		\$186,184	\$264,839	\$395,368	
Top Legal Position	6	\$360,174			\$356,050		
Top Marketing Position	5	\$199,710			\$181,879		
Top Operations Position	26	\$303,607	\$130,311	\$143,363	\$257,404	\$420,035	\$481,282
Top Technology Position	12	\$325,780		\$212,842	\$327,684	\$428,692	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$51,107		\$34,434	\$45,068	\$59,758	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$91,963		\$70,062	\$86,888	\$101,161	
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$106,656	\$71,567	\$82,048	\$100,000	\$112,200	\$145,567
Greater than \$5 million							
CEO/Executive Director	14	\$197,407		\$122,411	\$158,964	\$244,279	
Top Finance Position	13	\$129,157		\$108,500	\$134,945	\$151,970	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	78	\$55,475	\$26,915	\$41,182	\$49,328	\$69,039	\$81,691
Between \$500 thousand and \$1 million							
CEO/Executive Director	61	\$81,424	\$44,427	\$63,000	\$79,008	\$93,696	\$108,908

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	90	\$127,751	\$68,855	\$77,548	\$101,388	\$150,695	\$223,567
Top Finance Position	19	\$114,995		\$87,388	\$100,408	\$122,170	
Top Operations Position	5	\$112,340			\$101,879		
Greater than \$5 million							
CEO/Executive Director	97	\$224,847	\$114,311	\$137,583	\$179,516	\$273,981	\$421,470
Top Administrative Position	6	\$158,017			\$172,551		
Top Business Position	5	\$195,477			\$194,144		
Top Finance Position	57	\$159,765	\$100,377	\$114,501	\$143,713	\$177,161	\$244,704
Top Human Resources Position	12	\$157,316		\$124,976	\$136,692	\$170,587	
Top Legal Position	5	\$199,045			\$176,145		
Top Marketing Position	9	\$145,630			\$138,950		
Top Operations Position	24	\$215,509	\$124,271	\$140,655	\$185,511	\$270,708	\$350,617
Top Program Position	7	\$153,528			\$132,607		
Top Technology Position	9	\$148,836			\$132,892		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$43,825			\$32,550		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$158,650			\$162,293		
<b>Medical Research</b>							
Greater than \$5 million							
CEO/Executive Director	6	\$426,202			\$478,211		
Top Finance Position	5	\$226,800			\$219,651		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$55,094		\$37,173	\$57,917	\$71,375	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$81,080		\$70,386	\$76,350	\$96,755	
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$126,419		\$88,440	\$104,000	\$178,500	
Greater than \$5 million							
CEO/Executive Director	33	\$222,516	\$133,419	\$170,459	\$199,544	\$269,943	\$343,608
Top Finance Position	28	\$139,169	\$80,332	\$102,532	\$139,838	\$164,545	\$188,020
Top Human Resources Position	6	\$138,606			\$128,945		
Top Operations Position	16	\$146,787		\$122,475	\$141,021	\$178,514	
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$56,260			\$56,047		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$94,556		\$78,065	\$93,397	\$104,945	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$131,405		\$102,588	\$115,990	\$160,405	
Greater than \$5 million							
CEO/Executive Director	7	\$481,851			\$344,283		
Top Finance Position	7	\$226,104			\$229,053		
<b>Public, Society Benefit – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$162,570			\$144,106		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
<b>Public, Society Benefit – Multipurpose and Other</b>							
Greater than \$5 million							
CEO/Executive Director	11	\$379,778		\$174,589	\$232,661	\$560,478	
Top Finance Position	7	\$191,713			\$170,082		
Top Operations Position	5	\$203,264			\$152,993		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$64,883		\$31,747	\$66,703	\$85,226	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$65,703			\$65,000		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$146,598		\$97,715	\$124,773	\$185,744	
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	37	\$49,584	\$20,830	\$27,555	\$40,413	\$59,448	\$75,894
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$112,020		\$85,601	\$112,037	\$143,102	
Greater than \$5 million							
CEO/Executive Director	5	\$190,382			\$205,581		
Top Finance Position	5	\$102,710			\$99,233		
<b>Unknown</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$43,942			\$38,477		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$55,147		\$44,078	\$60,000	\$68,091	



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
<b>Youth Development</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$73,685		\$60,000	\$78,847	\$96,000	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$122,416		\$103,945	\$115,606	\$138,381	
Greater than \$5 million							
CEO/Executive Director	7	\$173,426			\$171,759		
<b>Phoenix-Mesa, AZ</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$41,801			\$37,450		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	30	\$51,958	\$34,150	\$38,499	\$47,031	\$59,260	\$73,445
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$77,988		\$61,800	\$72,904	\$83,750	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$114,975		\$75,723	\$121,752	\$139,667	
Greater than \$5 million							
CEO/Executive Director	9	\$231,876			\$182,301		
Top Finance Position	7	\$103,588			\$110,000		
<b>Civil Rights, Social Action, Advocacy</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$114,000			\$105,298		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Phoenix-Mesa, AZ</b>							
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$55,308			\$54,136		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$100,152			\$105,000		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$153,896			\$141,378		
Greater than \$5 million							
CEO/Executive Director	6	\$228,774			\$214,787		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$54,280		\$31,639	\$46,500	\$66,784	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$115,362		\$95,145	\$104,631	\$126,030	
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	30	\$59,578	\$24,639	\$31,521	\$51,793	\$80,208	\$92,410
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$77,670		\$54,252	\$66,973	\$90,500	
Between \$1 million and \$5 million							
CEO/Executive Director	75	\$108,724	\$54,595	\$73,235	\$92,170	\$136,083	\$181,691
Top Administrative Position	5	\$102,370			\$79,510		
Top Finance Position	8	\$90,353			\$80,068		
Top Operations Position	8	\$120,683			\$126,523		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Phoenix-Mesa, AZ</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	29	\$178,639	\$86,296	\$103,988	\$129,600	\$191,226	\$315,287
Top Administrative Position	9	\$123,063			\$103,988		
Top Finance Position	12	\$121,998		\$88,703	\$102,751	\$138,163	
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$50,586			\$44,078		
<b>Food, Agriculture and Nutrition</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$79,908			\$61,802		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$49,113		\$33,200	\$43,333	\$67,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$76,388			\$71,954		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$157,748		\$80,750	\$117,707	\$209,356	
Greater than \$5 million							
CEO/Executive Director	22	\$788,012	\$161,205	\$222,101	\$248,529	\$441,524	\$848,655
Top Finance Position	16	\$291,178		\$136,114	\$165,901	\$286,113	
Top Operations Position	10	\$311,889		\$142,148	\$178,375	\$191,419	
Top Technology Position	5	\$411,651			\$209,491		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$60,411			\$60,083		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Phoenix-Mesa, AZ</b>							
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$99,398			\$102,322		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	39	\$49,688	\$21,200	\$35,083	\$48,000	\$62,093	\$76,637
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	\$77,789	\$41,069	\$51,817	\$72,000	\$99,917	\$129,464
Between \$1 million and \$5 million							
CEO/Executive Director	44	\$107,107	\$61,332	\$86,005	\$98,916	\$130,022	\$163,810
Top Finance Position	7	\$82,521			\$78,325		
Top Operations Position	5	\$99,346			\$68,843		
Greater than \$5 million							
CEO/Executive Director	42	\$199,050	\$88,582	\$148,500	\$182,824	\$241,597	\$286,378
Top Administrative Position	5	\$140,043			\$141,984		
Top Development Position	5	\$135,113			\$133,965		
Top Finance Position	22	\$147,754	\$91,770	\$114,029	\$135,378	\$160,902	\$224,809
Top Human Resources Position	6	\$138,467			\$136,103		
Top Operations Position	9	\$171,033			\$130,058		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$39,776			\$33,225		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$56,558			\$60,184		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Phoenix-Mesa, AZ</b>							
<b>Mental Health, Crisis Intervention</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$107,656			\$90,910		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$125,309			\$103,701		
Greater than \$5 million							
CEO/Executive Director	15	\$229,018		\$169,867	\$225,115	\$297,487	
Top Finance Position	9	\$144,058			\$119,031		
Top Operations Position	8	\$138,169			\$142,649		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$61,924			\$60,000		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$217,776			\$226,880		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$52,775			\$51,542		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$84,872			\$75,406		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$57,486			\$44,387		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$56,201			\$54,467		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$92,667			\$92,996		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Phoenix-Mesa, AZ</b>							
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	46	\$45,613	\$23,316	\$30,148	\$38,966	\$56,935	\$70,287
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$75,801		\$59,037	\$75,504	\$89,968	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$141,247		\$58,512	\$94,337	\$189,565	
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$60,869		\$42,730	\$56,014	\$75,157	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$103,546		\$89,294	\$98,933	\$104,995	
Greater than \$5 million							
CEO/Executive Director	5	\$202,822			\$211,551		
Top Finance Position	5	\$131,244			\$121,553		
<b>Pittsburgh, PA</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	32	\$50,411	\$22,132	\$37,596	\$48,280	\$60,000	\$70,047
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$67,470		\$44,630	\$60,789	\$86,971	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$127,110		\$101,774	\$110,143	\$132,312	
Top Finance Position	5	\$94,665			\$82,042		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pittsburgh, PA</b>							
<b>Arts, Culture and Humanities</b>							
Greater than \$5 million							
CEO/Executive Director	11	\$322,738		\$251,464	\$266,136	\$318,760	
Top Finance Position	5	\$117,692			\$93,992		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	22	\$59,354	\$23,094	\$32,835	\$49,123	\$69,815	\$87,111
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$105,390	\$74,549	\$78,948	\$85,826	\$137,412	\$152,587
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$144,615		\$99,000	\$111,928	\$195,621	
Greater than \$5 million							
CEO/Executive Director	5	\$370,360			\$334,498		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$64,377			\$72,450		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$156,366			\$129,955		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	21	\$42,191	\$21,843	\$26,700	\$40,080	\$49,340	\$55,796
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$72,601		\$53,933	\$62,171	\$73,400	
Between \$1 million and \$5 million							
CEO/Executive Director	44	\$117,366	\$59,594	\$78,190	\$106,510	\$143,414	\$175,670

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pittsburgh, PA</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	43	\$315,446	\$129,709	\$161,058	\$224,352	\$395,127	\$621,673
Top Development Position	9	\$163,466			\$152,021		
Top Education Position	6	\$184,240			\$180,551		
Top Finance Position	20	\$186,684	\$120,446	\$141,366	\$156,467	\$192,841	\$300,138
Top Legal Position	6	\$290,681			\$241,865		
Top Operations Position	5	\$139,265			\$154,516		
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$111,857			\$102,462		
Greater than \$5 million							
CEO/Executive Director	5	\$122,479			\$145,389		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$49,164			\$50,712		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$126,005		\$81,631	\$121,338	\$151,971	
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$45,686			\$31,410		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$111,166			\$137,656		
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$146,943	\$62,443	\$84,087	\$112,567	\$149,134	\$211,038
Top Finance Position	7	\$158,388			\$95,347		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pittsburgh, PA</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	31	\$521,170	\$113,639	\$142,583	\$217,862	\$465,888	\$738,154
Top Administrative Position	5	\$141,651			\$142,086		
Top Finance Position	19	\$286,714		\$108,304	\$155,101	\$244,140	
Top Human Resources Position	6	\$271,110			\$164,921		
Top Operations Position	9	\$423,791			\$287,028		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$61,671			\$52,373		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$94,477			\$83,838		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	41	\$49,473	\$22,971	\$31,454	\$48,949	\$60,638	\$74,331
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$75,955	\$44,350	\$59,565	\$72,800	\$87,465	\$116,112
Between \$1 million and \$5 million							
CEO/Executive Director	76	\$120,160	\$56,507	\$75,512	\$95,637	\$130,713	\$193,428
Top Finance Position	21	\$108,791	\$60,383	\$64,793	\$85,328	\$117,091	\$229,597
Top Operations Position	8	\$100,121			\$81,379		
Greater than \$5 million							
CEO/Executive Director	51	\$186,696	\$108,000	\$119,245	\$170,661	\$209,569	\$265,625
Top Finance Position	37	\$118,088	\$65,992	\$86,827	\$110,853	\$138,000	\$179,352
Top Human Resources Position	6	\$140,792			\$134,612		
Top Operations Position	17	\$124,975		\$102,961	\$115,309	\$140,565	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pittsburgh, PA</b>							
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$55,122		\$33,048	\$53,581	\$72,861	
<b>Mental Health, Crisis Intervention</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$60,561			\$57,503		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$95,441		\$80,456	\$92,356	\$115,990	
Greater than \$5 million							
CEO/Executive Director	6	\$181,465			\$131,860		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$123,225			\$121,152		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$38,884			\$38,334		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$83,895			\$80,466		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	18	\$49,344		\$29,024	\$41,660	\$65,267	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$81,544			\$79,718		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pittsburgh, PA</b>							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	9	\$54,408			\$55,775		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$144,229			\$134,158		
<b>Pittsfield, MA</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$126,474			\$128,134		
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	5	\$391,446			\$317,438		
Top Finance Position	5	\$230,000			\$166,747		
Health – General and Rehabilitative							
Greater than \$5 million							
Top Administrative Position	11	\$132,456		\$121,007	\$131,202	\$141,449	
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$52,563			\$52,986		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$97,689			\$97,886		
Greater than \$5 million							
CEO/Executive Director	5	\$156,188			\$137,520		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Portland, ME</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	23	\$48,554	\$29,419	\$38,022	\$48,750	\$55,505	\$64,544
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$77,366		\$52,861	\$64,458	\$86,036	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$112,841			\$107,383		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$61,346		\$47,625	\$54,231	\$74,315	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$118,619		\$100,871	\$122,603	\$139,346	
Greater than \$5 million							
CEO/Executive Director	8	\$221,939			\$161,582		
Top Finance Position	5	\$182,991			\$124,391		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$62,642		\$55,713	\$58,673	\$68,909	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$97,650			\$83,322		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$150,312			\$112,059		
Greater than \$5 million							
CEO/Executive Director	6	\$407,911			\$270,737		
Top Operations Position	7	\$267,852			\$247,225		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Portland, ME</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$50,949		\$36,621	\$41,321	\$57,962	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$86,502			\$65,000		
Greater than \$5 million							
CEO/Executive Director	14	\$144,796		\$116,251	\$136,936	\$166,623	
Top Finance Position	8	\$87,132			\$88,325		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$48,149			\$51,500		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$84,578			\$92,273		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$50,746			\$46,332		
<b>Portland, OR-WA</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$45,634		\$36,992	\$44,454	\$49,334	
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	39	\$45,130	\$19,684	\$31,086	\$43,360	\$55,596	\$71,435
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$64,171		\$48,191	\$58,806	\$75,960	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Portland, OR-WA</b>							
<b>Arts, Culture and Humanities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$105,592	\$72,120	\$76,107	\$88,657	\$120,572	\$165,820
Top Finance Position	5	\$88,256			\$84,898		
Greater than \$5 million							
CEO/Executive Director	11	\$248,026		\$172,121	\$249,211	\$288,569	
Top Finance Position	8	\$120,802			\$113,424		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$52,425			\$51,760		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$111,127			\$100,796		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	23	\$53,641	\$25,685	\$38,402	\$57,199	\$68,404	\$74,734
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$130,098			\$133,881		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$58,156			\$58,100		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$93,671			\$96,322		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$106,118			\$113,311		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Portland, OR-WA</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$58,244		\$41,274	\$56,756	\$77,479	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$68,919			\$51,955		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	36	\$49,836	\$24,216	\$30,938	\$48,909	\$62,569	\$76,029
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	\$70,784	\$43,628	\$51,400	\$65,473	\$82,177	\$102,983
Between \$1 million and \$5 million							
CEO/Executive Director	54	\$97,921	\$55,323	\$73,520	\$94,168	\$109,561	\$148,353
Top Administrative Position	5	\$84,326			\$83,781		
Top Finance Position	6	\$77,054			\$86,570		
Greater than \$5 million							
CEO/Executive Director	28	\$287,136	\$114,137	\$143,601	\$246,671	\$415,852	\$537,239
Top Development Position	8	\$158,044			\$135,927		
Top Finance Position	17	\$149,849		\$79,823	\$147,394	\$183,656	
Top Technology Position	6	\$140,817			\$128,905		
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$97,604			\$96,641		
Greater than \$5 million							
CEO/Executive Director	7	\$252,370			\$156,225		
Top Finance Position	5	\$116,098			\$119,167		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Portland, OR-WA</b>							
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	21	\$70,926	\$40,000	\$48,480	\$64,463	\$88,294	\$110,978
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$77,390		\$68,494	\$75,809	\$83,284	
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$143,107		\$93,575	\$140,280	\$183,667	
Greater than \$5 million							
CEO/Executive Director	9	\$198,917			\$193,967		
Top Finance Position	6	\$126,621			\$122,082		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$54,670		\$30,502	\$50,405	\$64,049	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$90,265		\$60,678	\$76,189	\$105,983	
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$117,952		\$87,970	\$107,695	\$130,495	
Greater than \$5 million							
CEO/Executive Director	13	\$480,572		\$163,069	\$218,591	\$262,881	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$59,282		\$51,094	\$58,857	\$73,201	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$77,316		\$67,418	\$78,766	\$87,199	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$121,077		\$83,930	\$120,383	\$148,569	



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Portland, OR-WA</b>							
<b>Housing, Shelter</b>							
Greater than \$5 million							
CEO/Executive Director	13	\$162,068		\$125,397	\$162,625	\$221,622	
Top Finance Position	9	\$115,050			\$118,716		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	44	\$52,651	\$27,975	\$32,367	\$47,405	\$66,225	\$77,524
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$69,898	\$42,607	\$54,270	\$71,660	\$80,345	\$93,316
Between \$1 million and \$5 million							
CEO/Executive Director	53	\$97,229	\$60,970	\$77,852	\$92,501	\$115,695	\$129,605
Top Finance Position	10	\$64,116		\$54,166	\$62,392	\$75,889	
Greater than \$5 million							
CEO/Executive Director	34	\$143,930	\$90,004	\$108,511	\$137,260	\$173,714	\$214,619
Top Finance Position	19	\$99,073		\$83,401	\$101,708	\$115,049	
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$54,070			\$52,272		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$78,634			\$78,200		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$51,511		\$43,744	\$46,771	\$63,000	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$97,178			\$90,693		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Portland, OR-WA</b>							
<b>Mental Health, Crisis Intervention</b>							
Greater than \$5 million							
CEO/Executive Director	11	\$184,988		\$127,419	\$181,159	\$197,733	
Top Finance Position	6	\$138,902			\$118,284		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$70,409			\$51,372		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$157,005			\$120,000		
Greater than \$5 million							
CEO/Executive Director	6	\$230,366			\$215,857		
Top Finance Position	5	\$128,734			\$112,288		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$75,235			\$70,199		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$91,726			\$103,012		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$63,029		\$39,604	\$63,358	\$79,464	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$77,695			\$70,818		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$142,814			\$140,580		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Portland, OR-WA</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	36	\$49,559	\$25,650	\$31,338	\$47,550	\$66,237	\$79,145
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$88,091			\$83,243		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$86,763			\$76,061		
Unknown							
\$500 thousand or less							
CEO/Executive Director	8	\$35,770			\$25,500		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$63,889			\$64,865		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	10	\$52,427		\$49,725	\$53,135	\$61,500	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$118,405		\$91,534	\$108,921	\$128,485	
Greater than \$5 million							
CEO/Executive Director	7	\$192,484			\$220,387		
<b>Portsmouth-Dover-Rochester, NH-ME</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	8	\$64,168			\$49,483		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$108,974			\$116,401		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Portsmouth-Dover-Rochester, NH-ME</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$148,028			\$120,157		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	9	\$417,760			\$183,916		
Top Finance Position	8	\$226,312			\$124,590		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	5	\$49,020			\$51,066		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	\$51,052			\$39,698		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$51,000			\$48,248		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$81,431			\$85,339		
<b>Providence-Fall River-Warwick, RI-MA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	9	\$53,838			\$46,641		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$74,367			\$77,872		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$111,440		\$91,948	\$106,126	\$130,787	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Providence-Fall River-Warwick, RI-MA</b>							
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$47,974			\$49,357		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$116,904			\$105,677		
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$201,337			\$126,040		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$62,157		\$40,952	\$60,000	\$72,883	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$93,395			\$78,303		
Between \$1 million and \$5 million							
CEO/Executive Director	35	\$121,632	\$61,146	\$88,888	\$109,998	\$146,158	\$192,647
Top Finance Position	5	\$122,030			\$129,082		
Greater than \$5 million							
CEO/Executive Director	24	\$288,412	\$99,959	\$144,158	\$179,261	\$292,412	\$676,738
Top Business Position	6	\$231,255			\$127,168		
Top Finance Position	12	\$225,032		\$111,233	\$209,720	\$322,513	
Top Operations Position	5	\$240,979			\$198,603		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$48,094			\$54,000		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$134,477			\$120,404		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Providence-Fall River-Warwick, RI-MA</b>							
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$187,009			\$161,141		
Greater than \$5 million							
CEO/Executive Director	24	\$366,977	\$116,327	\$163,633	\$304,699	\$464,153	\$721,015
Top Administrative Position	12	\$144,360		\$130,141	\$143,083	\$162,256	
Top Finance Position	20	\$258,103	\$122,500	\$152,939	\$211,382	\$365,963	\$417,796
Top Human Resources Position	5	\$231,956			\$193,143		
Top Operations Position	8	\$428,155			\$322,788		
Top Technology Position	5	\$233,348			\$168,578		
<b>Housing, Shelter</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$63,986			\$63,615		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$101,882			\$105,022		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$45,472		\$32,259	\$43,000	\$56,931	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$73,846		\$53,752	\$60,935	\$86,473	
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$102,531	\$66,846	\$79,183	\$102,210	\$109,598	\$131,800
Greater than \$5 million							
CEO/Executive Director	30	\$191,512	\$107,341	\$148,186	\$177,166	\$196,053	\$304,523
Top Finance Position	20	\$110,406	\$76,703	\$96,936	\$103,209	\$141,462	\$149,477
Top Operations Position	9	\$145,714			\$147,697		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Providence-Fall River-Warwick, RI-MA</b>							
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	8	\$59,565			\$54,222		
Greater than \$5 million							
CEO/Executive Director	12	\$210,470		\$148,245	\$169,398	\$243,906	
Top Finance Position	6	\$158,076			\$117,639		
Top Operations Position	5	\$201,384			\$136,222		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	6	\$70,612			\$67,568		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	8	\$47,170			\$42,971		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$134,038		\$116,995	\$132,240	\$151,499	
<b>Provo-Orem, UT</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	5	\$118,849			\$111,957		
<b>Pueblo, CO</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$46,169			\$49,882		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Racine, WI</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$50,043			\$47,752		
<b>Raleigh-Durham-Chapel Hill, NC</b>							
Animal-Related							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$75,783			\$67,376		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	22	\$47,722	\$27,150	\$31,830	\$43,456	\$63,849	\$75,238
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$106,116		\$70,238	\$80,493	\$89,678	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$104,912		\$73,114	\$89,999	\$122,831	
Greater than \$5 million							
CEO/Executive Director	6	\$266,535			\$192,681		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	6	\$54,264			\$47,373		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	16	\$72,010		\$49,495	\$70,226	\$85,940	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$75,150			\$68,075		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Raleigh-Durham-Chapel Hill, NC</b>							
<b>Community Improvement, Capacity Building</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$129,837			\$108,595		
Greater than \$5 million							
CEO/Executive Director	5	\$451,966			\$134,234		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$50,464		\$38,655	\$41,018	\$59,887	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$147,901			\$116,466		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$60,430		\$50,082	\$57,127	\$70,848	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$142,651			\$136,605		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	23	\$55,359	\$26,960	\$36,879	\$54,250	\$69,148	\$89,944
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$81,659		\$62,995	\$76,881	\$88,696	
Between \$1 million and \$5 million							
CEO/Executive Director	41	\$117,460	\$61,786	\$76,390	\$98,575	\$141,790	\$189,570
Top Finance Position	7	\$100,903			\$83,405		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Raleigh-Durham-Chapel Hill, NC</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	40	\$254,053	\$91,875	\$120,471	\$198,497	\$344,690	\$429,271
Top Development Position	5	\$176,214			\$180,532		
Top Finance Position	18	\$154,612		\$122,023	\$144,861	\$166,627	
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$121,873			\$116,197		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$89,840			\$61,450		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$72,502			\$70,705		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$112,356			\$114,836		
<b>Food, Agriculture and Nutrition</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$99,683			\$103,326		
<b>Health – General and Rehabilitative</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$99,665			\$88,084		
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$120,816		\$101,862	\$129,200	\$158,246	
Top Finance Position	5	\$84,273			\$79,853		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Raleigh-Durham-Chapel Hill, NC</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	9	\$404,226			\$316,560		
Top Finance Position	7	\$365,364			\$199,089		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$47,798			\$48,358		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$112,318			\$100,917		
Greater than \$5 million							
CEO/Executive Director	5	\$243,232			\$186,110		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	36	\$58,148	\$36,907	\$49,906	\$56,928	\$65,033	\$88,225
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$77,675		\$49,872	\$68,084	\$88,784	
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$97,586	\$73,047	\$80,737	\$101,232	\$114,979	\$125,745
Greater than \$5 million							
CEO/Executive Director	17	\$239,234		\$138,430	\$173,857	\$224,663	
Top Finance Position	11	\$168,438		\$102,449	\$167,404	\$183,252	
Top Operations Position	6	\$191,899			\$130,582		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$106,446			\$95,443		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Raleigh-Durham-Chapel Hill, NC</b>							
<b>Mental Health, Crisis Intervention</b>							
Greater than \$5 million							
CEO/Executive Director	5	\$254,070			\$250,249		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$40,144			\$41,096		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$144,448			\$139,556		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$73,250			\$73,044		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$45,191		\$31,612	\$40,426	\$58,531	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$100,068			\$104,667		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	31	\$56,262	\$24,000	\$32,972	\$53,980	\$78,246	\$97,778
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$70,737			\$69,468		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$59,761		\$38,721	\$51,890	\$72,063	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Raleigh-Durham-Chapel Hill, NC</b>							
Youth Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$72,216			\$70,900		
<b>Rapid City, SD</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$65,225			\$61,367		
<b>Reading, PA</b>							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	\$40,019			\$40,000		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$116,478			\$104,445		
Greater than \$5 million							
CEO/Executive Director	11	\$195,404		\$118,531	\$144,984	\$232,398	
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$91,415			\$75,367		
Greater than \$5 million							
CEO/Executive Director	5	\$292,109			\$279,339		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Reno, NV</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$142,763			\$131,196		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$139,843			\$142,935		
Health – General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	5	\$76,168			\$65,063		
Greater than \$5 million							
Top Finance Position	5	\$136,951			\$137,621		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	\$45,575			\$44,769		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	5	\$51,385			\$45,422		
<b>Richland-Kennewick-Pasco, WA</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	5	\$134,024			\$137,139		
Top Finance Position	5	\$90,117			\$77,458		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Richmond-Petersburg, VA</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$55,447		\$43,850	\$56,751	\$69,079	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$104,777			\$112,117		
Greater than \$5 million							
CEO/Executive Director	7	\$190,618			\$146,228		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$81,545			\$85,481		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$64,674			\$49,447		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$115,947			\$100,264		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$120,269			\$91,496		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$50,178		\$33,625	\$40,425	\$67,063	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$98,380		\$48,540	\$92,737	\$137,862	
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$100,551		\$67,000	\$103,188	\$119,418	
Greater than \$5 million							
CEO/Executive Director	8	\$251,511			\$186,334		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Richmond-Petersburg, VA</b>							
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$54,857		\$35,466	\$55,842	\$68,350	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$165,028			\$146,206		
Greater than \$5 million							
CEO/Executive Director	16	\$342,080		\$215,519	\$306,155	\$393,471	
Top Finance Position	11	\$185,017		\$147,012	\$173,109	\$204,732	
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$154,625			\$154,006		
Greater than \$5 million							
CEO/Executive Director	5	\$175,441			\$156,331		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$43,864		\$32,854	\$42,120	\$51,348	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$69,157		\$61,372	\$65,029	\$70,259	
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$102,056	\$62,016	\$84,396	\$103,457	\$117,757	\$133,195
Top Finance Position	6	\$81,846			\$75,309		
Greater than \$5 million							
CEO/Executive Director	19	\$230,990		\$167,872	\$217,002	\$270,948	
Top Finance Position	9	\$153,656			\$140,503		
Top Operations Position	6	\$158,518			\$150,043		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Richmond-Petersburg, VA</b>							
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	6	\$46,544			\$47,048		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	15	\$65,036		\$34,225	\$64,428	\$80,597	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	6	\$40,946			\$42,299		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$123,807			\$122,108		
<b>Riverside-San Bernardino-Ontario, CA</b>							
Animal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$82,549			\$79,183		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	11	\$51,588		\$38,500	\$46,000	\$57,919	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$94,669			\$95,018		
Crime, Legal-Related							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$59,360			\$67,828		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Riverside-San Bernardino-Ontario, CA</b>							
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	18	\$42,662		\$27,391	\$33,450	\$52,389	
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$100,962	\$51,266	\$81,564	\$105,354	\$116,218	\$133,647
Greater than \$5 million							
CEO/Executive Director	22	\$219,394	\$108,893	\$129,233	\$163,380	\$229,899	\$280,336
Top Administrative Position	7	\$181,385			\$165,955		
Top Finance Position	8	\$181,061			\$148,302		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$62,247		\$41,058	\$61,612	\$81,238	
Greater than \$5 million							
CEO/Executive Director	15	\$473,449		\$261,859	\$312,599	\$554,242	
Top Finance Position	10	\$342,994		\$244,894	\$318,951	\$392,160	
Top Human Resources Position	5	\$252,909			\$248,063		
Top Operations Position	7	\$411,556			\$448,373		
<b>Housing, Shelter</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$48,878			\$59,020		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$106,538		\$77,072	\$111,452	\$127,344	
Greater than \$5 million							
CEO/Executive Director	7	\$220,460			\$233,724		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Riverside-San Bernardino-Ontario, CA</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$44,728		\$29,819	\$38,333	\$62,524	
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	\$77,728	\$30,000	\$49,624	\$78,873	\$103,285	\$124,481
Between \$1 million and \$5 million							
CEO/Executive Director	44	\$113,237	\$60,000	\$80,503	\$107,042	\$132,089	\$179,615
Top Finance Position	8	\$65,934			\$70,802		
Greater than \$5 million							
CEO/Executive Director	11	\$179,236		\$130,979	\$164,689	\$192,818	
Top Finance Position	6	\$92,257			\$93,828		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$52,549		\$33,054	\$42,170	\$51,933	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$72,553			\$54,750		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$127,148		\$84,280	\$102,814	\$163,146	
Greater than \$5 million							
CEO/Executive Director	5	\$148,631			\$158,556		
<b>Public, Society Benefit – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$128,285			\$130,999		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$54,338		\$42,793	\$50,835	\$69,938	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Riverside-San Bernardino-Ontario, CA</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	32	\$44,529	\$18,810	\$24,235	\$39,855	\$64,454	\$78,948
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$87,994			\$95,483		
Youth Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$74,633		\$64,193	\$71,966	\$88,567	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$125,933			\$127,850		
<b>Roanoke, VA</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$100,174			\$82,651		
Health – General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$153,439			\$110,865		
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	8	\$186,331			\$146,490		
Top Finance Position	6	\$104,424			\$93,486		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Rochester, MN</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$104,082			\$102,141		
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	8	\$112,404			\$108,758		
<b>Rochester, NY</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	11	\$46,168		\$33,831	\$44,800	\$53,634	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$67,997			\$58,166		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$111,460			\$110,261		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	8	\$50,343			\$50,024		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	7	\$47,532			\$45,592		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$72,374			\$62,825		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$111,060		\$79,158	\$90,208	\$131,285	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Rochester, NY</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	21	\$312,350	\$116,450	\$139,796	\$193,283	\$291,129	\$675,888
Top Finance Position	9	\$179,361			\$142,484		
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$37,052			\$38,388		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$62,723			\$63,076		
Greater than \$5 million							
CEO/Executive Director	22	\$266,579	\$113,988	\$145,097	\$228,343	\$329,312	\$386,742
Top Administrative Position	9	\$152,609			\$147,792		
Top Finance Position	16	\$151,896		\$104,087	\$138,833	\$170,881	
Top Human Resources Position	6	\$162,346			\$157,383		
Top Operations Position	6	\$183,855			\$145,852		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$53,285		\$28,636	\$38,900	\$55,709	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$59,095			\$52,140		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$140,507		\$84,316	\$114,778	\$138,216	
Top Finance Position	6	\$95,390			\$84,908		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Rochester, NY</b>							
<b>Human Services – Multipurpose and Other</b>							
Greater than \$5 million							
CEO/Executive Director	23	\$198,744	\$119,722	\$140,749	\$160,907	\$222,934	\$345,746
Top Finance Position	13	\$110,140		\$90,857	\$103,568	\$119,557	
Top Operations Position	9	\$145,648			\$154,437		
<b>Mental Health, Crisis Intervention</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$79,818			\$85,943		
Greater than \$5 million							
CEO/Executive Director	6	\$173,323			\$186,474		
Top Finance Position	5	\$116,647			\$111,336		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$50,563			\$46,547		
<b>Rockford, IL</b>							
<b>Arts, Culture and Humanities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$88,985			\$90,500		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	6	\$454,467			\$239,074		
Top Finance Position	5	\$178,884			\$130,941		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Rockford, IL</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$54,624		\$41,300	\$50,853	\$62,717	
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$89,957		\$69,600	\$97,741	\$105,159	
Top Finance Position	6	\$71,671			\$74,223		
Greater than \$5 million							
CEO/Executive Director	5	\$160,725			\$170,447		
<b>Sacramento, CA</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$47,127			\$50,000		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$87,584			\$60,000		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$46,072		\$26,606	\$51,816	\$57,758	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$68,201			\$64,692		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$117,419			\$88,800		
<b>Civil Rights, Social Action, Advocacy</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$127,208			\$112,927		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Sacramento, CA</b>							
<b>Community Improvement, Capacity Building</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$150,483			\$130,570		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$53,804		\$32,352	\$58,343	\$77,028	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$91,570			\$95,407		
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$134,726	\$64,586	\$92,951	\$122,858	\$159,978	\$227,005
Greater than \$5 million							
CEO/Executive Director	21	\$170,368	\$98,879	\$116,204	\$143,927	\$220,252	\$251,047
Top Business Position	5	\$131,452			\$132,734		
Top Finance Position	8	\$136,930			\$141,922		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$66,201			\$52,950		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$84,764		\$67,373	\$78,998	\$89,639	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$149,663		\$118,620	\$151,133	\$156,833	
<b>Food, Agriculture and Nutrition</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$126,938			\$89,307		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Sacramento, CA</b>							
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$56,557			\$48,318		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$86,767			\$80,676		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$181,411			\$172,002		
Greater than \$5 million							
CEO/Executive Director	14	\$439,693		\$195,909	\$257,630	\$519,865	
Top Finance Position	11	\$450,001		\$139,706	\$160,890	\$443,201	
Top Operations Position	6	\$250,037			\$212,719		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$135,848			\$135,392		
Greater than \$5 million							
CEO/Executive Director	6	\$294,592			\$135,660		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	21	\$50,256	\$20,792	\$30,649	\$49,401	\$68,590	\$71,705
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$62,823		\$43,274	\$69,627	\$91,148	
Between \$1 million and \$5 million							
CEO/Executive Director	34	\$106,442	\$74,462	\$81,445	\$90,001	\$115,638	\$165,058

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Sacramento, CA</b>							
<b>Human Services – Multipurpose and Other</b>							
Greater than \$5 million							
CEO/Executive Director	25	\$191,143	\$109,566	\$134,778	\$183,551	\$237,400	\$279,877
Top Finance Position	14	\$116,155		\$66,536	\$118,266	\$156,380	
Top Operations Position	11	\$165,288		\$134,189	\$160,338	\$167,366	
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$48,429		\$29,829	\$41,200	\$62,851	
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$114,440		\$98,755	\$108,372	\$132,177	
Greater than \$5 million							
CEO/Executive Director	7	\$167,052			\$170,027		
<b>Public, Society Benefit – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$274,074			\$133,190		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$48,934			\$49,519		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$49,717		\$27,000	\$44,304	\$70,332	
<b>Unknown</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$67,830			\$61,946		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Sacramento, CA</b>							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	6	\$51,472			\$53,613		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$78,936			\$81,865		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$133,477			\$106,073		
<b>Saginaw-Bay City-Midland, MI</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$41,014			\$44,467		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	8	\$606,295			\$388,147		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	\$42,066			\$42,964		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$87,606		\$73,805	\$85,360	\$96,687	
Greater than \$5 million							
CEO/Executive Director	5	\$120,101			\$118,800		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Salem, OR</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$51,656			\$48,428		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$56,198			\$39,678		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$105,565			\$119,966		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	\$63,375			\$57,900		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$74,502			\$71,950		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$105,283			\$111,941		
Greater than \$5 million							
CEO/Executive Director	7	\$136,091			\$124,794		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	\$50,757			\$51,119		
<b>Salinas, CA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$52,975			\$47,300		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Salinas,CA</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$114,382			\$95,847		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$99,147			\$103,667		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$96,333			\$88,742		
<b>Salt Lake City-Ogden, UT</b>							
Animal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$79,477			\$80,593		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	19	\$44,242		\$36,230	\$38,357	\$52,142	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$57,644			\$56,829		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$90,966		\$70,711	\$89,795	\$104,261	
Crime, Legal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$112,246			\$88,674		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Salt Lake City-Ogden, UT</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$113,879			\$101,506		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$42,393			\$44,364		
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$90,517	\$48,073	\$74,925	\$85,494	\$112,321	\$134,462
Greater than \$5 million							
CEO/Executive Director	11	\$196,194		\$97,187	\$122,184	\$320,026	
Top Finance Position	5	\$195,017			\$145,830		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$52,081		\$41,764	\$50,359	\$66,381	
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$58,640			\$55,518		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$98,571			\$93,112		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$123,927			\$118,691		
Greater than \$5 million							
CEO/Executive Director	10	\$515,604		\$161,142	\$225,438	\$409,769	
Top Finance Position	5	\$125,317			\$118,965		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Salt Lake City-Ogden, UT</b>							
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$128,198			\$132,610		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$57,349		\$47,051	\$51,697	\$75,844	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$78,276			\$69,202		
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$92,802		\$66,491	\$82,389	\$109,482	
Greater than \$5 million							
CEO/Executive Director	7	\$135,663			\$111,473		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$43,080			\$43,000		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$55,596			\$53,000		
<b>Youth Development</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$120,953			\$132,200		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Antonio, TX</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$48,660		\$33,750	\$41,111	\$53,684	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$72,125			\$70,000		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$109,487		\$74,519	\$86,171	\$129,858	
Greater than \$5 million							
CEO/Executive Director	5	\$233,722			\$183,807		
Top Development Position	6	\$116,721			\$119,199		
Top Finance Position	6	\$120,155			\$123,513		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$66,627			\$31,321		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$100,650			\$100,000		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$48,878		\$32,695	\$44,065	\$59,280	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$50,303			\$47,217		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$106,012		\$62,170	\$86,942	\$137,171	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Antonio, TX</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	24	\$188,004	\$105,213	\$125,841	\$141,770	\$197,137	\$327,038
Top Administrative Position	11	\$131,418		\$110,483	\$132,365	\$141,770	
Top Finance Position	11	\$172,241		\$114,974	\$133,963	\$198,970	
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$205,994		\$105,089	\$183,083	\$214,075	
Greater than \$5 million							
CEO/Executive Director	11	\$296,172		\$156,901	\$193,478	\$423,295	
Top Finance Position	8	\$217,382			\$189,073		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$48,164			\$60,688		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$69,554			\$60,225		
Greater than \$5 million							
CEO/Executive Director	7	\$158,637			\$171,346		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	22	\$37,470	\$21,610	\$23,313	\$35,280	\$44,235	\$59,437
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$79,673		\$46,108	\$66,000	\$81,461	
Between \$1 million and \$5 million							
CEO/Executive Director	25	\$103,048	\$64,330	\$81,512	\$96,354	\$113,011	\$142,035
Top Finance Position	7	\$77,301			\$71,345		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Antonio, TX</b>							
<b>Human Services – Multipurpose and Other</b>							
Greater than \$5 million							
CEO/Executive Director	21	\$226,083	\$128,241	\$154,874	\$198,964	\$250,852	\$321,972
Top Finance Position	11	\$136,400		\$90,036	\$124,130	\$171,482	
Top Operations Position	5	\$147,335			\$128,852		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$110,596			\$124,287		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$74,180			\$77,809		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$55,281			\$47,991		
Greater than \$5 million							
CEO/Executive Director	5	\$332,676			\$242,516		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	27	\$58,156	\$22,244	\$35,285	\$44,000	\$69,613	\$102,923
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$42,934			\$35,093		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$126,369		\$93,213	\$113,259	\$148,955	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Diego, CA</b>							
<b>Animal-Related</b>							
Greater than \$5 million							
Top Finance Position	5	\$245,086			\$152,046		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	27	\$49,078	\$24,200	\$31,067	\$47,462	\$58,760	\$78,720
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$66,804		\$52,885	\$68,434	\$79,849	
Between \$1 million and \$5 million							
CEO/Executive Director	24	\$119,602	\$62,557	\$82,155	\$110,480	\$146,931	\$187,055
Greater than \$5 million							
CEO/Executive Director	12	\$261,564		\$200,439	\$288,048	\$319,197	
Top Finance Position	8	\$150,208			\$154,454		
Top Operations Position	5	\$176,446			\$192,771		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$53,867			\$54,636		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$56,748			\$44,868		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$66,114			\$70,039		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Diego, CA</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$46,867			\$53,918		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$62,437		\$31,039	\$54,011	\$70,490	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$80,632		\$43,411	\$70,200	\$95,900	
Between \$1 million and \$5 million							
CEO/Executive Director	56	\$122,275	\$62,441	\$78,696	\$102,600	\$144,542	\$213,062
Top Finance Position	7	\$88,772			\$73,011		
Greater than \$5 million							
CEO/Executive Director	44	\$217,634	\$104,111	\$122,770	\$190,096	\$296,472	\$382,173
Top Finance Position	27	\$159,219	\$72,813	\$104,145	\$141,068	\$214,689	\$242,792
Top Operations Position	5	\$118,801			\$107,345		
Top Technology Position	7	\$198,317			\$160,894		
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$46,749			\$48,039		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$60,099		\$38,711	\$59,696	\$79,048	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$80,767			\$84,994		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$129,094		\$109,034	\$118,542	\$151,754	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Diego, CA</b>							
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$57,452		\$44,634	\$47,769	\$64,285	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$76,755			\$79,620		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$136,031		\$64,488	\$101,705	\$202,759	
Greater than \$5 million							
CEO/Executive Director	18	\$622,758		\$208,569	\$431,221	\$589,909	
Top Finance Position	18	\$374,740		\$154,985	\$231,301	\$323,598	
Top Operations Position	8	\$350,104			\$248,806		
Top Technology Position	5	\$278,689			\$220,937		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$67,483		\$30,000	\$45,313	\$73,077	
Greater than \$5 million							
CEO/Executive Director	5	\$189,513			\$167,461		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	37	\$51,570	\$29,000	\$36,580	\$51,000	\$60,000	\$79,920
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$74,031		\$57,764	\$63,000	\$75,720	
Between \$1 million and \$5 million							
CEO/Executive Director	39	\$127,893	\$74,021	\$87,795	\$120,437	\$151,250	\$204,884
Top Finance Position	7	\$74,585			\$74,096		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Diego, CA</b>							
<b>Human Services – Multipurpose and Other</b>							
Greater than \$5 million							
CEO/Executive Director	45	\$201,488	\$124,859	\$143,933	\$191,530	\$250,887	\$289,892
Top Development Position	6	\$127,167			\$123,205		
Top Finance Position	30	\$134,443	\$88,392	\$101,192	\$131,755	\$179,421	\$189,438
Top Human Resources Position	7	\$113,945			\$112,928		
Top Operations Position	18	\$144,900		\$115,632	\$146,273	\$168,647	
Top Program Position	5	\$93,717			\$97,543		
Top Technology Position	6	\$140,719			\$141,498		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$60,843			\$48,097		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$136,073			\$65,415		
<b>Medical Research</b>							
Greater than \$5 million							
CEO/Executive Director	5	\$908,685			\$507,060		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$56,885			\$58,631		
Greater than \$5 million							
CEO/Executive Director	8	\$210,396			\$211,057		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$57,390			\$40,310		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Diego, CA</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Greater than \$5 million							
CEO/Executive Director	5	\$196,733			\$166,600		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	15	\$58,886		\$34,484	\$49,500	\$69,729	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$87,398			\$92,506		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$136,526		\$121,238	\$137,519	\$147,698	
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$44,847		\$25,430	\$38,200	\$65,613	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$75,674			\$79,574		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	40	\$58,214	\$24,685	\$37,408	\$49,479	\$73,328	\$102,630
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$90,266			\$81,863		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$111,595		\$90,609	\$112,104	\$139,400	
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	20	\$43,997	\$23,456	\$28,017	\$41,033	\$64,244	\$71,010
Top Finance Position	5	\$31,080			\$38,061		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Diego, CA</b>							
<b>Youth Development</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$100,038		\$88,735	\$100,137	\$117,776	
Greater than \$5 million							
CEO/Executive Director	7	\$221,264			\$202,087		
<b>San Francisco-Oakland, CA</b>							
<b>Animal-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$123,440		\$95,421	\$130,318	\$143,509	
Greater than \$5 million							
CEO/Executive Director	7	\$287,249			\$235,029		
Top Finance Position	5	\$171,188			\$162,781		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	82	\$55,194	\$24,000	\$35,638	\$50,813	\$73,027	\$86,543
Top Finance Position	6	\$49,565			\$42,720		
Between \$500 thousand and \$1 million							
CEO/Executive Director	38	\$82,910	\$37,700	\$62,827	\$78,917	\$100,193	\$122,094
Between \$1 million and \$5 million							
CEO/Executive Director	58	\$122,949	\$74,748	\$91,018	\$114,690	\$143,802	\$176,722
Top Finance Position	7	\$106,001			\$116,873		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Francisco-Oakland, CA</b>							
<b>Arts, Culture and Humanities</b>							
Greater than \$5 million							
CEO/Executive Director	26	\$299,730	\$122,508	\$182,769	\$241,271	\$344,600	\$582,402
Top Development Position	12	\$170,901		\$136,636	\$161,461	\$196,569	
Top Finance Position	17	\$166,201		\$128,917	\$159,000	\$188,227	
Top Marketing Position	5	\$215,940			\$200,710		
Top Operations Position	12	\$175,906		\$139,932	\$180,547	\$195,534	
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$60,274			\$67,420		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$90,301		\$69,093	\$82,348	\$105,746	
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$125,806		\$106,063	\$113,550	\$152,500	
Greater than \$5 million							
CEO/Executive Director	9	\$271,038			\$256,501		
Top Finance Position	6	\$171,194			\$171,545		
Top Legal Position	5	\$179,802			\$175,911		
Top Operations Position	6	\$183,443			\$181,849		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$76,589			\$79,203		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$105,306			\$97,783		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Francisco-Oakland, CA</b>							
<b>Community Improvement, Capacity Building</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$173,916		\$122,568	\$154,304	\$232,550	
Top Operations Position	5	\$120,219			\$136,815		
Greater than \$5 million							
CEO/Executive Director	7	\$329,134			\$285,321		
Top Finance Position	6	\$187,797			\$185,659		
<b>Crime, Legal-Related</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$79,019			\$86,162		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$122,686			\$112,814		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$72,645		\$52,500	\$62,171	\$84,450	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$153,292			\$100,000		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$169,996		\$143,545	\$160,819	\$195,816	
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	52	\$57,639	\$25,130	\$33,333	\$56,489	\$80,003	\$96,950
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	\$89,446	\$51,337	\$68,245	\$97,285	\$114,127	\$128,428

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Francisco-Oakland, CA</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	84	\$144,860	\$82,196	\$109,068	\$130,000	\$167,460	\$225,563
Top Finance Position	9	\$101,255			\$108,575		
Top Operations Position	5	\$88,081			\$91,144		
Greater than \$5 million							
CEO/Executive Director	66	\$306,003	\$144,360	\$186,734	\$295,042	\$427,869	\$486,434
Top Administrative Position	5	\$199,880			\$195,895		
Top Development Position	26	\$171,885	\$133,263	\$138,973	\$162,536	\$176,305	\$219,384
Top Education Position	8	\$164,108			\$141,367		
Top Finance Position	39	\$183,307	\$99,150	\$137,886	\$182,340	\$219,541	\$252,536
Top Operations Position	11	\$188,992		\$150,403	\$178,086	\$209,355	
Top Technology Position	12	\$170,565		\$133,111	\$157,247	\$185,374	
<b>Employment, Job-Related</b>							
Greater than \$5 million							
CEO/Executive Director	5	\$191,695			\$181,370		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	26	\$58,849	\$25,250	\$39,240	\$57,856	\$66,500	\$92,147
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$85,652			\$87,500		
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$159,262	\$96,697	\$118,684	\$141,507	\$197,099	\$240,346
Top Finance Position	8	\$86,599			\$86,040		
Top Operations Position	5	\$95,164			\$106,250		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Francisco-Oakland, CA</b>							
<b>Environmental Quality, Protection and Beautification</b>							
Greater than \$5 million							
CEO/Executive Director	12	\$291,549		\$173,218	\$229,132	\$386,484	
Top Development Position	7	\$163,744			\$158,826		
Top Finance Position	7	\$186,258			\$173,749		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$61,722			\$52,724		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$100,520		\$82,896	\$101,000	\$117,125	
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$121,455	\$76,137	\$91,407	\$110,000	\$149,566	\$162,773
Greater than \$5 million							
CEO/Executive Director	19	\$977,776		\$218,671	\$267,335	\$534,017	
Top Finance Position	19	\$303,675		\$145,423	\$200,806	\$312,606	
Top Operations Position	12	\$262,431		\$150,772	\$231,573	\$350,541	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$73,982			\$72,580		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$133,100		\$82,963	\$127,788	\$160,546	
Greater than \$5 million							
CEO/Executive Director	17	\$235,500		\$171,974	\$188,464	\$226,900	
Top Finance Position	11	\$165,570		\$122,717	\$136,694	\$153,822	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Francisco-Oakland, CA</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	36	\$67,876	\$28,070	\$45,232	\$66,379	\$90,500	\$108,508
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	\$89,127	\$48,370	\$60,600	\$83,343	\$102,738	\$130,895
Between \$1 million and \$5 million							
CEO/Executive Director	71	\$125,388	\$80,000	\$96,244	\$116,535	\$142,033	\$191,302
Top Finance Position	16	\$89,362		\$68,701	\$83,701	\$102,573	
Greater than \$5 million							
CEO/Executive Director	54	\$222,264	\$109,570	\$150,373	\$198,267	\$269,240	\$360,422
Top Development Position	15	\$138,982		\$114,387	\$128,119	\$154,006	
Top Finance Position	35	\$139,340	\$72,439	\$107,041	\$135,667	\$159,038	\$203,306
Top Human Resources Position	10	\$144,998		\$140,431	\$152,510	\$164,542	
Top Marketing Position	5	\$132,774			\$138,732		
Top Operations Position	15	\$146,887		\$119,160	\$131,381	\$181,679	
Top Program Position	8	\$147,184			\$144,883		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$49,718			\$46,174		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$113,967			\$104,743		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$141,800		\$89,144	\$122,830	\$151,676	
Greater than \$5 million							
CEO/Executive Director	7	\$299,636			\$270,139		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Francisco-Oakland, CA</b>							
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$72,983		\$42,165	\$62,988	\$106,945	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$90,019		\$70,754	\$82,194	\$109,913	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$133,195		\$102,343	\$124,643	\$144,299	
Greater than \$5 million							
CEO/Executive Director	9	\$443,068			\$184,139		
Top Finance Position	5	\$129,824			\$132,137		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$91,669		\$58,186	\$85,681	\$113,061	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$88,728			\$85,599		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$185,032		\$152,654	\$169,970	\$238,113	
Top Finance Position	5	\$117,154			\$98,760		
Greater than \$5 million							
CEO/Executive Director	11	\$324,463		\$171,618	\$273,889	\$446,819	
<b>Public, Society Benefit – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$206,972			\$203,137		
Greater than \$5 million							
CEO/Executive Director	11	\$341,826		\$247,343	\$365,149	\$443,901	
Top Finance Position	5	\$250,929			\$247,379		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Francisco-Oakland, CA</b>							
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$81,970			\$73,312		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$101,139			\$103,842		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$136,351			\$134,757		
Greater than \$5 million							
CEO/Executive Director	5	\$1,043,105			\$276,791		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$76,393		\$41,400	\$52,885	\$105,482	
<b>Science and Technology Research Institutes, Services</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$195,658			\$192,165		
<b>Unknown</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$42,450			\$45,536		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$114,139			\$94,922		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$52,531		\$40,500	\$55,080	\$60,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$95,758		\$82,125	\$88,150	\$104,500	



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Francisco-Oakland, CA</b>							
<b>Youth Development</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$117,104	\$80,054	\$93,021	\$118,329	\$137,788	\$153,973
Top Finance Position	6	\$79,003			\$86,886		
Greater than \$5 million							
CEO/Executive Director	11	\$186,743		\$155,260	\$196,594	\$236,485	
<b>San Jose, CA</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$65,656		\$35,543	\$63,211	\$83,229	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$92,312		\$69,400	\$90,000	\$108,101	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$127,785		\$96,588	\$105,810	\$144,056	
Greater than \$5 million							
CEO/Executive Director	7	\$272,298			\$273,938		
Top Finance Position	6	\$161,522			\$157,492		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$79,322		\$50,131	\$64,050	\$94,500	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$153,762			\$108,600		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$63,952		\$38,230	\$62,500	\$78,872	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Jose, CA</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$78,783	\$35,672	\$46,041	\$63,270	\$112,146	\$128,115
Between \$1 million and \$5 million							
CEO/Executive Director	32	\$125,890	\$77,909	\$96,389	\$111,269	\$144,546	\$183,713
Top Finance Position	7	\$87,851			\$87,417		
Greater than \$5 million							
CEO/Executive Director	40	\$267,859	\$83,864	\$145,229	\$191,768	\$312,971	\$443,380
Top Administrative Position	5	\$124,943			\$109,320		
Top Development Position	6	\$360,571			\$181,527		
Top Finance Position	20	\$189,962	\$87,570	\$122,585	\$185,888	\$225,964	\$296,823
Top Operations Position	7	\$187,540			\$194,536		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$134,450			\$114,000		
Greater than \$5 million							
CEO/Executive Director	12	\$519,981		\$240,322	\$312,815	\$426,489	
Top Finance Position	10	\$408,543		\$149,983	\$230,181	\$549,266	
Top Human Resources Position	6	\$343,244			\$334,368		
Top Operations Position	11	\$428,990		\$197,806	\$241,381	\$535,005	
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$171,388			\$170,915		
Top Finance Position	6	\$151,329			\$142,958		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Jose, CA</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$51,583		\$30,205	\$54,000	\$67,016	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$88,532		\$73,394	\$82,776	\$102,654	
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$116,080	\$69,385	\$89,490	\$115,910	\$144,155	\$158,273
Top Finance Position	5	\$123,467			\$122,922		
Greater than \$5 million							
CEO/Executive Director	27	\$215,258	\$127,248	\$163,828	\$199,233	\$265,666	\$300,636
Top Finance Position	19	\$172,875		\$138,947	\$151,950	\$193,894	
Top Human Resources Position	6	\$163,927			\$160,334		
Top Operations Position	7	\$223,063			\$202,670		
Top Program Position	5	\$134,850			\$129,319		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$140,789			\$136,263		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$60,175			\$63,411		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$94,238			\$64,624		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$217,828			\$185,391		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Jose, CA</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	17	\$64,655		\$30,000	\$64,450	\$81,026	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$98,780			\$99,496		
Unknown							
\$500 thousand or less							
CEO/Executive Director	5	\$49,525			\$49,000		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	\$66,175			\$77,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$92,266			\$97,619		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$152,357			\$134,494		
<b>San Juan, PR</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	13	\$136,747		\$95,000	\$130,000	\$178,904	
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	\$29,950			\$30,497		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$70,476			\$57,147		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San LuisObispo-Atascadero-Paso Robles, CA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	\$55,350			\$65,557		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	\$67,061			\$80,603		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$88,648			\$89,659		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	\$31,135			\$28,800		
<b>Santa Barbara-Santa Maria-Lompoc, CA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	12	\$52,869		\$46,804	\$51,638	\$57,644	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$123,386		\$98,144	\$119,042	\$143,357	
Greater than \$5 million							
CEO/Executive Director	7	\$224,109			\$191,426		
Top Development Position	5	\$157,441			\$161,000		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	\$37,560			\$36,000		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Santa Barbara-Santa Maria-Lompoc, CA</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$110,230			\$109,282		
Greater than \$5 million							
CEO/Executive Director	15	\$246,696		\$172,743	\$220,000	\$310,068	
Top Finance Position	8	\$143,516			\$142,604		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$53,563			\$44,395		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$145,136			\$123,319		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	7	\$311,024			\$201,918		
Top Finance Position	5	\$198,073			\$162,421		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$122,476			\$128,160		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$53,063			\$51,290		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$144,677		\$126,565	\$139,957	\$156,129	
Top Finance Position	7	\$104,687			\$87,799		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Santa Barbara-Santa Maria-Lompoc, CA</b>							
<b>Human Services – Multipurpose and Other</b>							
Greater than \$5 million							
CEO/Executive Director	9	\$214,133			\$220,943		
Top Finance Position	5	\$139,629			\$147,311		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$117,248			\$111,216		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$49,788			\$52,308		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$114,664			\$113,194		
<b>Santa Cruz, CA</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$135,015			\$120,935		
Greater than \$5 million							
CEO/Executive Director	7	\$177,505			\$151,900		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$78,057			\$77,000		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	5	\$208,063			\$177,865		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Santa Cruz, CA</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$57,374			\$50,880		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$73,669			\$71,500		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$103,402		\$87,086	\$97,092	\$121,186	
<b>Santa Fe, NM</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$52,037		\$29,000	\$50,000	\$62,884	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$147,210			\$163,841		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$49,615		\$35,462	\$48,024	\$59,605	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$72,018			\$62,051		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$178,871			\$165,897		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$56,115			\$53,348		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$88,938			\$74,921		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Santa Fe, NM</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	10	\$53,385		\$41,216	\$43,790	\$59,899	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$115,909			\$99,617		
<b>Santa Rosa, CA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	14	\$43,560		\$29,596	\$39,475	\$54,808	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$91,680			\$85,000		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$95,966			\$91,022		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	10	\$69,913		\$46,337	\$53,377	\$65,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$75,902			\$79,273		
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$119,059		\$94,634	\$106,250	\$136,566	
Environmental Quality, Protection and Beautification							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$99,820			\$83,368		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$100,625			\$75,519		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Santa Rosa, CA</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	6	\$214,288			\$205,047		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$48,672			\$44,970		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$78,412			\$82,595		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$111,235		\$93,527	\$96,989	\$113,832	
Greater than \$5 million							
CEO/Executive Director	13	\$190,135		\$133,286	\$216,889	\$237,714	
Top Finance Position	8	\$122,470			\$110,503		
<b>Mental Health, Crisis Intervention</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$87,351			\$83,092		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$61,684			\$55,000		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$99,831			\$91,731		
<b>Sarasota-Bradenton, FL</b>							
<b>Animal-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$93,705			\$93,774		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Sarasota-Bradenton, FL</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$29,403			\$22,810		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$96,634			\$88,554		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$65,643			\$72,192		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$120,750		\$73,725	\$108,200	\$134,425	
Greater than \$5 million							
CEO/Executive Director	8	\$241,776			\$151,257		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$106,813			\$94,814		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	22	\$50,455	\$24,943	\$30,875	\$46,991	\$57,728	\$80,703
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$58,084		\$32,156	\$61,981	\$71,103	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$102,168		\$87,338	\$99,288	\$115,257	
Greater than \$5 million							
CEO/Executive Director	12	\$257,473		\$191,698	\$274,744	\$313,306	
Top Finance Position	9	\$132,516			\$120,465		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Sarasota-Bradenton, FL</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	\$48,960			\$39,973		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$133,041			\$120,854		
<b>Savannah, GA</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$119,954			\$92,700		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$94,468			\$92,383		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	10	\$38,606		\$22,274	\$34,114	\$44,735	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$93,885			\$97,500		
<b>Scranton--Wilkes-Barre--Hazleton, PA</b>							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	\$43,642			\$39,819		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Scranton--Wilkes-Barre--Hazleton, PA</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	9	\$216,772			\$177,969		
Top Development Position	6	\$121,984			\$124,581		
Top Finance Position	7	\$170,961			\$130,077		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$109,656			\$119,924		
Greater than \$5 million							
CEO/Executive Director	5	\$241,652			\$164,017		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$38,922		\$32,747	\$41,761	\$45,812	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$71,039			\$70,000		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$89,190			\$91,846		
Greater than \$5 million							
CEO/Executive Director	10	\$164,223		\$118,580	\$128,788	\$222,065	
Top Finance Position	9	\$108,860			\$106,678		
<b>Mental Health, Crisis Intervention</b>							
Greater than \$5 million							
CEO/Executive Director	5	\$194,673			\$165,860		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Seattle-Everett, WA</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$40,705			\$43,200		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$89,903			\$75,560		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	47	\$53,987	\$29,730	\$38,084	\$56,980	\$66,075	\$76,178
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	\$86,372	\$39,820	\$50,086	\$69,423	\$94,762	\$131,313
Between \$1 million and \$5 million							
CEO/Executive Director	39	\$105,443	\$55,749	\$72,710	\$99,869	\$123,361	\$167,946
Top Finance Position	8	\$73,469			\$72,532		
Greater than \$5 million							
CEO/Executive Director	14	\$282,398		\$180,982	\$228,307	\$364,375	
Top Development Position	7	\$179,660			\$191,425		
Top Finance Position	14	\$141,025		\$120,612	\$140,279	\$172,471	
Top Operations Position	5	\$180,080			\$189,094		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$53,011		\$43,962	\$52,023	\$65,250	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$125,610			\$134,776		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$57,315		\$44,250	\$51,611	\$74,288	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Seattle-Everett, WA</b>							
<b>Community Improvement, Capacity Building</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$117,798		\$89,956	\$121,133	\$148,980	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$112,868		\$92,004	\$115,753	\$123,478	
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$70,072			\$62,247		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$87,108			\$82,671		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$121,368			\$97,067		
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$136,261			\$107,552		
Greater than \$5 million							
CEO/Executive Director	5	\$408,911			\$306,037		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	45	\$62,870	\$31,918	\$42,306	\$58,299	\$76,997	\$98,400
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	\$78,029	\$53,819	\$56,069	\$67,573	\$92,395	\$104,643
Between \$1 million and \$5 million							
CEO/Executive Director	72	\$131,986	\$69,326	\$89,592	\$117,989	\$162,338	\$219,874
Top Finance Position	12	\$82,068		\$60,467	\$84,210	\$99,445	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Seattle-Everett, WA</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	38	\$301,945	\$167,256	\$206,023	\$297,717	\$377,544	\$462,598
Top Development Position	18	\$152,488		\$124,981	\$146,662	\$181,117	
Top Education Position	7	\$147,204			\$138,817		
Top Finance Position	33	\$159,035	\$86,083	\$126,262	\$145,668	\$189,745	\$232,768
Top Operations Position	5	\$144,872			\$140,141		
Top Technology Position	5	\$147,014			\$152,831		
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$152,238		\$97,162	\$119,700	\$161,183	
Greater than \$5 million							
CEO/Executive Director	5	\$264,806			\$253,758		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	25	\$55,742	\$21,360	\$29,285	\$59,260	\$74,438	\$83,700
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$87,893			\$81,600		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$104,224		\$87,190	\$106,161	\$125,118	
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$48,330			\$56,828		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$76,922		\$64,515	\$71,556	\$86,115	



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Seattle-Everett, WA</b>							
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$50,205		\$28,777	\$53,927	\$59,250	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$79,126			\$64,320		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$149,797		\$121,877	\$131,216	\$184,690	
Greater than \$5 million							
CEO/Executive Director	32	\$786,646	\$155,350	\$194,694	\$306,674	\$462,060	\$1,063,877
Top Development Position	6	\$166,840			\$153,319		
Top Finance Position	26	\$267,592	\$134,467	\$151,636	\$213,547	\$341,258	\$463,712
Top Operations Position	15	\$252,906		\$153,802	\$264,936	\$309,079	
Top Technology Position	5	\$160,149			\$133,859		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$75,835			\$67,528		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$78,654			\$69,950		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$107,198		\$85,089	\$99,161	\$126,221	
Greater than \$5 million							
CEO/Executive Director	5	\$108,803			\$126,026		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	44	\$56,166	\$26,356	\$35,860	\$58,557	\$69,237	\$77,646

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Seattle-Everett, WA</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	37	\$74,964	\$43,875	\$60,751	\$73,500	\$85,000	\$103,862
Between \$1 million and \$5 million							
CEO/Executive Director	74	\$99,348	\$61,153	\$75,729	\$97,492	\$118,412	\$136,098
Top Finance Position	13	\$81,652		\$69,179	\$83,598	\$93,503	
Top Operations Position	6	\$89,681			\$95,951		
Greater than \$5 million							
CEO/Executive Director	49	\$179,677	\$102,734	\$124,350	\$160,899	\$216,979	\$281,330
Top Development Position	9	\$136,956			\$118,906		
Top Finance Position	32	\$122,300	\$73,048	\$93,592	\$116,433	\$138,087	\$172,926
Top Human Resources Position	9	\$139,811			\$137,731		
Top Operations Position	16	\$162,770		\$116,097	\$136,866	\$177,516	
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$43,975		\$28,630	\$44,250	\$60,259	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$71,986			\$67,582		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$92,946			\$86,520		
<b>Medical Research</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$88,031			\$96,767		
Greater than \$5 million							
CEO/Executive Director	5	\$599,383			\$289,039		
Top Finance Position	5	\$262,620			\$196,170		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Seattle-Everett, WA</b>							
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$37,670			\$31,560		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$106,731		\$91,808	\$108,000	\$123,490	
Greater than \$5 million							
CEO/Executive Director	12	\$159,726		\$134,211	\$153,022	\$178,507	
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$63,198			\$59,945		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$113,307		\$62,335	\$101,895	\$136,078	
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$66,233			\$63,862		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$149,994			\$135,623		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$34,967		\$27,500	\$36,500	\$42,733	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$81,208			\$75,880		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$103,747		\$73,913	\$96,151	\$134,588	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Seattle-Everett, WA</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	28	\$60,892	\$24,840	\$33,212	\$57,650	\$74,683	\$114,688
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$59,484			\$51,184		
Unknown							
\$500 thousand or less							
CEO/Executive Director	6	\$49,864			\$41,016		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$113,956			\$79,390		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	22	\$58,823	\$22,034	\$35,600	\$56,600	\$71,525	\$97,042
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$88,773		\$71,483	\$88,861	\$106,793	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$122,973		\$87,672	\$109,149	\$116,008	
<b>Sharon,PA</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	5	\$128,074			\$117,188		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Sheboygan, WI</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	\$46,005			\$45,333		
<b>Shreveport-Bossier City, LA</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	\$554,294			\$203,123		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	\$63,197			\$37,952		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$104,136			\$105,000		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	11	\$48,041		\$33,642	\$44,400	\$51,250	
<b>Sioux City, IA-NE</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	\$242,772			\$191,311		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	\$40,041			\$43,000		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Sioux Falls, SD</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	\$42,679			\$43,721		
Greater than \$5 million							
CEO/Executive Director	7	\$123,001			\$134,260		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	7	\$35,586			\$34,827		
<b>South Bend, IN</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	5	\$383,381			\$277,906		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	\$987,572			\$338,160		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$84,327			\$88,264		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	\$34,860			\$26,117		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Spokane, WA</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$38,100			\$32,623		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$33,501			\$31,903		
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	7	\$268,460			\$142,841		
Top Finance Position	5	\$162,105			\$160,503		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	5	\$217,817			\$221,147		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$38,511		\$30,300	\$37,000	\$43,000	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$92,798			\$88,140		
Greater than \$5 million							
CEO/Executive Director	6	\$186,253			\$211,635		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$150,017			\$101,807		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Springfield, IL</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	\$70,930			\$48,048		
Health – General and Rehabilitative							
Greater than \$5 million							
Top Finance Position	6	\$446,819			\$339,055		
<b>Springfield, MA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	18	\$44,374		\$27,091	\$43,375	\$55,548	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$114,051			\$98,538		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	8	\$57,577			\$53,070		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$68,630			\$66,305		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$104,968		\$90,299	\$110,117	\$123,730	
Greater than \$5 million							
CEO/Executive Director	23	\$353,270	\$127,036	\$192,386	\$380,843	\$495,996	\$617,860
Top Development Position	11	\$211,002		\$154,339	\$170,584	\$246,580	
Top Finance Position	14	\$226,367		\$159,045	\$197,601	\$291,530	



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Springfield, MA</b>							
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$154,042			\$103,361		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	10	\$297,576		\$140,316	\$148,028	\$241,756	
Top Finance Position	10	\$361,963		\$117,569	\$154,996	\$278,015	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$53,865		\$35,190	\$43,847	\$58,517	
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$123,763		\$100,655	\$115,754	\$125,883	
Greater than \$5 million							
CEO/Executive Director	24	\$163,125	\$102,981	\$125,790	\$146,347	\$170,643	\$239,882
Top Finance Position	9	\$134,393			\$133,826		
<b>Mental Health, Crisis Intervention</b>							
Greater than \$5 million							
CEO/Executive Director	5	\$202,135			\$185,671		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$43,647			\$37,991		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$57,880			\$56,196		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Springfield, MA</b>							
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$93,263			\$101,701		
<b>Springfield, MO</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	\$39,461			\$43,547		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	\$36,954			\$37,000		
Greater than \$5 million							
CEO/Executive Director	5	\$118,834			\$118,322		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	\$53,743			\$48,869		
<b>St. Cloud, MN</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$86,656			\$87,066		
Greater than \$5 million							
CEO/Executive Director	5	\$110,208			\$110,867		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	6	\$37,698			\$41,944		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	29	\$46,278	\$25,283	\$30,342	\$49,158	\$57,598	\$66,537
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$88,036			\$88,015		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$118,283		\$91,791	\$112,247	\$142,435	
Top Finance Position	5	\$79,417			\$73,529		
Greater than \$5 million							
CEO/Executive Director	10	\$245,639		\$189,448	\$218,797	\$278,039	
Top Finance Position	6	\$150,390			\$150,986		
Civil Rights, Social Action, Advocacy							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$73,937			\$73,891		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	17	\$54,962		\$40,770	\$50,003	\$60,298	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$121,652			\$126,781		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$178,811		\$96,983	\$127,307	\$171,160	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>St. Louis, MO-IL</b>							
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$78,269			\$63,410		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$59,174			\$60,579		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$75,408			\$76,739		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$105,473		\$76,648	\$104,535	\$130,626	
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$62,505		\$46,923	\$54,088	\$77,962	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$82,335		\$60,660	\$74,923	\$110,100	
Between \$1 million and \$5 million							
CEO/Executive Director	35	\$114,594	\$64,658	\$77,399	\$109,422	\$149,565	\$176,588
Top Finance Position	5	\$64,230			\$41,485		
Greater than \$5 million							
CEO/Executive Director	29	\$310,467	\$139,703	\$185,480	\$242,149	\$402,803	\$547,024
Top Administrative Position	5	\$188,560			\$185,480		
Top Business Position	5	\$111,272			\$115,814		
Top Development Position	5	\$245,887			\$227,284		
Top Finance Position	17	\$205,188		\$150,970	\$177,319	\$226,828	
Top Technology Position	7	\$152,362			\$147,968		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>St. Louis, MO-IL</b>							
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$100,125			\$90,145		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$62,516			\$71,379		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$73,110			\$69,846		
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$64,588			\$50,400		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$71,770			\$65,376		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$104,204			\$105,177		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$160,510		\$97,295	\$109,353	\$209,286	
Greater than \$5 million							
CEO/Executive Director	23	\$1,128,532	\$110,352	\$165,646	\$335,161	\$629,858	\$1,866,928
Top Finance Position	18	\$569,751		\$183,421	\$220,956	\$306,455	
Top Operations Position	14	\$587,907		\$171,992	\$254,365	\$340,481	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$70,935			\$71,367		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$88,656			\$80,276		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$120,020		\$88,958	\$109,794	\$151,898	
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	44	\$44,274	\$20,662	\$26,250	\$40,998	\$57,509	\$72,717
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	\$69,331	\$43,920	\$58,930	\$70,420	\$87,492	\$93,885
Between \$1 million and \$5 million							
CEO/Executive Director	56	\$115,505	\$62,626	\$90,939	\$109,782	\$142,910	\$172,975
Top Finance Position	13	\$81,226		\$60,439	\$81,714	\$106,482	
Top Operations Position	5	\$96,693			\$83,623		
Greater than \$5 million							
CEO/Executive Director	36	\$179,323	\$99,708	\$128,655	\$161,840	\$201,236	\$288,769
Top Finance Position	18	\$128,016		\$104,817	\$123,250	\$131,705	
Top Operations Position	6	\$142,008			\$145,570		
International, Foreign Affairs and National Security							
\$500 thousand or less							
CEO/Executive Director	5	\$38,836			\$37,269		
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	8	\$45,435			\$47,090		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$90,757			\$84,221		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>St. Louis, MO-IL</b>							
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$110,944			\$113,078		
Greater than \$5 million							
CEO/Executive Director	6	\$154,351			\$138,045		
Top Finance Position	6	\$98,466			\$105,327		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$136,871			\$118,842		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$44,713			\$42,621		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$92,815			\$73,849		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	35	\$57,259	\$25,612	\$35,972	\$56,978	\$69,260	\$84,964
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$65,087			\$65,400		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$182,736			\$83,319		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$54,476			\$53,438		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$70,151			\$73,159		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>St. Louis, MO-IL</b>							
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$118,640		\$79,450	\$106,659	\$129,871	
<b>Stamford, CT</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	10	\$55,674		\$40,090	\$54,194	\$66,049	
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	\$45,538			\$47,692		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$182,613		\$146,589	\$157,975	\$200,277	
Greater than \$5 million							
CEO/Executive Director	15	\$429,092		\$188,777	\$320,990	\$634,477	
Top Development Position	8	\$241,276			\$232,014		
Top Finance Position	8	\$241,685			\$273,869		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	8	\$705,391			\$374,810		
Top Finance Position	6	\$286,180			\$180,676		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$165,283			\$157,694		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Stamford, CT</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	12	\$71,735		\$64,965	\$68,995	\$76,073	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$117,934			\$117,116		
Greater than \$5 million							
CEO/Executive Director	12	\$226,561		\$194,964	\$224,610	\$264,588	
Top Finance Position	8	\$128,126			\$128,614		
Philanthropy, Voluntarism and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$135,421			\$124,391		
<b>State College, PA</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$64,456			\$60,644		
<b>Steubenville-Weirton, OH-WV</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$33,880			\$30,528		
<b>Stockton-Lodi, CA</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	5	\$242,363			\$135,165		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Stockton-Lodi, CA</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$99,340			\$104,108		
Greater than \$5 million							
CEO/Executive Director	7	\$194,485			\$153,826		
<b>Syracuse, NY</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$34,449			\$32,350		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$73,161			\$69,002		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$111,177			\$100,796		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$60,200			\$60,000		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$38,550		\$33,093	\$36,403	\$47,192	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$104,470			\$97,877		
Greater than \$5 million							
CEO/Executive Director	11	\$282,222		\$163,120	\$202,066	\$345,489	
Top Finance Position	6	\$230,684			\$137,392		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Syracuse, NY</b>							
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$65,349			\$66,224		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$141,486			\$117,048		
Greater than \$5 million							
CEO/Executive Director	14	\$298,494		\$137,744	\$216,502	\$429,681	
Top Finance Position	9	\$179,966			\$137,620		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$115,549			\$119,323		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$48,043		\$34,648	\$45,645	\$59,135	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$52,189			\$60,698		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$76,129		\$57,773	\$67,266	\$93,595	
Greater than \$5 million							
CEO/Executive Director	15	\$144,692		\$107,035	\$134,094	\$192,498	
Top Finance Position	12	\$111,871		\$103,968	\$116,216	\$123,508	
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$90,245			\$94,308		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Syracuse, NY</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	\$96,589			\$98,800		
<b>Tacoma, WA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	\$47,417			\$45,142		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$94,852			\$87,946		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$128,637			\$108,040		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$107,372			\$110,968		
Greater than \$5 million							
CEO/Executive Director	6	\$369,918			\$369,471		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	\$499,660			\$207,962		
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$84,028			\$82,061		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tacoma, WA</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$62,528		\$45,892	\$56,928	\$74,399	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$69,207		\$49,030	\$60,375	\$88,600	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$100,793		\$81,650	\$99,403	\$111,815	
Greater than \$5 million							
CEO/Executive Director	7	\$133,669			\$89,506		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$43,407			\$37,475		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$61,881			\$69,789		
<b>Tallahassee, FL</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$58,775			\$56,010		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$63,996			\$68,105		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$47,059			\$58,950		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tallahassee, FL</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$87,457			\$88,695		
Greater than \$5 million							
CEO/Executive Director	7	\$278,620			\$281,546		
Top Finance Position	6	\$114,707			\$114,503		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$212,580			\$133,520		
Greater than \$5 million							
CEO/Executive Director	6	\$356,864			\$191,493		
Top Finance Position	6	\$172,364			\$106,837		
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$92,014		\$61,033	\$84,066	\$119,536	
Top Finance Position	7	\$71,766			\$78,071		
Greater than \$5 million							
CEO/Executive Director	12	\$180,240		\$100,188	\$122,347	\$229,885	
Top Finance Position	6	\$118,520			\$97,268		
<b>Public, Society Benefit – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$173,757			\$158,908		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tampa-St. Petersburg-Clearwater, FL</b>							
<b>Animal-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$86,648			\$82,650		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	23	\$51,234	\$23,301	\$29,700	\$49,268	\$59,325	\$89,093
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$126,310		\$91,322	\$124,452	\$147,569	
Greater than \$5 million							
CEO/Executive Director	6	\$301,463			\$229,487		
Top Finance Position	6	\$126,320			\$106,751		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$66,342			\$69,786		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$52,408		\$43,287	\$52,000	\$57,745	
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$50,369		\$35,237	\$40,423	\$61,705	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$67,892		\$47,211	\$58,750	\$76,059	
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$111,164	\$60,000	\$68,359	\$80,000	\$113,691	\$212,161
Top Finance Position	6	\$61,444			\$61,805		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tampa-St. Petersburg-Clearwater, FL</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	27	\$271,966	\$102,094	\$135,576	\$198,186	\$283,291	\$626,017
Top Finance Position	12	\$180,636		\$87,537	\$125,775	\$245,034	
Top Operations Position	5	\$178,409			\$149,249		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$49,466		\$36,909	\$50,346	\$62,318	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$144,470		\$99,070	\$131,580	\$187,951	
Greater than \$5 million							
CEO/Executive Director	19	\$538,725		\$213,838	\$327,189	\$543,323	
Top Finance Position	13	\$243,201		\$132,773	\$165,577	\$203,953	
Top Human Resources Position	5	\$242,349			\$192,712		
Top Operations Position	7	\$356,167			\$237,120		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$64,556			\$66,997		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$122,112			\$121,212		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	21	\$55,509	\$23,542	\$38,269	\$54,000	\$66,960	\$85,619
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$75,210		\$50,000	\$64,670	\$91,185	



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tampa-St. Petersburg-Clearwater, FL</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	29	\$112,429	\$70,810	\$88,474	\$102,992	\$134,856	\$152,574
Top Finance Position	6	\$71,835			\$82,788		
Greater than \$5 million							
CEO/Executive Director	39	\$227,977	\$108,853	\$135,829	\$177,411	\$244,262	\$394,522
Top Finance Position	30	\$143,675	\$79,267	\$93,960	\$119,027	\$146,680	\$189,606
Top Operations Position	14	\$141,165		\$103,131	\$125,746	\$166,342	
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$44,879			\$34,200		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$99,970			\$101,282		
Greater than \$5 million							
CEO/Executive Director	7	\$186,187			\$175,214		
Top Finance Position	7	\$130,720			\$118,462		
Top Operations Position	7	\$131,285			\$116,924		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$80,878			\$85,371		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$34,117			\$31,264		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$163,221			\$155,873		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tampa-St. Petersburg-Clearwater, FL</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	29	\$54,268	\$20,376	\$29,150	\$51,912	\$71,712	\$93,760
Youth Development							
\$500 thousand or less							
CEO/Executive Director	11	\$55,933		\$42,909	\$60,525	\$63,068	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$108,045			\$108,233		
<b>Toledo, OH</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$116,753			\$84,312		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	\$81,312			\$86,468		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	7	\$446,028			\$191,940		
Top Finance Position	6	\$146,184			\$140,637		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	17	\$44,512		\$37,000	\$45,279	\$52,500	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$68,398			\$65,923		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Toledo, OH</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$117,261		\$77,736	\$98,559	\$147,987	
Greater than \$5 million							
CEO/Executive Director	9	\$168,563			\$150,287		
Top Finance Position	7	\$130,027			\$126,343		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	\$47,653			\$39,500		
<b>Topeka, KS</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	\$49,653			\$56,316		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$94,893			\$98,527		
<b>Trenton, NJ</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	11	\$56,756		\$42,437	\$61,886	\$71,004	
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	7	\$65,926			\$66,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$70,940			\$59,500		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Trenton, NJ</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$172,350		\$128,417	\$157,960	\$207,511	
Greater than \$5 million							
CEO/Executive Director	19	\$363,221		\$160,285	\$270,538	\$458,021	
Top Development Position	6	\$246,429			\$245,770		
Top Finance Position	8	\$294,393			\$228,105		
Top Operations Position	5	\$262,658			\$243,147		
<b>Human Services – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$91,289		\$90,803	\$96,045	\$100,914	
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$125,606	\$86,259	\$99,225	\$116,047	\$144,083	\$172,688
Greater than \$5 million							
CEO/Executive Director	8	\$254,994			\$180,362		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$150,507			\$113,147		
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$159,587			\$132,762		
<b>Tucson, AZ</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$42,362		\$24,475	\$34,506	\$51,664	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tucson,AZ</b>							
<b>Arts, Culture and Humanities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$75,051			\$74,884		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$122,546			\$123,602		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$56,258			\$56,250		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$58,455			\$60,750		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$62,285		\$32,093	\$71,407	\$83,745	
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$106,561		\$59,282	\$95,743	\$111,833	
Greater than \$5 million							
CEO/Executive Director	9	\$151,976			\$135,524		
Top Finance Position	6	\$126,384			\$96,194		
<b>Environmental Quality, Protection and Beautification</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$89,980			\$77,842		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	7	\$488,644			\$241,278		
Top Finance Position	5	\$270,423			\$145,520		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tucson,AZ</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$57,999		\$43,173	\$55,234	\$69,200	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$97,440		\$86,199	\$100,405	\$103,692	
Greater than \$5 million							
CEO/Executive Director	17	\$166,922		\$109,170	\$132,248	\$212,827	
Top Finance Position	11	\$82,570		\$72,557	\$83,006	\$104,513	
Top Operations Position	6	\$129,390			\$107,514		
<b>Mental Health, Crisis Intervention</b>							
Greater than \$5 million							
CEO/Executive Director	6	\$199,444			\$210,158		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Greater than \$5 million							
Top Finance Position	5	\$136,049			\$118,118		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$36,219			\$32,025		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$58,886			\$55,000		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tulsa, OK							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	10	\$53,397		\$33,432	\$55,372	\$68,141	
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	\$48,549			\$46,843		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$54,635			\$55,132		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$94,486		\$68,780	\$97,834	\$114,213	
Greater than \$5 million							
CEO/Executive Director	5	\$398,157			\$186,569		
Top Finance Position	6	\$132,631			\$113,738		
Health – General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	5	\$46,624			\$44,900		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$130,773			\$128,887		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	14	\$44,945		\$36,251	\$44,715	\$51,560	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$62,401			\$68,936		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$83,876		\$69,476	\$86,665	\$100,933	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tulsa, OK</b>							
<b>Human Services – Multipurpose and Other</b>							
Greater than \$5 million							
CEO/Executive Director	15	\$228,873		\$143,882	\$221,824	\$279,563	
Top Finance Position	8	\$98,736			\$105,223		
Top Operations Position	5	\$110,254			\$103,280		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$37,221			\$36,163		
<b>Mental Health, Crisis Intervention</b>							
Greater than \$5 million							
CEO/Executive Director	5	\$175,498			\$139,359		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$52,009			\$59,674		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	52	\$60,316	\$19,770	\$29,895	\$51,938	\$78,066	\$111,363
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$113,857			\$107,750		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$113,393			\$100,000		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tyler, TX</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
Top Finance Position	5	\$261,388			\$206,078		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$51,428			\$47,118		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$87,930			\$84,660		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	13	\$50,928		\$34,250	\$45,154	\$52,800	
<b>Utica-Rome, NY</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$63,481			\$63,455		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	\$346,779			\$246,124		
Top Finance Position	5	\$138,325			\$135,888		
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	7	\$192,348			\$215,734		
Top Finance Position	6	\$108,505			\$98,082		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Vallejo-Fairfield-Napa, CA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	\$59,686			\$53,660		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$110,119			\$103,053		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	11	\$72,087		\$50,384	\$67,704	\$80,036	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$74,084			\$75,783		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$99,839		\$91,096	\$103,774	\$113,413	
Greater than \$5 million							
CEO/Executive Director	5	\$158,612			\$133,457		
Top Finance Position	5	\$131,045			\$124,339		
<b>Ventura, CA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	\$44,352			\$48,561		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$79,468			\$80,000		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	\$38,236			\$32,712		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ventura, CA</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$121,388			\$131,476		
Greater than \$5 million							
CEO/Executive Director	8	\$262,975			\$190,464		
Top Finance Position	5	\$188,519			\$192,068		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$85,244			\$80,693		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$70,250			\$50,978		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$86,008			\$86,586		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$94,831			\$92,333		
Greater than \$5 million							
CEO/Executive Director	5	\$221,805			\$179,047		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$82,853			\$69,085		
<b>Youth Development</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$128,310			\$115,693		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Visalia-Tulare-Porterville, CA</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$50,156			\$61,000		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$88,484			\$78,400		
<b>Waco, TX</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$79,061			\$66,730		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$49,568			\$46,602		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	\$71,302			\$44,160		
<b>Washington, DC-MD-VA</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	17	\$60,940		\$44,000	\$50,500	\$63,541	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$80,235			\$66,542		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$118,135		\$91,958	\$108,969	\$141,398	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Animal-Related</b>							
Greater than \$5 million							
CEO/Executive Director	12	\$303,151		\$200,395	\$310,714	\$413,118	
Top Finance Position	6	\$182,991			\$187,914		
Top Operations Position	6	\$208,493			\$229,688		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	90	\$66,081	\$26,554	\$42,990	\$58,836	\$84,750	\$112,190
Between \$500 thousand and \$1 million							
CEO/Executive Director	62	\$106,518	\$41,708	\$71,295	\$90,000	\$124,697	\$164,892
Between \$1 million and \$5 million							
CEO/Executive Director	94	\$158,907	\$71,712	\$95,419	\$134,045	\$203,388	\$291,750
Top Finance Position	8	\$101,047			\$87,198		
Top Operations Position	8	\$163,774			\$164,459		
Top Program Position	5	\$147,309			\$148,263		
Greater than \$5 million							
CEO/Executive Director	42	\$447,456	\$132,323	\$159,654	\$278,761	\$475,699	\$646,194
Top Administrative Position	5	\$240,297			\$159,159		
Top Development Position	20	\$209,334	\$131,745	\$145,318	\$179,699	\$215,717	\$377,252
Top Finance Position	27	\$225,906	\$132,008	\$151,751	\$188,563	\$267,643	\$390,675
Top Human Resources Position	6	\$199,846			\$198,172		
Top Legal Position	10	\$271,545		\$185,605	\$247,243	\$322,452	
Top Marketing Position	9	\$164,964			\$147,664		
Top Operations Position	11	\$232,521		\$149,448	\$207,819	\$289,668	
Top Program Position	5	\$168,645			\$162,032		
Top Technology Position	8	\$240,820			\$239,559		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	27	\$63,545	\$18,085	\$36,914	\$68,228	\$77,237	\$104,564
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	\$127,389	\$80,187	\$100,214	\$125,386	\$147,817	\$169,790
Between \$1 million and \$5 million							
CEO/Executive Director	70	\$169,473	\$92,126	\$114,558	\$163,136	\$217,575	\$257,832
Top Finance Position	9	\$143,031			\$153,491		
Top Legal Position	8	\$165,012			\$173,096		
Top Operations Position	17	\$139,370		\$106,910	\$126,672	\$153,491	
Greater than \$5 million							
CEO/Executive Director	33	\$285,099	\$142,240	\$206,069	\$277,760	\$349,477	\$417,848
Top Administrative Position	6	\$150,557			\$141,214		
Top Development Position	9	\$161,102			\$167,480		
Top Finance Position	21	\$156,023	\$114,343	\$134,208	\$148,150	\$177,304	\$193,957
Top Legal Position	5	\$216,958			\$194,347		
Top Operations Position	13	\$200,397		\$163,850	\$195,385	\$226,591	
Top PR/Communications Position	11	\$178,247		\$144,212	\$166,714	\$195,494	
Top Program Position	5	\$157,768			\$170,117		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	32	\$73,616	\$28,017	\$52,469	\$68,631	\$93,200	\$123,950
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$110,667	\$66,750	\$79,535	\$98,850	\$133,373	\$172,085

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Community Improvement, Capacity Building</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	55	\$173,138	\$83,446	\$117,284	\$179,354	\$232,968	\$252,447
Top Finance Position	8	\$103,452			\$100,462		
Top Operations Position	8	\$141,001			\$133,907		
Greater than \$5 million							
CEO/Executive Director	27	\$348,466	\$133,819	\$214,133	\$284,124	\$389,337	\$651,417
Top Finance Position	16	\$206,336		\$129,613	\$205,199	\$244,159	
Top Operations Position	7	\$216,863			\$232,111		
Top PR/Communications Position	5	\$158,322			\$139,314		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	23	\$94,506	\$54,783	\$63,542	\$78,400	\$116,423	\$143,360
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$122,005		\$80,721	\$97,423	\$126,510	
Between \$1 million and \$5 million							
CEO/Executive Director	29	\$175,163	\$100,431	\$124,413	\$173,156	\$212,398	\$237,673
Top Finance Position	6	\$116,466			\$113,707		
Top Operations Position	5	\$105,415			\$106,955		
Greater than \$5 million							
CEO/Executive Director	12	\$273,954		\$172,707	\$278,861	\$310,939	
Top Operations Position	6	\$164,593			\$159,439		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	17	\$71,812		\$43,602	\$55,673	\$90,000	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$108,383		\$88,148	\$102,061	\$121,041	
Between \$1 million and \$5 million							
CEO/Executive Director	55	\$217,173	\$110,113	\$143,627	\$224,980	\$275,998	\$315,769
Top Finance Position	5	\$134,514			\$143,132		
Top Operations Position	8	\$148,841			\$151,619		
Greater than \$5 million							
CEO/Executive Director	27	\$392,460	\$151,907	\$222,773	\$335,235	\$497,736	\$673,248
Top Development Position	7	\$171,952			\$188,829		
Top Education Position	5	\$215,227			\$160,814		
Top Finance Position	21	\$230,440	\$112,090	\$134,296	\$205,992	\$302,178	\$354,027
Top Marketing Position	7	\$214,704			\$217,054		
Top Operations Position	11	\$312,352		\$261,318	\$332,299	\$372,689	
Top PR/Communications Position	12	\$176,554		\$143,058	\$172,468	\$188,606	
Top Technology Position	11	\$201,262		\$156,277	\$167,020	\$229,684	
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	85	\$68,479	\$23,897	\$40,000	\$55,000	\$83,195	\$129,180
Top Finance Position	6	\$40,193			\$35,603		
Top Program Position	5	\$35,100			\$32,246		
Between \$500 thousand and \$1 million							
CEO/Executive Director	72	\$109,487	\$40,096	\$68,043	\$96,619	\$143,640	\$183,768



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	185	\$181,972	\$72,278	\$108,765	\$166,670	\$221,807	\$302,916
Top Administrative Position	6	\$69,557			\$51,688		
Top Finance Position	14	\$109,398		\$68,542	\$96,959	\$138,513	
Top Operations Position	26	\$162,309	\$85,109	\$117,576	\$160,322	\$191,288	\$238,250
Top Program Position	10	\$126,456		\$108,548	\$126,136	\$156,698	
Greater than \$5 million							
CEO/Executive Director	209	\$327,982	\$130,663	\$169,231	\$258,544	\$378,031	\$666,896
Top Administrative Position	16	\$184,460		\$153,964	\$166,790	\$191,273	
Top Business Position	16	\$157,791		\$118,357	\$136,537	\$165,039	
Top Development Position	45	\$196,593	\$118,563	\$141,127	\$184,106	\$223,713	\$301,411
Top Education Position	19	\$168,974		\$122,586	\$145,537	\$172,424	
Top Facilities Position	6	\$133,437			\$128,187		
Top Finance Position	116	\$190,571	\$101,966	\$127,806	\$163,559	\$228,163	\$285,992
Top Human Resources Position	15	\$159,366		\$127,652	\$142,783	\$157,645	
Top Legal Position	14	\$371,200		\$192,016	\$284,495	\$530,416	
Top Marketing Position	7	\$224,905			\$190,837		
Top Operations Position	56	\$218,176	\$99,838	\$127,877	\$165,990	\$243,394	\$402,869
Top PR/Communications Position	12	\$215,908		\$143,307	\$181,361	\$234,600	
Top Program Position	21	\$186,536	\$121,045	\$128,899	\$158,150	\$190,973	\$246,412
Top Technology Position	25	\$201,649	\$125,697	\$132,887	\$156,194	\$229,073	\$363,057
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$75,774		\$53,532	\$73,860	\$95,495	
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$164,749	\$94,737	\$114,244	\$156,000	\$192,597	\$233,241

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Employment, Job-Related</b>							
Greater than \$5 million							
CEO/Executive Director	21	\$333,873	\$130,237	\$234,378	\$255,388	\$408,126	\$452,181
Top Finance Position	13	\$173,899		\$131,741	\$164,965	\$225,209	
Top Human Resources Position	5	\$190,888			\$206,500		
Top Operations Position	6	\$201,812			\$186,119		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	41	\$71,931	\$21,843	\$40,140	\$72,000	\$83,477	\$114,786
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$101,172		\$73,282	\$102,193	\$130,368	
Between \$1 million and \$5 million							
CEO/Executive Director	69	\$173,300	\$108,658	\$133,541	\$156,712	\$215,308	\$244,770
Top Administrative Position	5	\$125,714			\$117,620		
Top Development Position	6	\$132,800			\$122,807		
Top Finance Position	15	\$109,283		\$94,315	\$107,505	\$118,705	
Top Marketing Position	5	\$120,567			\$128,341		
Top Operations Position	8	\$127,323			\$127,709		
Top Program Position	7	\$170,460			\$165,817		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Environmental Quality, Protection and Beautification</b>							
Greater than \$5 million							
CEO/Executive Director	44	\$342,297	\$164,748	\$229,457	\$293,483	\$392,773	\$569,367
Top Administrative Position	8	\$205,043			\$179,654		
Top Development Position	13	\$244,861		\$178,284	\$217,272	\$281,954	
Top Finance Position	28	\$212,909	\$103,321	\$146,179	\$186,958	\$271,104	\$361,003
Top Human Resources Position	5	\$236,726			\$207,679		
Top Legal Position	7	\$308,940			\$308,562		
Top Marketing Position	6	\$244,431			\$242,699		
Top Operations Position	19	\$226,932		\$165,277	\$196,281	\$234,789	
Top PR/Communications Position	10	\$199,913		\$161,801	\$187,736	\$199,205	
Top Program Position	6	\$195,346			\$208,294		
Top Technology Position	9	\$190,706			\$160,694		
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$52,051			\$51,500		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$65,639			\$48,075		
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$137,467		\$86,107	\$125,641	\$180,721	
Greater than \$5 million							
CEO/Executive Director	13	\$289,421		\$165,060	\$243,004	\$354,456	
Top Development Position	6	\$179,488			\$171,049		
Top Finance Position	6	\$149,835			\$135,581		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	26	\$60,449	\$25,844	\$36,489	\$58,966	\$74,067	\$95,474
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	\$121,718	\$53,679	\$81,500	\$102,065	\$152,429	\$176,336
Between \$1 million and \$5 million							
CEO/Executive Director	70	\$205,597	\$99,700	\$132,510	\$176,826	\$259,793	\$390,484
Top Finance Position	11	\$133,237		\$97,235	\$128,240	\$169,772	
Top Operations Position	12	\$166,890		\$130,721	\$150,322	\$179,956	
Greater than \$5 million							
CEO/Executive Director	77	\$534,522	\$180,764	\$235,947	\$353,089	\$583,536	\$941,528
Top Administrative Position	10	\$181,975		\$161,417	\$177,097	\$214,790	
Top Business Position	7	\$217,380			\$203,787		
Top Development Position	11	\$170,874		\$134,771	\$152,905	\$219,502	
Top Finance Position	54	\$263,272	\$121,917	\$158,783	\$206,670	\$326,078	\$493,308
Top Human Resources Position	12	\$201,124		\$170,426	\$205,983	\$233,254	
Top Legal Position	5	\$402,330			\$344,592		
Top Marketing Position	7	\$203,987			\$221,782		
Top Operations Position	37	\$332,417	\$169,674	\$192,056	\$268,275	\$428,306	\$535,742
Top PR/Communications Position	9	\$211,772			\$189,095		
Top Program Position	7	\$267,134			\$210,505		
Top Technology Position	17	\$267,204		\$158,318	\$236,918	\$340,455	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	20	\$66,833	\$35,640	\$42,690	\$53,054	\$76,546	\$107,008
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$74,280		\$54,601	\$76,557	\$93,586	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	44	\$146,627	\$61,236	\$87,313	\$131,747	\$178,637	\$254,790
Top Administrative Position	5	\$104,577			\$109,012		
Top Finance Position	9	\$132,775			\$136,096		
Greater than \$5 million							
CEO/Executive Director	22	\$227,053	\$107,530	\$139,172	\$193,744	\$268,391	\$443,992
Top Finance Position	11	\$188,285		\$126,512	\$148,475	\$222,482	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	94	\$60,232	\$24,992	\$39,235	\$57,706	\$74,904	\$98,728
Between \$500 thousand and \$1 million							
CEO/Executive Director	63	\$94,619	\$40,657	\$64,964	\$81,200	\$107,781	\$136,895
Top Finance Position	5	\$84,459			\$61,746		
Between \$1 million and \$5 million							
CEO/Executive Director	138	\$123,533	\$69,436	\$87,719	\$109,413	\$147,806	\$185,945
Top Administrative Position	5	\$87,675			\$73,413		
Top Finance Position	19	\$86,230		\$60,815	\$89,133	\$106,780	
Top Program Position	7	\$127,175			\$107,093		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Human Services – Multipurpose and Other</b>							
Greater than \$5 million							
CEO/Executive Director	99	\$245,145	\$126,041	\$149,438	\$199,155	\$293,684	\$422,282
Top Business Position	6	\$163,797			\$168,730		
Top Development Position	8	\$160,157			\$146,421		
Top Finance Position	59	\$151,593	\$83,439	\$105,821	\$136,065	\$188,704	\$245,409
Top Human Resources Position	13	\$152,821		\$123,669	\$137,770	\$150,309	
Top Marketing Position	12	\$162,451		\$128,500	\$148,686	\$179,986	
Top Operations Position	25	\$163,925	\$87,807	\$113,830	\$153,925	\$195,745	\$264,270
Top PR/Communications Position	5	\$151,585			\$157,626		
Top Program Position	11	\$136,301		\$114,837	\$129,670	\$150,380	
Top Technology Position	5	\$213,149			\$194,929		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	49	\$71,352	\$31,305	\$37,624	\$65,000	\$83,516	\$114,062
Between \$500 thousand and \$1 million							
CEO/Executive Director	45	\$124,882	\$55,177	\$76,201	\$116,306	\$152,189	\$208,166
Between \$1 million and \$5 million							
CEO/Executive Director	105	\$172,347	\$89,573	\$119,650	\$160,416	\$219,914	\$262,120
Top Administrative Position	9	\$127,021			\$99,813		
Top Development Position	5	\$132,742			\$126,700		
Top Finance Position	23	\$108,410	\$71,706	\$89,020	\$106,978	\$129,680	\$148,268
Top Operations Position	12	\$119,825		\$86,261	\$107,836	\$149,210	
Top Program Position	8	\$128,757			\$126,356		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>International, Foreign Affairs and National Security</b>							
Greater than \$5 million							
CEO/Executive Director	79	\$315,079	\$165,198	\$215,526	\$310,931	\$403,689	\$474,110
Top Administrative Position	9	\$160,929			\$153,796		
Top Development Position	11	\$209,225		\$170,122	\$206,921	\$253,157	
Top Finance Position	48	\$195,280	\$123,196	\$161,134	\$193,659	\$222,290	\$280,518
Top Human Resources Position	10	\$191,378		\$154,902	\$182,906	\$231,620	
Top Legal Position	8	\$241,401			\$246,643		
Top Operations Position	27	\$248,143	\$146,963	\$172,467	\$212,961	\$326,076	\$384,713
Top PR/Communications Position	7	\$188,958			\$183,357		
Top Program Position	14	\$170,146		\$141,529	\$177,773	\$187,867	
Top Technology Position	7	\$185,270			\$167,683		
<b>Medical Research</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$252,753		\$148,214	\$265,481	\$349,231	
Top Finance Position	6	\$148,320			\$137,040		
Greater than \$5 million							
CEO/Executive Director	19	\$464,570		\$285,984	\$348,847	\$476,099	
Top Finance Position	11	\$254,165		\$178,072	\$217,692	\$287,517	
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$71,035		\$50,706	\$61,125	\$88,966	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$91,816			\$83,235		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$163,854	\$86,073	\$101,331	\$131,968	\$214,996	\$251,493
Top Operations Position	5	\$103,460			\$100,173		
Greater than \$5 million							
CEO/Executive Director	27	\$298,854	\$140,339	\$176,419	\$268,215	\$336,023	\$472,224
Top Finance Position	13	\$152,582		\$120,000	\$137,426	\$183,960	
Top Operations Position	9	\$220,666			\$198,722		
<b>Mutual/Membership Benefit Organizations, Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$185,986		\$110,857	\$145,503	\$214,482	
Greater than \$5 million							
CEO/Executive Director	12	\$551,720		\$342,879	\$420,527	\$530,192	
Top Finance Position	9	\$268,930			\$181,718		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$57,807		\$27,738	\$51,192	\$69,371	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$104,252		\$64,879	\$82,661	\$151,300	
Between \$1 million and \$5 million							
CEO/Executive Director	29	\$198,992	\$86,100	\$123,432	\$190,612	\$252,082	\$302,768
Greater than \$5 million							
CEO/Executive Director	24	\$303,903	\$141,251	\$198,085	\$266,747	\$375,545	\$489,622
Top Finance Position	13	\$160,851		\$119,124	\$157,803	\$181,264	
Top Operations Position	7	\$201,590			\$195,196		
Top Program Position	5	\$228,786			\$144,157		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Public Safety, Disaster Preparedness and Relief</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$140,295			\$150,000		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$247,320		\$188,343	\$247,508	\$277,432	
Greater than \$5 million							
CEO/Executive Director	7	\$416,431			\$345,292		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	33	\$87,670	\$36,491	\$55,085	\$75,000	\$114,000	\$144,355
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	\$147,281	\$83,089	\$111,515	\$143,272	\$178,333	\$212,746
Between \$1 million and \$5 million							
CEO/Executive Director	88	\$192,882	\$79,734	\$120,767	\$178,932	\$242,120	\$296,214
Top Administrative Position	6	\$156,414			\$149,239		
Top Development Position	5	\$115,104			\$115,144		
Top Finance Position	11	\$134,670		\$112,105	\$128,750	\$160,572	
Top Operations Position	13	\$146,536		\$112,288	\$140,094	\$164,115	
Greater than \$5 million							
CEO/Executive Director	54	\$392,666	\$184,573	\$203,528	\$287,513	\$398,558	\$766,467
Top Development Position	8	\$200,139			\$195,424		
Top Finance Position	25	\$231,628	\$135,193	\$160,866	\$190,230	\$264,366	\$396,979
Top Legal Position	8	\$226,102			\$196,926		
Top Operations Position	13	\$205,450		\$137,814	\$200,589	\$231,478	
Top PR/Communications Position	8	\$176,407			\$174,468		
Top Program Position	7	\$206,864			\$177,882		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	16	\$58,118		\$47,368	\$59,446	\$69,402	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$83,283		\$45,943	\$81,683	\$108,923	
Between \$1 million and \$5 million							
CEO/Executive Director	33	\$130,717	\$75,600	\$87,100	\$113,973	\$158,195	\$198,320
Greater than \$5 million							
CEO/Executive Director	7	\$263,588			\$253,301		
Top Finance Position	5	\$163,608			\$187,200		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	48	\$56,748	\$24,763	\$30,185	\$56,295	\$68,195	\$100,301
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$104,395	\$51,682	\$73,110	\$94,875	\$123,012	\$150,102
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$142,545		\$90,734	\$111,875	\$207,032	
Greater than \$5 million							
CEO/Executive Director	12	\$284,275		\$225,534	\$272,932	\$342,043	
Top Finance Position	7	\$173,796			\$166,302		
<b>Science and Technology Research Institutes, Services</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$138,593			\$141,770		
Between \$1 million and \$5 million							
CEO/Executive Director	33	\$203,138	\$106,859	\$135,457	\$178,157	\$279,909	\$319,006

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Science and Technology Research Institutes, Services</b>							
Greater than \$5 million							
CEO/Executive Director	45	\$528,457	\$233,404	\$276,010	\$382,314	\$594,796	\$1,103,699
Top Finance Position	27	\$264,089	\$146,688	\$178,848	\$238,167	\$312,853	\$356,456
Top Operations Position	15	\$335,752		\$228,976	\$285,014	\$412,829	
Top Program Position	11	\$191,140		\$157,329	\$194,281	\$215,060	
Top Technology Position	12	\$257,330		\$173,714	\$193,248	\$290,039	
<b>Social Science Research Institutes, Services</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$113,829			\$104,000		
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$248,400	\$153,880	\$177,750	\$210,905	\$271,063	\$395,263
Top Finance Position	5	\$143,849			\$141,964		
Greater than \$5 million							
CEO/Executive Director	24	\$415,649	\$249,885	\$297,765	\$350,887	\$511,420	\$650,205
Top Finance Position	20	\$224,089	\$124,173	\$141,800	\$189,581	\$239,380	\$381,243
Top PR/Communications Position	6	\$161,919			\$153,284		
<b>Unknown</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$223,331			\$198,408		
Greater than \$5 million							
CEO/Executive Director	5	\$326,835			\$378,785		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	40	\$59,898	\$23,351	\$34,263	\$57,000	\$81,363	\$100,483

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
Youth Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$97,393	\$71,455	\$80,000	\$96,766	\$108,399	\$131,999
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$159,701	\$66,752	\$95,000	\$128,630	\$217,570	\$262,337
Top Finance Position	6	\$82,913			\$90,533		
Greater than \$5 million							
CEO/Executive Director	20	\$313,284	\$141,346	\$156,798	\$282,786	\$401,014	\$530,257
Top Development Position	7	\$169,974			\$151,746		
Top Finance Position	12	\$178,722		\$130,383	\$167,776	\$244,506	
Top Operations Position	12	\$175,754		\$123,413	\$162,297	\$229,812	
<b>Waterbury, CT</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	\$513,987			\$302,254		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$92,069			\$83,485		
<b>Waterloo-Cedar Falls, IA</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	\$46,275			\$39,985		
Greater than \$5 million							
CEO/Executive Director	5	\$150,052			\$133,627		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>West Palm Beach-Boca Raton, FL</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$46,918		\$28,750	\$46,075	\$60,677	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$67,066			\$73,119		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$109,538		\$78,563	\$110,400	\$124,991	
Greater than \$5 million							
CEO/Executive Director	6	\$304,696			\$268,063		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$67,942			\$73,500		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$46,183			\$48,654		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$105,439		\$64,590	\$85,966	\$98,310	
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$115,271		\$81,753	\$113,873	\$139,158	
Greater than \$5 million							
CEO/Executive Director	17	\$305,973		\$143,500	\$179,554	\$454,575	
Top Finance Position	7	\$201,601			\$151,172		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$168,591			\$140,850		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>West Palm Beach-Boca Raton, FL</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	9	\$607,086			\$307,708		
Top Administrative Position	5	\$166,689			\$143,295		
Top Finance Position	5	\$405,187			\$384,282		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$45,878			\$46,154		
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$55,602		\$38,333	\$59,141	\$67,110	
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$117,960		\$89,922	\$110,878	\$133,475	
Greater than \$5 million							
CEO/Executive Director	11	\$253,998		\$158,991	\$205,777	\$232,679	
Top Finance Position	7	\$138,308			\$132,264		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$92,708			\$104,182		
Greater than \$5 million							
CEO/Executive Director	7	\$189,367			\$175,609		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$50,864			\$61,800		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$51,695		\$28,132	\$44,800	\$63,902	

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wichita,KS</b>							
<b>Arts, Culture and Humanities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$120,721			\$92,500		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$52,810			\$33,542		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$53,489			\$56,792		
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$105,381			\$105,259		
Greater than \$5 million							
CEO/Executive Director	7	\$172,747			\$171,977		
Top Finance Position	5	\$71,082			\$73,719		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$99,675			\$105,161		
Top Administrative Position	5	\$77,806			\$64,626		
Greater than \$5 million							
CEO/Executive Director	7	\$214,168			\$170,547		
Top Administrative Position	7	\$126,134			\$140,310		
Top Finance Position	6	\$148,294			\$162,670		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wichita,KS</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$47,924			\$50,240		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$54,891			\$55,224		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$97,300			\$100,755		
Greater than \$5 million							
CEO/Executive Director	14	\$166,943		\$128,810	\$145,145	\$203,879	
Top Finance Position	8	\$115,518			\$117,856		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$37,455			\$27,835		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$67,441			\$68,042		
<b>Wilmington, DE-NJ-MD</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$50,234			\$50,144		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$103,563		\$91,371	\$93,988	\$110,818	
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$91,025			\$94,660		



## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wilmington, DE-NJ-MD</b>							
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$55,675			\$59,167		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$81,639			\$77,359		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$100,709		\$80,746	\$94,202	\$114,028	
Greater than \$5 million							
CEO/Executive Director	17	\$271,344		\$172,349	\$219,892	\$312,104	
Top Finance Position	5	\$245,399			\$150,235		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	11	\$308,547		\$165,611	\$189,824	\$241,008	
Top Finance Position	6	\$282,537			\$131,781		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$49,881		\$36,000	\$56,866	\$64,019	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$71,007			\$71,180		
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$89,644		\$66,181	\$85,598	\$105,964	
Greater than \$5 million							
CEO/Executive Director	10	\$205,060		\$170,583	\$196,053	\$273,009	
Top Finance Position	6	\$132,254			\$122,769		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wilmington, DE-NJ-MD</b>							
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	5	\$205,158			\$176,564		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	6	\$56,977			\$55,570		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	\$32,516			\$30,620		
<b>Wilmington, NC</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	8	\$58,063			\$62,233		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	\$43,765			\$49,926		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$76,428			\$74,324		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	\$52,287			\$56,497		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$82,684			\$84,762		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Worcester, MA</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$64,551			\$65,978		
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$118,526			\$116,485		
Greater than \$5 million							
CEO/Executive Director	12	\$350,414		\$225,608	\$313,650	\$475,626	
Top Development Position	6	\$275,341			\$249,666		
Top Finance Position	7	\$191,245			\$184,947		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	13	\$406,684		\$153,447	\$333,827	\$435,450	
Top Finance Position	5	\$384,375			\$395,532		
Top Operations Position	6	\$308,841			\$329,104		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$101,153			\$105,537		
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$112,291		\$83,466	\$110,061	\$147,010	
Greater than \$5 million							
CEO/Executive Director	13	\$260,585		\$141,831	\$179,394	\$222,842	
Top Finance Position	9	\$154,877			\$150,430		
Top Operations Position	5	\$286,060			\$368,563		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Worcester, MA</b>							
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$113,558			\$103,555		
<b>Yakima, WA</b>							
Health – General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	5	\$39,268			\$41,604		
Greater than \$5 million							
CEO/Executive Director	5	\$420,273			\$291,148		
Top Operations Position	5	\$210,998			\$241,871		
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	6	\$131,193			\$126,009		
<b>York, PA</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$101,398			\$101,663		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	\$710,052			\$529,755		
Top Finance Position	5	\$404,169			\$192,954		
Top Operations Position	6	\$420,881			\$294,407		

## 501(c)(3) Organizations MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>York, PA</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	11	\$49,160		\$44,898	\$47,008	\$56,490	
Greater than \$5 million							
CEO/Executive Director	13	\$196,523		\$113,976	\$132,387	\$187,795	
Top Finance Position	10	\$116,565		\$75,093	\$92,448	\$126,206	
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$50,444			\$39,429		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$42,496			\$29,503		
<b>Youngstown-Warren, OH</b>							
<b>Community Improvement, Capacity Building</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$112,228			\$96,809		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$36,079			\$31,875		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$61,260			\$63,200		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$86,979			\$84,202		
Greater than \$5 million							
CEO/Executive Director	7	\$138,032			\$116,479		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Abilene, TX</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	9	\$34,402			\$30,600		
<b>Akron, OH</b>							
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	5	\$54,574			\$48,654		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	10	\$177,329		\$90,660	\$125,998	\$210,913	
Top Finance Position	5	\$106,680			\$107,113		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	9	\$153,962			\$108,082		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$80,638			\$73,865		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	7	\$90,423			\$89,532		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	14	\$70,609		\$29,578	\$61,431	\$91,179	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	\$143,731			\$112,850		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	\$152,290			\$135,638		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Akron, OH</b>							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	5	\$131,748			\$111,691		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	5	\$150,550			\$141,146		
<b>Albany-Schenectady-Troy, NY</b>							
Arts, Culture and Humanities: Museums							
CEO/Executive Director	6	\$69,434			\$74,563		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	7	\$121,007			\$95,641		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	9	\$86,130			\$92,501		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	5	\$117,985			\$105,250		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	5	\$102,095			\$103,215		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	5	\$97,113			\$117,657		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	27	\$125,243	\$33,176	\$82,106	\$121,682	\$142,660	\$216,331
Top Finance Position	6	\$109,198			\$89,705		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	9	\$614,576			\$400,278		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Albany-Schenectady-Troy, NY</b>							
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	11	\$152,830		\$82,387	\$114,074	\$150,746	
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	5	\$85,135			\$73,620		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	5	\$109,590			\$92,213		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	5	\$394,019			\$191,687		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	10	\$175,374		\$135,315	\$158,388	\$192,186	
Top Finance Position	5	\$139,807			\$157,811		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	5	\$133,093			\$166,482		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	9	\$71,686			\$72,858		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	21	\$131,840	\$56,173	\$69,000	\$100,968	\$160,654	\$253,174
Top Finance Position	8	\$116,025			\$124,685		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	13	\$95,016		\$67,228	\$80,770	\$133,604	
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	6	\$119,898			\$95,237		



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Albany-Schenectady-Troy, NY</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	16	\$120,928		\$69,585	\$99,781	\$149,338	
Top Finance Position	7	\$113,730			\$119,444		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	5	\$110,553			\$97,853		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	\$104,334			\$121,270		
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	6	\$93,937			\$90,644		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	7	\$164,056			\$133,535		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	8	\$105,229			\$96,934		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	\$44,312			\$36,000		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	5	\$59,928			\$60,352		
<b>Albuquerque, NM</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	6	\$62,821			\$65,500		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	8	\$48,747			\$44,600		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Albuquerque, NM</b>							
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	5	\$68,018			\$69,624		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	6	\$86,797			\$80,253		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	7	\$108,116			\$126,129		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	7	\$67,248			\$70,395		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	19	\$117,251		\$52,282	\$78,384	\$127,544	
Top Finance Position	6	\$123,151			\$90,121		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	7	\$95,750			\$83,000		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	20	\$90,941	\$54,918	\$65,421	\$75,509	\$115,626	\$144,415
Top Finance Position	5	\$98,190			\$95,722		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	14	\$74,919		\$55,378	\$77,801	\$81,638	
Top Finance Position	5	\$65,819			\$75,923		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	8	\$72,310			\$68,508		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	6	\$81,094			\$76,835		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Albuquerque, NM</b>							
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	\$54,483			\$36,675		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	\$72,488			\$75,566		
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	5	\$77,642			\$72,454		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	7	\$86,870			\$73,166		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$87,317			\$83,538		
<b>Allentown-Bethlehem-Easton, PA</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	7	\$72,766			\$60,140		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	5	\$95,189			\$87,197		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	13	\$114,331		\$86,569	\$104,057	\$119,261	
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	6	\$107,948			\$97,811		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	13	\$97,254		\$76,442	\$96,910	\$108,843	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Allentown-Bethlehem-Easton, PA</b>							
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	8	\$72,613			\$66,915		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	12	\$77,156		\$39,989	\$74,878	\$95,436	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	\$354,651			\$189,810		
Top Finance Position	5	\$332,480			\$219,342		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	\$72,250			\$72,807		
<b>Amarillo, TX</b>							
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	6	\$85,818			\$93,399		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$91,098			\$62,631		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	5	\$62,692			\$45,100		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$122,245			\$80,340		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	7	\$36,994			\$33,867		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Anchorage, AK</b>							
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	6	\$82,939			\$61,316		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$121,103			\$114,377		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	\$81,381			\$86,195		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	7	\$107,237			\$128,339		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	10	\$136,439		\$89,630	\$96,492	\$153,679	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$149,633			\$146,114		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	5	\$90,001			\$66,875		
<b>Ann Arbor, MI</b>							
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	9	\$76,219			\$99,602		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	15	\$104,694		\$46,748	\$86,766	\$127,933	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Ann Arbor, MI</b>							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	\$142,906			\$137,525		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	5	\$85,863			\$92,435		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	7	\$93,915			\$87,269		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$99,718			\$72,035		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	5	\$69,157			\$64,540		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	14	\$67,605		\$35,808	\$47,698	\$86,608	
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	5	\$88,382			\$81,732		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	9	\$228,525			\$121,940		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	\$76,380			\$72,609		
<b>Appleton-Oshkosh-Neenah, WI</b>							
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	6	\$94,956			\$58,334		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Appleton-Oshkosh-Neenah, WI</b>							
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	5	\$79,861			\$76,720		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	\$46,306			\$47,272		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	10	\$134,721		\$39,970	\$63,482	\$180,580	
<b>Asheville, NC</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	6	\$52,560			\$51,896		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	5	\$59,157			\$35,000		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	11	\$123,659		\$55,020	\$87,692	\$139,387	
Top Finance Position	5	\$88,437			\$89,267		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	7	\$84,394			\$92,071		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$78,823			\$46,366		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	\$111,959			\$94,000		
Public Safety, Disaster Preparedness and Relief: Disaster Preparedness & Relief Services							
CEO/Executive Director	8	\$60,080			\$59,943		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Asheville, NC</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	\$65,087			\$67,617		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$66,741			\$39,780		
<b>Athens, GA</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$89,501			\$80,119		
<b>Atlanta, GA</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	13	\$79,916		\$41,995	\$53,338	\$85,417	
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	25	\$96,597	\$29,373	\$43,152	\$70,383	\$114,647	\$170,212
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	5	\$162,716			\$70,658		
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	7	\$90,291			\$70,000		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	11	\$137,890		\$70,132	\$114,645	\$158,388	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	21	\$94,791	\$37,841	\$43,696	\$59,982	\$77,142	\$150,908
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	8	\$79,018			\$62,191		



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Atlanta,GA</b>							
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action & Advocacy N.E.C.							
CEO/Executive Director	5	\$80,872			\$89,981		
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	5	\$96,831			\$93,282		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	6	\$183,224			\$146,875		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	14	\$91,144		\$45,024	\$58,077	\$93,777	
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	5	\$66,263			\$52,000		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	6	\$105,145			\$99,474		
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	5	\$73,266			\$74,500		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	8	\$92,776			\$88,415		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	6	\$67,406			\$60,433		
Diseases, Disorders, Medical Disciplines: Birth Defects & Genetic Diseases							
CEO/Executive Director	6	\$92,094			\$65,009		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	6	\$83,497			\$91,727		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Atlanta,GA</b>							
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	8	\$113,015			\$94,768		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	11	\$99,644		\$67,268	\$82,000	\$108,967	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	13	\$134,004		\$62,500	\$96,000	\$214,000	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	21	\$82,670	\$46,000	\$55,000	\$74,700	\$109,606	\$143,377
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	113	\$171,267	\$41,300	\$63,945	\$114,444	\$199,551	\$321,687
Top Administrative Position	7	\$101,174			\$87,822		
Top Business Position	9	\$134,132			\$140,152		
Top Development Position	12	\$150,268		\$119,157	\$136,930	\$175,074	
Top Finance Position	32	\$120,754	\$40,200	\$65,285	\$125,686	\$151,084	\$199,308
Top Operations Position	8	\$181,862			\$146,123		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	10	\$643,419		\$189,161	\$363,395	\$509,492	
Top Development Position	6	\$166,161			\$161,211		
Top Finance Position	5	\$198,520			\$226,370		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	30	\$185,370	\$67,929	\$81,153	\$125,157	\$251,948	\$375,103
Top Finance Position	8	\$178,276			\$191,311		
Top Operations Position	5	\$215,537			\$186,340		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	13	\$134,252		\$25,600	\$117,577	\$221,865	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Atlanta,GA</b>							
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	9	\$110,503			\$128,817		
<b>Environmental Quality, Protection and Beautification : Environment N.E.C.</b>							
CEO/Executive Director	6	\$64,388			\$49,250		
<b>Environmental Quality, Protection and Beautification : Environmental Education</b>							
CEO/Executive Director	6	\$80,212			\$88,447		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	13	\$71,869		\$33,300	\$46,400	\$120,000	
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	9	\$111,849			\$65,001		
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	15	\$71,104		\$33,906	\$60,500	\$78,249	
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	14	\$157,056		\$58,106	\$96,526	\$147,288	
Top Finance Position	5	\$162,121			\$147,481		
<b>Health – General and Rehabilitative: Health (General &amp; Financing)</b>							
CEO/Executive Director	5	\$75,420			\$88,000		
<b>Health – General and Rehabilitative: Health Care N.E.C.</b>							
CEO/Executive Director	8	\$62,300			\$67,574		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	26	\$584,030	\$82,509	\$138,050	\$422,786	\$780,503	\$1,304,012
Top Finance Position	14	\$429,549		\$263,445	\$373,305	\$609,551	
Top Legal Position	5	\$588,964			\$527,633		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Atlanta,GA</b>							
<b>Health – General and Rehabilitative: Hospitals</b>							
Top Operations Position	11	\$565,159		\$230,597	\$339,015	\$734,814	
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	9	\$180,761			\$184,368		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	8	\$90,581			\$84,730		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	10	\$252,966		\$113,407	\$157,360	\$243,942	
<b>Housing, Shelter: Housing &amp; Shelter N.E.C.</b>							
CEO/Executive Director	7	\$103,004			\$94,335		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	18	\$106,061		\$57,000	\$85,112	\$128,981	
Top Finance Position	7	\$136,870			\$153,190		
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	7	\$156,458			\$87,556		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	15	\$72,326		\$38,966	\$70,118	\$79,086	
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	46	\$85,154	\$32,803	\$50,270	\$74,678	\$108,845	\$143,925
Top Finance Position	7	\$71,375			\$51,580		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	54	\$85,952	\$30,474	\$46,199	\$73,036	\$119,225	\$152,864
Top Finance Position	7	\$99,568			\$102,433		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Atlanta,GA</b>							
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	19	\$79,146		\$45,314	\$64,480	\$95,875	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	34	\$79,292	\$38,920	\$51,126	\$70,358	\$95,350	\$123,564
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	50	\$112,622	\$31,754	\$41,850	\$83,105	\$130,011	\$198,333
Top Finance Position	7	\$193,077			\$87,550		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	5	\$169,624			\$106,308		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	8	\$95,413			\$71,853		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	17	\$92,166		\$48,330	\$80,250	\$94,700	
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	5	\$111,781			\$117,237		
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	21	\$69,440	\$33,000	\$34,670	\$48,719	\$68,690	\$116,125
International, Foreign Affairs and National Security: Promotion of International Understanding							
CEO/Executive Director	5	\$87,558			\$80,000		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	10	\$159,046		\$124,715	\$144,327	\$206,192	
Top Finance Position	5	\$138,555			\$141,444		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Atlanta,GA</b>							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	17	\$88,982			\$39,900	\$57,118	\$130,434
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	6	\$61,297				\$66,183	
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	11	\$115,559			\$60,042	\$87,108	\$102,029
Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other							
CEO/Executive Director	5	\$166,171				\$114,917	
Public, Society Benefit – Multipurpose and Other: Leadership Development							
CEO/Executive Director	7	\$86,378				\$85,000	
Public, Society Benefit – Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	5	\$51,979				\$40,792	
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	7	\$75,497				\$72,547	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	20	\$80,310	\$24,000	\$29,375	\$61,835	\$93,876	\$163,975
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	7	\$71,956				\$70,000	
Recreation, Sports, Leisure, Athletics: Service and Other							
CEO/Executive Director	5	\$97,260				\$86,294	
Recreation, Sports, Leisure, Athletics: Sports Associations & Training Facilities							
CEO/Executive Director	5	\$86,432				\$68,000	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Atlanta,GA</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	132	\$82,380	\$24,100	\$43,750	\$71,002	\$102,413	\$149,551
Top Finance Position	20	\$92,546	\$25,130	\$30,448	\$89,565	\$108,105	\$192,673
Top Operations Position	5	\$140,090			\$105,453		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	15	\$69,497		\$38,500	\$63,035	\$97,661	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	15	\$124,950		\$52,550	\$85,000	\$168,877	
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	7	\$67,091			\$75,000		
Unknown							
CEO/Executive Director	5	\$117,679			\$129,535		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	10	\$162,279		\$37,225	\$66,900	\$104,038	
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	7	\$74,728			\$60,000		
Youth Development: Youth Development Programs							
CEO/Executive Director	40	\$74,381	\$29,880	\$36,938	\$55,827	\$78,910	\$141,085
<b>AtlanticCity, NJ</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	5	\$63,570			\$65,040		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Augusta-Aiken, GA-SC</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$134,313			\$103,584		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	8	\$44,026			\$45,048		
<b>Austin-San Marcos, TX</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	8	\$66,158			\$44,329		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	12	\$74,417		\$39,917	\$53,945	\$79,029	
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	8	\$78,075			\$74,401		
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	9	\$113,942			\$114,000		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	6	\$115,388			\$81,395		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	21	\$94,253	\$28,953	\$43,878	\$61,860	\$135,276	\$165,681
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	9	\$100,119			\$73,710		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	12	\$83,441		\$48,950	\$69,756	\$90,663	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	11	\$141,315		\$87,873	\$114,665	\$178,403	



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Austin-San Marcos, TX</b>							
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	9	\$94,543			\$87,422		
<b>Crime, Legal-Related: Protection Against Abuse</b>							
CEO/Executive Director	5	\$112,789			\$141,455		
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	6	\$59,812			\$59,615		
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	15	\$126,207		\$86,748	\$100,796	\$142,032	
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	15	\$111,946		\$74,606	\$105,323	\$147,720	
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	47	\$114,567	\$47,827	\$65,408	\$107,324	\$141,155	\$190,429
Top Finance Position	8	\$83,653			\$81,484		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	7	\$944,541			\$226,211		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	11	\$200,336		\$86,154	\$145,424	\$197,015	
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	9	\$90,620			\$70,000		
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	7	\$95,819			\$80,092		
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	7	\$266,304			\$169,380		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Austin-San Marcos, TX</b>							
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	14	\$80,824		\$51,187	\$84,523	\$102,769	
Environmental Quality, Protection and Beautification : Service and Other							
CEO/Executive Director	5	\$91,499			\$58,610		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	6	\$100,784			\$95,310		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	7	\$191,039			\$155,700		
Top Finance Position	5	\$240,867			\$256,932		
Health – General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	6	\$92,341			\$83,351		
Health – General and Rehabilitative: Public Health							
CEO/Executive Director	5	\$82,936			\$72,014		
Health – General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	6	\$59,095			\$43,254		
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	15	\$193,804		\$76,523	\$104,472	\$235,391	
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	10	\$159,740		\$58,784	\$96,743	\$166,654	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	22	\$101,905	\$35,950	\$46,955	\$57,323	\$99,542	\$162,696
Top Finance Position	5	\$148,524			\$121,115		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Austin-San Marcos, TX</b>							
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	29	\$161,716	\$58,800	\$88,609	\$125,057	\$170,664	\$251,570
Top Finance Position	6	\$186,583			\$131,908		
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	5	\$80,778			\$72,000		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	13	\$67,906		\$38,043	\$60,287	\$76,000	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	18	\$92,732		\$36,145	\$74,246	\$130,536	
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	8	\$86,002			\$35,735		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	\$143,902			\$122,867		
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	6	\$71,118			\$55,479		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	10	\$108,917		\$61,444	\$84,000	\$120,629	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	6	\$79,462			\$82,846		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	8	\$96,122			\$82,500		
Public Safety, Disaster Preparedness and Relief: Disaster Preparedness & Relief Services							
CEO/Executive Director	5	\$80,647			\$86,000		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Austin-San Marcos, TX</b>							
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	8	\$74,676			\$65,452		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	28	\$57,081	\$26,751	\$40,219	\$58,840	\$65,525	\$83,884
Unknown							
CEO/Executive Director	5	\$46,054			\$38,252		
Youth Development: Youth Development Programs							
CEO/Executive Director	18	\$82,670		\$53,493	\$72,023	\$108,842	
<b>Bakersfield, CA</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	6	\$101,189			\$96,227		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	\$131,604			\$135,346		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	\$74,436			\$48,970		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	\$91,636			\$72,025		
<b>Baltimore, MD</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	10	\$90,317		\$27,943	\$98,425	\$106,619	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Baltimore, MD</b>							
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	14	\$93,786		\$44,884	\$79,193	\$111,556	
<b>Arts, Culture and Humanities: Historical Organizations</b>							
CEO/Executive Director	11	\$80,528		\$61,174	\$67,815	\$90,429	
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
CEO/Executive Director	8	\$89,432			\$76,836		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	12	\$121,098		\$41,750	\$120,082	\$157,553	
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	17	\$78,087		\$31,154	\$41,767	\$63,250	
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	8	\$128,500			\$112,853		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	24	\$102,077	\$55,405	\$67,016	\$85,230	\$122,773	\$200,127
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	10	\$114,857		\$61,539	\$85,153	\$157,818	
<b>Diseases, Disorders, Medical Disciplines: Cancer</b>							
CEO/Executive Director	6	\$124,898			\$114,408		
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	8	\$133,954			\$106,024		
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	6	\$121,692			\$90,255		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Baltimore, MD</b>							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	15	\$87,514		\$70,425	\$86,762	\$110,936	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	70	\$184,619	\$63,036	\$84,876	\$141,435	\$273,028	\$390,915
Top Development Position	17	\$156,590		\$122,869	\$153,584	\$174,863	
Top Education Position	5	\$93,012			\$69,153		
Top Finance Position	19	\$139,484		\$99,784	\$127,568	\$176,167	
Top Operations Position	6	\$153,845			\$139,890		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	9	\$561,151			\$428,822		
Top Development Position	5	\$197,677			\$177,655		
Top Finance Position	7	\$194,680			\$197,313		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	15	\$148,307		\$84,293	\$122,903	\$200,411	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	9	\$120,083			\$105,577		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	7	\$119,330			\$116,545		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	20	\$114,432	\$58,676	\$72,875	\$95,344	\$155,555	\$193,409
Environmental Quality, Protection and Beautification : Service and Other							
CEO/Executive Director	5	\$101,076			\$109,964		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Baltimore, MD</b>							
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	7	\$260,082			\$227,185		
Top Finance Position	7	\$168,282			\$146,388		
<b>Health – General and Rehabilitative: Health (General &amp; Financing)</b>							
CEO/Executive Director	5	\$106,010			\$68,129		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	5	\$317,332			\$447,714		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	22	\$1,017,124	\$155,739	\$236,721	\$630,608	\$977,540	\$2,543,421
Top Development Position	6	\$222,907			\$187,542		
Top Finance Position	15	\$603,900		\$265,558	\$335,423	\$570,156	
Top Human Resources Position	5	\$362,844			\$375,256		
Top Operations Position	7	\$268,565			\$275,110		
Top Technology Position	6	\$473,855			\$523,956		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	6	\$173,643			\$174,816		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	16	\$289,686		\$114,927	\$169,000	\$260,471	
Top Operations Position	5	\$255,166			\$230,424		
<b>Housing, Shelter: Housing &amp; Shelter N.E.C.</b>							
CEO/Executive Director	7	\$211,561			\$112,482		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	19	\$170,676		\$82,804	\$125,494	\$198,637	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Baltimore, MD</b>							
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	6	\$102,873			\$97,557		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	9	\$68,193			\$66,013		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	36	\$115,138	\$34,623	\$57,602	\$106,318	\$154,178	\$197,531
Top Finance Position	14	\$112,210		\$95,753	\$102,203	\$113,712	
Top Operations Position	6	\$155,663			\$130,962		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	26	\$108,227	\$39,388	\$57,585	\$83,206	\$150,473	\$197,180
Top Finance Position	9	\$131,125			\$104,316		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	12	\$90,352		\$40,263	\$52,605	\$131,765	
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	38	\$137,589	\$39,578	\$66,811	\$94,625	\$167,668	\$278,158
Top Finance Position	12	\$163,126		\$103,902	\$163,325	\$185,376	
Top Operations Position	5	\$208,224			\$248,365		
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
CEO/Executive Director	8	\$95,219			\$92,389		
<b>Human Services – Multipurpose and Other: Personal Social Services</b>							
CEO/Executive Director	5	\$129,440			\$147,543		
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	20	\$178,079	\$90,448	\$126,023	\$157,464	\$228,443	\$317,882



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Baltimore, MD</b>							
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
Top Finance Position	11	\$147,926		\$129,417	\$164,720	\$173,520	
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	5	\$117,638			\$75,000		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	15	\$175,355		\$72,310	\$114,924	\$159,482	
Top Finance Position	7	\$131,315			\$124,000		
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	7	\$123,685			\$109,488		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	15	\$141,954		\$99,409	\$104,400	\$148,905	
Top Finance Position	7	\$108,575			\$103,502		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	7	\$108,255			\$78,610		
Public, Society Benefit – Multipurpose and Other: Leadership Development							
CEO/Executive Director	6	\$110,115			\$98,103		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	24	\$71,447	\$22,225	\$47,158	\$76,474	\$91,799	\$107,335
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	21	\$50,626	\$24,000	\$34,134	\$43,840	\$65,932	\$82,154
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	5	\$90,058			\$89,795		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Baltimore, MD</b>							
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	7	\$65,742			\$73,875		
Youth Development: Youth Development Programs							
CEO/Executive Director	22	\$108,120	\$22,823	\$33,972	\$81,095	\$110,058	\$192,454
<b>Bangor, ME</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	\$75,504			\$46,737		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	6	\$304,035			\$242,070		
Top Finance Position	6	\$233,586			\$210,717		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	5	\$73,873			\$71,350		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	\$83,513			\$76,788		
<b>Barnstable-Yarmouth, MA</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	\$169,311			\$132,921		
<b>Baton Rouge, LA</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	15	\$99,299		\$48,214	\$75,504	\$120,866	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Baton Rouge, LA</b>							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	10	\$125,387		\$57,825	\$96,867	\$150,435	
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	6	\$253,644			\$138,592		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	5	\$1,004,478			\$401,227		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	5	\$65,171			\$60,110		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	6	\$68,998			\$62,139		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	9	\$101,111			\$80,750		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	12	\$59,890		\$27,875	\$56,794	\$83,763	
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$64,947			\$66,154		
<b>Bellingham, WA</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	8	\$63,217			\$64,092		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Bergen-Passaic</b>							
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	5	\$73,233			\$67,383		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	38	\$177,562	\$53,178	\$92,568	\$147,365	\$203,424	\$315,417
Top Finance Position	8	\$117,822			\$129,658		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	11	\$83,369		\$58,100	\$79,289	\$107,339	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	11	\$94,054		\$67,691	\$77,400	\$121,664	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	10	\$88,403		\$68,699	\$86,464	\$109,277	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	15	\$158,025		\$105,257	\$137,574	\$187,573	
Top Finance Position	9	\$113,280			\$108,818		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	5	\$87,143			\$85,000		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	8	\$202,624			\$152,051		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	7	\$162,761			\$165,826		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	5	\$149,939			\$144,111		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Bergen-Passaic</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	\$28,719			\$24,600		
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	8	\$146,273			\$145,781		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	7	\$122,782			\$114,707		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$56,849			\$59,706		
<b>Billings, MT</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$87,649			\$85,984		
<b>Biloxi-Gulfport-Pascagoula, MS</b>							
Arts, Culture and Humanities: Museums							
CEO/Executive Director	5	\$86,787			\$85,100		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	7	\$76,000			\$79,415		
<b>Birmingham, AL</b>							
Arts, Culture and Humanities: Museums							
CEO/Executive Director	6	\$76,234			\$64,968		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	5	\$95,939			\$94,381		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Birmingham, AL</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	15	\$93,561		\$65,638	\$89,250	\$116,941	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	\$119,578			\$115,599		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	11	\$117,329		\$62,379	\$92,078	\$137,757	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$67,472			\$40,318		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	10	\$70,710		\$46,140	\$48,328	\$71,269	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	15	\$95,525		\$52,805	\$74,962	\$118,964	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	\$307,685			\$226,142		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	5	\$82,679			\$69,200		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	5	\$91,246			\$74,100		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	\$152,631			\$125,727		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	35	\$70,966	\$28,621	\$37,093	\$69,488	\$87,574	\$119,476

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Birmingham, AL</b>							
Unknown							
CEO/Executive Director	5	\$100,773			\$37,530		
<b>Bismarck, ND</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	8	\$101,461			\$79,540		
<b>Bloomington, IN</b>							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	\$138,151			\$146,454		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	5	\$78,985			\$85,844		
<b>Bloomington-Normal, IL</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	6	\$93,377			\$92,165		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	\$105,836			\$105,618		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	\$47,104			\$45,049		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Boise City, ID</b>							
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	5	\$96,241			\$107,019		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	9	\$105,946			\$104,595		
Top Administrative Position	9	\$94,127			\$96,420		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	\$97,761			\$82,595		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	7	\$57,216			\$55,758		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	7	\$76,982			\$65,307		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	\$49,512			\$51,725		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$67,687			\$79,527		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	8	\$83,543			\$45,392		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$76,513			\$65,266		



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Boston, MA</b>							
<b>Animal-Related: Animal Protection &amp; Welfare</b>							
CEO/Executive Director	15	\$123,866		\$39,402	\$54,962	\$109,158	
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	31	\$77,956	\$26,500	\$42,000	\$57,400	\$95,190	\$114,424
<b>Arts, Culture and Humanities: Arts Services</b>							
CEO/Executive Director	6	\$109,900			\$108,862		
<b>Arts, Culture and Humanities: Historical Organizations</b>							
CEO/Executive Director	21	\$113,931	\$51,750	\$66,000	\$78,750	\$117,993	\$219,029
<b>Arts, Culture and Humanities: Media &amp; Communication ;</b>							
CEO/Executive Director	52	\$134,948	\$43,703	\$67,181	\$80,855	\$129,377	\$245,043
Top Finance Position	6	\$133,414			\$70,625		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	21	\$179,385	\$40,600	\$57,750	\$135,554	\$181,869	\$408,095
Top Development Position	5	\$180,378			\$189,381		
Top Finance Position	9	\$202,706			\$209,613		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	62	\$123,533	\$40,000	\$47,665	\$68,952	\$122,737	\$224,906
Top Administrative Position	6	\$135,021			\$135,028		
Top Finance Position	9	\$125,365			\$108,677		
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	9	\$114,371			\$85,275		
<b>Arts, Culture and Humanities: Visual Arts</b>							
CEO/Executive Director	6	\$107,235			\$69,847		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Boston, MA</b>							
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	6	\$137,302			\$141,430		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	21	\$125,606	\$46,500	\$73,110	\$111,222	\$138,094	\$155,036
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action & Advocacy N.E.C.							
CEO/Executive Director	14	\$90,026		\$53,649	\$83,544	\$103,799	
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	10	\$100,192		\$76,499	\$86,649	\$107,460	
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	6	\$137,787			\$149,451		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	27	\$96,764	\$45,548	\$60,466	\$84,960	\$123,439	\$164,246
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	11	\$67,853		\$42,061	\$58,208	\$85,140	
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	7	\$206,979			\$184,273		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	10	\$116,690		\$60,527	\$103,899	\$127,664	
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	5	\$116,259			\$85,000		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	8	\$91,528			\$94,768		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Boston, MA</b>							
<b>Crime, Legal-Related: Protection Against Abuse</b>							
CEO/Executive Director	6	\$79,272			\$90,839		
<b>Diseases, Disorders, Medical Disciplines: Birth Defects &amp; Genetic Diseases</b>							
CEO/Executive Director	7	\$113,916			\$102,762		
<b>Diseases, Disorders, Medical Disciplines: Cancer</b>							
CEO/Executive Director	7	\$180,847			\$73,274		
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	10	\$502,261		\$95,786	\$183,770	\$708,874	
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	13	\$99,731		\$65,000	\$103,774	\$137,336	
<b>Educational Institutions and Related Activities: Adult Education</b>							
CEO/Executive Director	10	\$223,754		\$81,175	\$110,770	\$173,847	
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	20	\$112,293	\$27,020	\$44,098	\$82,598	\$112,469	\$237,558
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	47	\$129,650	\$44,850	\$81,440	\$117,568	\$172,224	\$226,301
Top Finance Position	5	\$124,685			\$135,502		
Top Operations Position	6	\$150,078			\$160,882		
Top Program Position	5	\$131,838			\$137,129		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	184	\$176,972	\$44,933	\$69,007	\$120,000	\$223,292	\$402,409
Top Business Position	11	\$142,866		\$102,284	\$115,885	\$180,697	
Top Development Position	32	\$195,615	\$120,860	\$138,602	\$176,028	\$243,110	\$281,901
Top Facilities Position	6	\$146,817			\$145,452		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Boston, MA</b>							
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
Top Finance Position	63	\$160,913	\$83,193	\$112,937	\$147,000	\$205,287	\$257,485
Top Operations Position	30	\$172,557	\$105,818	\$126,874	\$171,304	\$197,314	\$282,421
Top Program Position	12	\$118,503		\$89,764	\$102,627	\$137,176	
Top Technology Position	9	\$149,576			\$148,858		
<b>Educational Institutions and Related Activities: Graduate &amp; Professional Schools</b>							
CEO/Executive Director	8	\$348,617			\$322,004		
Top Finance Position	5	\$203,504			\$189,647		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	46	\$544,228	\$146,881	\$233,550	\$449,769	\$610,480	\$955,149
Top Administrative Position	7	\$212,312			\$200,118		
Top Development Position	20	\$239,859	\$129,800	\$147,463	\$225,249	\$279,720	\$436,360
Top Education Position	9	\$210,036			\$200,424		
Top Finance Position	25	\$277,529	\$111,917	\$152,420	\$228,464	\$309,026	\$527,185
Top Human Resources Position	6	\$302,338			\$308,693		
Top Legal Position	9	\$355,880			\$258,093		
Top Marketing Position	5	\$220,336			\$216,525		
Top Operations Position	8	\$361,970			\$289,338		
Top Technology Position	9	\$270,264			\$254,731		
<b>Educational Institutions and Related Activities: Libraries</b>							
CEO/Executive Director	11	\$133,130		\$62,538	\$99,562	\$158,523	
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	38	\$173,958	\$52,532	\$88,494	\$163,153	\$194,396	\$297,047
Top Finance Position	6	\$189,309			\$170,891		
Top Operations Position	5	\$211,520			\$122,570		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Boston, MA</b>							
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	22	\$131,441	\$31,996	\$67,144	\$117,217	\$167,028	\$184,008
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	14	\$116,457		\$89,272	\$109,550	\$132,661	
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	5	\$177,719			\$101,733		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	34	\$113,619	\$23,130	\$50,654	\$93,481	\$140,384	\$228,135
Environmental Quality, Protection and Beautification : Service and Other							
CEO/Executive Director	20	\$142,586	\$59,164	\$75,271	\$132,863	\$173,673	\$248,404
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	14	\$119,852		\$79,415	\$91,185	\$133,286	
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	26	\$536,786	\$134,358	\$225,450	\$361,818	\$899,216	\$1,115,159
Top Finance Position	16	\$327,647		\$163,976	\$208,085	\$424,105	
Top Operations Position	10	\$308,323		\$176,545	\$282,670	\$436,520	
Health – General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	12	\$360,827		\$67,619	\$111,096	\$269,571	
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	9	\$135,935			\$108,900		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	28	\$822,962	\$166,518	\$234,282	\$594,891	\$1,008,570	\$1,577,277
Top Development Position	7	\$336,424			\$260,141		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Boston, MA</b>							
<b>Health – General and Rehabilitative: Hospitals</b>							
Top Finance Position	24	\$462,548	\$153,882	\$252,811	\$347,597	\$515,524	\$774,473
Top Human Resources Position	10	\$402,700		\$228,656	\$315,881	\$479,843	
Top Operations Position	11	\$499,351		\$175,887	\$313,047	\$875,335	
Top Technology Position	10	\$374,446		\$220,015	\$282,075	\$298,654	
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	20	\$183,853	\$89,569	\$135,690	\$173,073	\$189,664	\$273,860
Top Administrative Position	7	\$158,653			\$161,315		
Top Finance Position	7	\$134,479			\$119,512		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	9	\$205,882			\$113,638		
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
CEO/Executive Director	5	\$140,381			\$149,937		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	20	\$202,505	\$49,774	\$77,046	\$173,861	\$301,548	\$427,759
Top Finance Position	6	\$274,689			\$293,785		
Top Operations Position	5	\$234,865			\$212,981		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	43	\$144,507	\$68,540	\$107,276	\$143,200	\$176,095	\$204,188
Top Finance Position	14	\$154,089		\$110,058	\$130,524	\$163,877	
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	13	\$92,309		\$66,000	\$88,040	\$104,086	
<b>Housing, Shelter: Service and Other</b>							
CEO/Executive Director	8	\$163,035			\$111,025		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Boston, MA</b>							
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	12	\$155,366		\$92,149	\$140,883	\$213,058	
Top Finance Position	5	\$107,765			\$122,855		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	88	\$151,548	\$63,353	\$91,533	\$128,289	\$184,964	\$281,005
Top Development Position	10	\$134,874		\$124,111	\$139,751	\$147,368	
Top Finance Position	37	\$139,765	\$74,094	\$103,692	\$130,776	\$165,505	\$209,533
Top Human Resources Position	8	\$141,127			\$134,387		
Top Operations Position	16	\$167,095		\$123,602	\$177,552	\$190,376	
Top Technology Position	5	\$159,000			\$170,842		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	89	\$108,301	\$54,623	\$67,408	\$91,729	\$121,748	\$164,743
Top Finance Position	13	\$119,889		\$67,042	\$122,989	\$166,887	
Top Operations Position	5	\$156,791			\$155,748		
Top Program Position	6	\$111,216			\$93,290		
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	9	\$107,014			\$92,464		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	32	\$124,593	\$57,636	\$80,738	\$97,022	\$144,576	\$260,558
Top Finance Position	9	\$114,786			\$95,564		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	57	\$136,405	\$44,626	\$62,226	\$106,383	\$171,248	\$276,406
Top Development Position	5	\$142,381			\$142,799		
Top Finance Position	24	\$124,411	\$62,650	\$92,091	\$119,914	\$150,715	\$192,255

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Boston, MA</b>							
Human Services – Multipurpose and Other: Human Services							
Top Operations Position	12	\$167,877		\$126,597	\$142,807	\$199,410	
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	7	\$164,417			\$112,646		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	8	\$91,485			\$61,354		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	24	\$209,072	\$77,466	\$112,019	\$177,754	\$263,872	\$370,393
Top Finance Position	10	\$178,456		\$137,286	\$180,183	\$211,619	
Top Human Resources Position	6	\$163,374			\$154,975		
Top Operations Position	5	\$209,226			\$207,839		
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	10	\$155,582		\$59,257	\$99,580	\$246,999	
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	22	\$160,809	\$29,019	\$77,500	\$114,924	\$156,878	\$350,027
International, Foreign Affairs and National Security: International Human Rights							
CEO/Executive Director	5	\$129,493			\$116,441		
International, Foreign Affairs and National Security: International Peace & Security							
CEO/Executive Director	6	\$102,810			\$103,168		
International, Foreign Affairs and National Security: Promotion of International Understanding							
CEO/Executive Director	10	\$186,940		\$120,683	\$185,018	\$205,281	
International, Foreign Affairs and National Security: Service and Other							
CEO/Executive Director	5	\$196,846			\$145,519		



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Boston, MA</b>							
<b>Medical Research: Service and Other</b>							
CEO/Executive Director	6	\$193,692			\$196,808		
<b>Medical Research: Specifically Named Diseases Research</b>							
CEO/Executive Director	6	\$166,695			\$128,868		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	16	\$165,263		\$96,030	\$135,597	\$251,484	
Top Finance Position	9	\$136,383			\$125,823		
Top Operations Position	7	\$161,198			\$154,405		
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	12	\$115,518		\$86,529	\$134,537	\$148,257	
Top Finance Position	5	\$99,008			\$102,857		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Charity &amp; Voluntarism Promotio</b>							
CEO/Executive Director	7	\$293,515			\$164,848		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Private Grantmaking Foundations</b>							
CEO/Executive Director	5	\$100,473			\$101,804		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations</b>							
CEO/Executive Director	11	\$203,598		\$115,441	\$165,819	\$178,272	
<b>Public, Society Benefit – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	6	\$144,352			\$96,162		
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports</b>							
CEO/Executive Director	27	\$110,222	\$41,000	\$56,440	\$89,200	\$146,680	\$194,051
Top Finance Position	5	\$102,957			\$98,991		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Boston, MA</b>							
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	9	\$126,221			\$79,975		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	22	\$61,647	\$24,150	\$29,363	\$39,510	\$83,489	\$115,995
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	9	\$125,565			\$79,089		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	5	\$84,967			\$85,225		
Social Science Research Institutes, Services: Social Science							
CEO/Executive Director	6	\$236,037			\$148,340		
Unknown							
CEO/Executive Director	7	\$108,309			\$51,084		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	9	\$162,746			\$158,469		
Youth Development: Service and Other							
CEO/Executive Director	5	\$103,584			\$80,000		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	20	\$114,523	\$64,079	\$74,059	\$98,826	\$135,951	\$174,169
Youth Development: Youth Development Programs							
CEO/Executive Director	42	\$134,922	\$45,122	\$73,369	\$104,899	\$170,992	\$247,795
Top Development Position	5	\$152,316			\$106,744		
Top Finance Position	8	\$181,078			\$168,512		
Top Operations Position	8	\$210,719			\$177,383		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Boulder-Longmont</b>							
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	9	\$60,993			\$48,750		
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	5	\$85,029			\$95,004		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	25	\$87,524	\$28,239	\$45,502	\$88,269	\$115,000	\$141,948
<b>Environmental Quality, Protection and Beautification : Environmental Education</b>							
CEO/Executive Director	6	\$68,191			\$66,149		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	13	\$133,216		\$100,483	\$141,386	\$181,764	
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	6	\$72,827			\$75,199		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	9	\$86,104			\$84,706		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	8	\$97,072			\$96,082		
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports</b>							
CEO/Executive Director	7	\$81,406			\$90,005		
<b>Religion-Related, Spiritual Development: Christianity</b>							
CEO/Executive Director	8	\$56,192			\$52,232		
<b>Youth Development: Youth Development Programs</b>							
CEO/Executive Director	5	\$68,386			\$52,731		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Bremerton, WA</b>							
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	5	\$82,128			\$80,340		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	\$75,995			\$55,338		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	\$68,973			\$73,000		
<b>Bridgeport-Milford, CT</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	15	\$149,771		\$82,281	\$131,585	\$177,266	
Top Finance Position	5	\$119,671			\$130,517		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	5	\$813,487			\$563,563		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	6	\$137,758			\$125,523		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	7	\$188,199			\$126,785		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$117,581			\$135,822		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	\$150,270			\$109,790		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Bridgeport-Milford, CT</b>							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	5	\$176,772			\$140,733		
<b>Bryan-College Station, TX</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	\$53,835			\$48,878		
<b>Buffalo-Niagara Falls, NY</b>							
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	8	\$62,214			\$51,302		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	5	\$124,084			\$91,571		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	14	\$78,445		\$29,313	\$49,903	\$69,425	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	10	\$59,423		\$43,573	\$55,646	\$74,727	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	6	\$104,522			\$98,256		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	\$91,064			\$92,212		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	26	\$140,546	\$56,288	\$79,778	\$125,716	\$179,395	\$229,540
Top Administrative Position	6	\$151,776			\$168,819		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Buffalo-Niagara Falls, NY</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
Top Finance Position	9	\$116,269			\$127,244		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	\$278,887			\$263,413		
Top Finance Position	7	\$133,186			\$131,068		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	\$265,404			\$154,471		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	5	\$98,847			\$90,914		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
Top Finance Position	7	\$258,349			\$209,307		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	12	\$275,739	\$119,259		\$202,708	\$316,261	
Top Finance Position	6	\$275,155			\$165,722		
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	5	\$172,691			\$172,535		
Top Administrative Position	6	\$144,038			\$154,396		
Top Finance Position	5	\$138,151			\$117,948		
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	5	\$125,219			\$117,683		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	8	\$77,917			\$66,023		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Buffalo-Niagara Falls, NY</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	21	\$128,422	\$50,550	\$68,861	\$107,188	\$203,699	\$229,807
Top Finance Position	11	\$94,098		\$73,406	\$85,246	\$122,092	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	12	\$81,838		\$47,882	\$57,495	\$83,306	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	17	\$118,247		\$86,850	\$99,084	\$128,500	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	\$226,060			\$176,791		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	11	\$159,978		\$98,308	\$157,415	\$223,651	
Top Finance Position	6	\$148,087			\$146,667		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	8	\$75,999			\$66,561		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	9	\$45,686			\$31,069		
<b>Burlington, VT</b>							
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	8	\$111,817			\$80,142		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	5	\$60,482			\$48,269		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Burlington, VT</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$96,643				\$71,000	
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	7	\$96,221				\$107,266	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	7	\$67,845				\$30,619	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	9	\$70,527				\$61,603	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	\$74,683				\$63,466	
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	5	\$72,450				\$67,974	
Youth Development: Youth Development Programs							
CEO/Executive Director	7	\$85,436				\$93,873	
<b>Canton-Massillon, OH</b>							
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	8	\$69,342				\$63,670	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	7	\$98,366				\$86,372	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	\$45,358				\$32,930	



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Casper, WY</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	6	\$61,377				\$58,218	
<b>Cedar Rapids, IA</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$98,096				\$97,862	
<b>Champaign-Urbana, IL</b>							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	\$238,127				\$215,865	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	\$94,301				\$75,790	
<b>Charleston, WV</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	5	\$59,564				\$54,155	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	\$104,712				\$91,933	
<b>Charleston-North Charleston, SC</b>							
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	5	\$102,468				\$92,000	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Charleston-North Charleston, SC</b>							
Arts, Culture and Humanities: Museums							
CEO/Executive Director	6	\$131,001			\$139,565		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	8	\$86,258			\$60,452		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	21	\$115,097	\$30,204	\$75,783	\$94,765	\$143,287	\$164,721
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	5	\$60,262			\$48,637		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	9	\$63,667			\$69,506		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$78,529			\$75,290		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	11	\$145,028		\$81,239	\$129,000	\$186,517	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	\$39,613			\$34,204		
<b>Charlotte-Gastonia-Rock Hill, NC-SC</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	10	\$100,426		\$46,430	\$83,547	\$129,868	
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	5	\$106,895			\$50,000		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Charlotte-Gastonia-Rock Hill, NC-SC</b>							
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	8	\$106,061			\$81,765		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	13	\$99,869		\$24,039	\$37,704	\$124,272	
<b>Community Improvement, Capacity Building: Business &amp; Industry</b>							
CEO/Executive Director	6	\$122,526			\$98,947		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	9	\$98,915			\$117,705		
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	5	\$119,992			\$58,103		
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	5	\$92,734			\$87,648		
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	6	\$64,257			\$45,811		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	44	\$130,971	\$36,256	\$52,474	\$84,653	\$151,769	\$271,119
Top Finance Position	5	\$154,056			\$137,568		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	8	\$303,878			\$318,244		
Top Finance Position	6	\$208,294			\$204,624		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	11	\$92,226		\$58,164	\$101,075	\$124,655	
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	5	\$56,381			\$62,000		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Charlotte-Gastonia-Rock Hill, NC-SC</b>							
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	6	\$96,746			\$76,007		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	6	\$97,289			\$65,260		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	12	\$102,958		\$65,829	\$71,308	\$117,784	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	23	\$91,690	\$38,991	\$61,859	\$75,000	\$109,438	\$143,865
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	22	\$101,261	\$44,726	\$52,966	\$78,820	\$121,641	\$205,213
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	5	\$86,257			\$80,382		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	15	\$68,826		\$40,909	\$67,322	\$87,456	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	26	\$117,956	\$48,767	\$70,865	\$97,973	\$135,938	\$160,556
Top Finance Position	5	\$122,803			\$81,678		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	5	\$94,439			\$96,701		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	11	\$189,534		\$100,162	\$147,614	\$248,509	
Top Finance Position	7	\$152,192			\$139,953		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Charlotte-Gastonia-Rock Hill, NC-SC</b>							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	\$182,398			\$216,750		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	7	\$155,965			\$148,795		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	8	\$94,871			\$64,602		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	45	\$72,726	\$29,867	\$42,000	\$66,500	\$99,147	\$124,849
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	6	\$117,115			\$63,345		
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	5	\$114,202			\$69,300		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	5	\$65,466			\$53,590		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	6	\$63,140			\$71,635		
Youth Development: Youth Development Programs							
CEO/Executive Director	13	\$67,806		\$26,000	\$42,625	\$101,578	
<b>Charlottesville, VA</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	6	\$89,435			\$61,470		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Charlottesville, VA</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	11	\$144,718		\$58,108	\$105,886	\$198,529	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	12	\$514,306		\$124,781	\$197,317	\$357,131	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	6	\$279,328			\$251,284		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	\$85,447			\$89,290		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	11	\$73,165		\$50,815	\$60,000	\$105,336	
<b>Chattanooga, TN-GA</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	5	\$76,707			\$69,862		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	5	\$55,582			\$53,500		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	5	\$143,437			\$95,991		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	14	\$189,631		\$91,522	\$122,323	\$229,390	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	9	\$96,518			\$107,525		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Chattanooga, TN-GA</b>							
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$79,249			\$69,296		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	24	\$83,044	\$32,638	\$44,268	\$65,734	\$96,836	\$172,803
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$125,751			\$84,712		
<b>Cheyenne, WY</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$73,505			\$41,852		
<b>Chicago, IL</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	31	\$70,576	\$30,000	\$38,968	\$65,000	\$81,250	\$95,475
Top Finance Position	5	\$71,825			\$74,296		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	51	\$95,995	\$27,160	\$50,697	\$75,692	\$112,946	\$167,633
Top Development Position	5	\$155,459			\$160,182		
Top Finance Position	6	\$100,889			\$108,051		
Arts, Culture and Humanities: Arts, Culture & Humanities N.E.C.							
CEO/Executive Director	5	\$93,787			\$51,968		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	23	\$95,431	\$23,000	\$36,061	\$49,697	\$93,030	\$173,988

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
CEO/Executive Director	14	\$135,202		\$52,500	\$88,067	\$112,889	
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	24	\$155,842	\$33,250	\$53,781	\$80,298	\$185,476	\$349,821
Top Finance Position	8	\$153,093			\$134,490		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	73	\$122,967	\$27,970	\$43,000	\$67,823	\$109,265	\$250,944
Top Administrative Position	7	\$202,893			\$114,829		
Top Development Position	8	\$194,122			\$182,073		
Top Finance Position	7	\$173,958			\$201,654		
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	13	\$94,780		\$47,381	\$64,742	\$126,000	
<b>Arts, Culture and Humanities: Visual Arts</b>							
CEO/Executive Director	6	\$87,058			\$58,840		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	18	\$111,849		\$74,816	\$87,383	\$173,823	
<b>Civil Rights, Social Action, Advocacy: Civil Rights, Social Action &amp; Advocacy N.E.C.</b>							
CEO/Executive Director	8	\$77,547			\$70,096		
<b>Civil Rights, Social Action, Advocacy: Service and Other</b>							
CEO/Executive Director	7	\$138,923			\$99,373		
<b>Community Improvement, Capacity Building: Business &amp; Industry</b>							
CEO/Executive Director	8	\$228,992			\$135,527		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	42	\$113,966	\$59,238	\$67,556	\$88,683	\$134,319	\$192,686



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
Community Improvement, Capacity Building: Community & Neighborhood Development							
Top Finance Position	5	\$122,184			\$121,563		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	11	\$157,071		\$66,779	\$106,667	\$158,026	
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	5	\$112,132			\$137,914		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	13	\$143,884		\$76,000	\$124,714	\$174,327	
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	13	\$150,923		\$96,659	\$116,833	\$208,657	
Crime, Legal-Related: Legal Services							
CEO/Executive Director	16	\$139,927		\$75,903	\$112,359	\$187,035	
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	9	\$102,579			\$107,093		
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	5	\$99,447			\$52,761		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	10	\$117,037		\$94,126	\$107,831	\$142,232	
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	14	\$156,620		\$81,501	\$119,810	\$198,295	
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	21	\$421,462	\$112,525	\$190,232	\$346,504	\$602,777	\$723,654
Top Finance Position	8	\$345,601			\$295,004		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
Top Technology Position	5	\$273,785			\$229,841		
Diseases, Disorders, Medical Disciplines: Nerve, Muscle & Bone Diseases							
CEO/Executive Director	9	\$159,507			\$166,610		
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	9	\$259,736			\$195,834		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	16	\$156,930		\$61,352	\$99,344	\$135,350	
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	16	\$117,707		\$43,934	\$55,205	\$96,823	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	27	\$119,924	\$50,432	\$57,826	\$104,208	\$145,397	\$211,047
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	42	\$116,815	\$54,933	\$66,250	\$89,316	\$145,000	\$197,683
Top Finance Position	6	\$117,742			\$106,877		
Top Operations Position	5	\$113,055			\$110,000		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	156	\$144,136	\$51,192	\$77,500	\$121,619	\$169,244	\$225,689
Top Administrative Position	12	\$99,816		\$60,744	\$92,260	\$124,814	
Top Development Position	7	\$133,959			\$110,000		
Top Education Position	15	\$139,923		\$110,806	\$137,074	\$173,593	
Top Finance Position	39	\$113,831	\$37,284	\$56,270	\$108,712	\$145,611	\$185,277
Top Operations Position	15	\$138,806		\$110,050	\$129,783	\$149,261	
Top Program Position	5	\$71,434			\$62,515		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
<b>Educational Institutions and Related Activities: Graduate &amp; Professional Schools</b>							
CEO/Executive Director	13	\$555,945		\$170,783	\$362,954	\$779,969	
Top Finance Position	8	\$289,381			\$243,912		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	36	\$453,113	\$100,000	\$215,775	\$330,622	\$504,257	\$589,740
Top Development Position	9	\$299,543			\$219,065		
Top Education Position	6	\$176,421			\$157,450		
Top Finance Position	18	\$177,865		\$113,563	\$169,011	\$200,221	
Top Legal Position	6	\$651,754			\$421,301		
Top Operations Position	5	\$185,431			\$198,643		
Top Technology Position	7	\$243,046			\$177,701		
<b>Educational Institutions and Related Activities: Libraries</b>							
CEO/Executive Director	5	\$227,182			\$298,415		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	45	\$174,034	\$53,283	\$87,658	\$151,004	\$228,741	\$305,208
Top Finance Position	7	\$126,687			\$130,560		
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	28	\$132,396	\$24,000	\$56,525	\$98,925	\$141,911	\$247,007
<b>Employment, Job-Related: Employment N.E.C.</b>							
CEO/Executive Director	5	\$134,531			\$119,934		
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	23	\$116,534	\$33,860	\$76,177	\$98,783	\$114,862	\$217,808
<b>Employment, Job-Related: Labor Unions</b>							
CEO/Executive Director	7	\$148,862			\$123,515		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	5	\$105,493			\$77,998		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	17	\$113,867		\$65,396	\$114,459	\$152,099	
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	12	\$98,356		\$77,752	\$93,949	\$130,073	
<b>Food, Agriculture and Nutrition: Agricultural Programs</b>							
CEO/Executive Director	6	\$119,079			\$91,587		
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	17	\$117,748		\$55,971	\$76,575	\$116,240	
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	24	\$248,868	\$87,295	\$107,653	\$194,044	\$296,927	\$354,106
Top Finance Position	8	\$156,189			\$153,277		
Top Operations Position	6	\$190,604			\$147,319		
<b>Health – General and Rehabilitative: Health Care N.E.C.</b>							
CEO/Executive Director	5	\$194,299			\$91,773		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	40	\$961,582	\$138,069	\$217,356	\$486,093	\$1,283,076	\$1,928,379
Top Finance Position	30	\$559,666	\$200,359	\$238,858	\$423,926	\$650,490	\$1,273,340
Top Human Resources Position	13	\$384,477		\$247,137	\$369,805	\$417,227	
Top Legal Position	6	\$412,319			\$338,557		
Top Operations Position	24	\$492,043	\$132,730	\$203,812	\$328,286	\$684,222	\$1,019,110
Top Technology Position	10	\$452,622		\$308,002	\$407,232	\$604,247	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	11	\$211,398		\$82,759	\$180,485	\$268,551	
Top Administrative Position	7	\$123,156			\$135,148		
Top Finance Position	7	\$156,197			\$162,017		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	12	\$109,581		\$72,750	\$102,904	\$148,122	
<b>Health – General and Rehabilitative: Rehabilitative Care</b>							
CEO/Executive Director	5	\$101,831			\$96,780		
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
CEO/Executive Director	7	\$80,331			\$80,014		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	30	\$278,356	\$52,464	\$80,073	\$210,740	\$359,767	\$507,310
Top Development Position	5	\$114,054			\$125,521		
Top Finance Position	7	\$233,901			\$195,586		
<b>Housing, Shelter: Housing &amp; Shelter N.E.C.</b>							
CEO/Executive Director	8	\$125,871			\$88,755		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	33	\$150,301	\$48,940	\$74,766	\$102,883	\$166,797	\$229,704
Top Finance Position	5	\$189,746			\$182,663		
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	18	\$122,411		\$88,290	\$109,628	\$136,012	
<b>Housing, Shelter: Service and Other</b>							
CEO/Executive Director	6	\$132,854			\$91,131		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	18	\$91,973		\$67,275	\$91,625	\$116,472	
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	113	\$107,566	\$36,373	\$64,135	\$89,094	\$135,000	\$195,686
Top Finance Position	21	\$122,704	\$80,589	\$83,162	\$124,356	\$146,862	\$168,123
Top Operations Position	7	\$119,688			\$106,079		
Top Program Position	7	\$99,795			\$102,127		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	85	\$112,686	\$31,912	\$54,600	\$90,227	\$140,987	\$218,154
Top Finance Position	18	\$105,214		\$70,803	\$96,415	\$128,928	
Top Operations Position	9	\$132,097			\$143,762		
Top Program Position	6	\$103,318			\$107,342		
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	9	\$82,598			\$93,150		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	52	\$110,789	\$38,088	\$67,481	\$94,729	\$129,548	\$174,666
Top Finance Position	6	\$117,951			\$100,067		
Top Operations Position	5	\$157,333			\$127,426		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	82	\$126,587	\$37,101	\$50,149	\$95,032	\$160,767	\$238,138
Top Development Position	6	\$160,761			\$159,299		
Top Finance Position	20	\$153,747	\$33,053	\$99,884	\$119,976	\$151,419	\$175,414
Top Human Resources Position	5	\$230,457			\$134,810		
Top Operations Position	11	\$169,103		\$100,417	\$134,701	\$207,997	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
Human Services – Multipurpose and Other: Human Services							
Top Program Position	6	\$134,918			\$116,847		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	18	\$135,171		\$56,600	\$105,615	\$161,321	
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	13	\$136,510		\$57,061	\$68,257	\$174,292	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	32	\$214,227	\$59,300	\$126,080	\$163,866	\$199,478	\$252,268
Top Finance Position	17	\$178,240		\$95,621	\$117,856	\$176,146	
Top Marketing Position	5	\$153,758			\$145,031		
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	14	\$131,836		\$65,635	\$114,203	\$153,794	
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	30	\$77,605	\$23,841	\$30,399	\$60,108	\$87,813	\$171,732
International, Foreign Affairs and National Security: Promotion of International Understanding							
CEO/Executive Director	5	\$160,807			\$198,383		
Medical Research: Medical Disciplines Research							
CEO/Executive Director	8	\$159,428			\$155,535		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	11	\$89,188		\$67,243	\$86,077	\$97,500	
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	8	\$91,399			\$88,861		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
<b>Mental Health, Crisis Intervention: Mental Health &amp; Crisis Intervention N.E.C.</b>							
CEO/Executive Director	5	\$124,198			\$103,000		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	35	\$137,089	\$43,030	\$75,078	\$116,211	\$190,962	\$212,012
Top Finance Position	8	\$114,689			\$118,961		
<b>Mental Health, Crisis Intervention: Service and Other</b>							
CEO/Executive Director	6	\$77,258			\$67,658		
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	24	\$134,198	\$32,696	\$67,338	\$110,737	\$155,827	\$218,155
Top Finance Position	5	\$156,031			\$159,370		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs</b>							
CEO/Executive Director	9	\$180,138			\$125,609		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Charity &amp; Voluntarism Promotio</b>							
CEO/Executive Director	7	\$136,418			\$62,458		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Private Grantmaking Foundations</b>							
CEO/Executive Director	5	\$81,608			\$85,103		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations</b>							
CEO/Executive Director	17	\$207,792		\$125,000	\$161,932	\$208,793	
Top Finance Position	5	\$181,069			\$141,530		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other</b>							
CEO/Executive Director	7	\$125,487			\$142,885		



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
Philanthropy, Voluntarism and Grantmaking Foundations: Voluntarism Promotion							
CEO/Executive Director	5	\$82,968			\$88,899		
Public, Society Benefit – Multipurpose and Other: Government & Public Administration							
CEO/Executive Director	6	\$147,394			\$93,202		
Public, Society Benefit – Multipurpose and Other: Leadership Development							
CEO/Executive Director	5	\$116,315			\$71,476		
Public, Society Benefit – Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	6	\$116,678			\$89,662		
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	5	\$143,432			\$146,205		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	26	\$104,912	\$28,410	\$58,625	\$82,570	\$135,819	\$237,288
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	6	\$106,509			\$95,312		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	6	\$86,449			\$87,901		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	79	\$71,103	\$26,198	\$44,918	\$60,000	\$97,240	\$119,997
Top Finance Position	8	\$60,980			\$59,189		
Religion-Related, Spiritual Development: Interfaith Coalitions							
CEO/Executive Director	5	\$109,642			\$90,367		
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	7	\$71,565			\$57,292		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	10	\$78,419		\$43,549	\$76,200	\$108,034	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	11	\$113,229		\$99,255	\$111,723	\$133,256	
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	7	\$203,146			\$78,740		
Science and Technology Research Institutes, Services: Service and Other							
CEO/Executive Director	5	\$194,353			\$108,917		
Unknown							
CEO/Executive Director	8	\$99,649			\$88,487		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	5	\$85,461			\$87,917		
Youth Development: Scouting							
CEO/Executive Director	5	\$207,076			\$193,179		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	11	\$107,795		\$72,537	\$104,673	\$119,830	
Youth Development: Youth Development Programs							
CEO/Executive Director	55	\$92,888	\$30,926	\$50,417	\$75,712	\$103,968	\$147,662
<b>Chico-Paradise, CA</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	10	\$94,507		\$83,279	\$98,063	\$106,945	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Chico-Paradise, CA</b>							
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	5	\$79,721			\$58,430		
<b>Cincinnati, OH-KY-IN</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	5	\$104,153			\$118,628		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	10	\$94,874		\$50,500	\$53,368	\$90,382	
Arts, Culture and Humanities: Museums							
CEO/Executive Director	8	\$125,294			\$101,091		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	17	\$145,169		\$58,622	\$100,240	\$228,752	
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	5	\$155,874			\$95,658		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	11	\$151,488		\$62,907	\$79,630	\$170,281	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	9	\$112,593			\$79,650		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	5	\$106,905			\$98,838		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	7	\$67,473			\$78,000		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Cincinnati, OH-KY-IN</b>							
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	33	\$113,186	\$42,789	\$62,293	\$91,083	\$141,515	\$221,398
Top Administrative Position	6	\$98,005			\$73,977		
Top Finance Position	7	\$89,477			\$92,261		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	6	\$179,864			\$176,307		
Top Finance Position	5	\$139,169			\$83,709		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	8	\$125,298			\$128,643		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	7	\$59,730			\$65,877		
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	6	\$73,942			\$48,835		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	5	\$120,399			\$116,726		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	9	\$573,824			\$176,440		
Top Finance Position	8	\$352,399			\$201,217		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	10	\$142,720		\$92,693	\$120,165	\$131,718	
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	6	\$223,105			\$148,428		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Cincinnati, OH-KY-IN</b>							
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	8	\$105,081			\$91,593		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	8	\$83,121			\$63,454		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	25	\$107,262	\$46,640	\$65,267	\$97,135	\$120,573	\$157,516
Top Finance Position	7	\$85,749			\$71,483		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	19	\$122,184		\$55,114	\$90,500	\$140,819	
Top Finance Position	7	\$85,891			\$96,293		
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	6	\$68,682			\$62,574		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	7	\$109,858			\$48,839		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	24	\$124,342	\$34,802	\$49,500	\$132,059	\$181,973	\$212,864
Top Finance Position	8	\$93,374			\$78,505		
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
CEO/Executive Director	5	\$70,447			\$70,044		
<b>Human Services – Multipurpose and Other: Personal Social Services</b>							
CEO/Executive Director	5	\$115,725			\$77,233		
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	10	\$251,018		\$119,850	\$186,852	\$231,524	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Cincinnati, OH-KY-IN</b>							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	12	\$143,711		\$88,753	\$117,909	\$154,873	
Top Finance Position	8	\$117,660			\$124,556		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	5	\$144,730			\$127,531		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	7	\$246,615			\$66,269		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	29	\$58,289	\$19,031	\$31,200	\$48,000	\$63,000	\$102,572
Youth Development: Youth Development Programs							
CEO/Executive Director	12	\$66,327		\$42,853	\$59,892	\$72,681	
<b>Cleveland, OH</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	9	\$69,011			\$45,249		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	15	\$89,855		\$45,733	\$50,750	\$106,152	
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	7	\$46,110			\$39,040		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	10	\$225,707		\$59,899	\$154,360	\$307,346	
Top Finance Position	5	\$208,882			\$185,736		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Cleveland, OH</b>							
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	25	\$103,524	\$29,054	\$38,928	\$55,641	\$91,016	\$150,747
<b>Community Improvement, Capacity Building: Business &amp; Industry</b>							
CEO/Executive Director	5	\$275,183			\$150,300		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	26	\$96,235	\$33,299	\$63,928	\$89,398	\$106,766	\$152,742
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	8	\$118,926			\$119,792		
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	6	\$85,234			\$66,184		
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	5	\$151,174			\$142,890		
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	9	\$231,511			\$105,815		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	37	\$138,190	\$31,780	\$53,736	\$87,961	\$175,330	\$282,550
Top Finance Position	14	\$119,044		\$71,748	\$107,716	\$146,993	
Top Operations Position	7	\$43,122			\$45,216		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	5	\$365,522			\$306,360		
Top Finance Position	7	\$143,562			\$139,416		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	6	\$73,528			\$68,690		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Cleveland, OH</b>							
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	6	\$153,545			\$126,438		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	7	\$95,099			\$94,222		
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	7	\$88,979			\$84,674		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	8	\$197,957			\$132,502		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	8	\$184,520			\$105,799		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	11	\$1,751,618		\$205,332	\$459,073	\$2,354,833	
Top Finance Position	8	\$517,939			\$398,043		
Top Human Resources Position	5	\$337,976			\$174,085		
Top Operations Position	5	\$818,182			\$436,288		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	5	\$212,907			\$195,939		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	17	\$99,840		\$61,685	\$74,488	\$125,300	
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	6	\$97,524			\$96,106		



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Cleveland, OH</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	18	\$110,353		\$35,969	\$83,923	\$128,337	
Top Finance Position	5	\$148,236			\$135,687		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	14	\$96,153		\$55,301	\$80,461	\$115,717	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	7	\$113,378			\$78,197		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	29	\$109,450	\$31,573	\$53,938	\$89,623	\$140,143	\$192,981
Top Finance Position	12	\$102,094		\$64,878	\$101,169	\$136,196	
Top Operations Position	8	\$121,712			\$113,396		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	5	\$186,873			\$103,232		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	14	\$194,703		\$79,648	\$156,444	\$214,323	
Top Finance Position	8	\$138,785			\$114,026		
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	7	\$68,459			\$57,400		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	18	\$133,147		\$95,007	\$116,626	\$170,441	
Top Finance Position	11	\$100,802		\$73,840	\$93,075	\$121,466	
Top Operations Position	5	\$150,522			\$138,725		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Cleveland, OH</b>							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	14	\$94,882		\$65,582	\$87,469	\$114,581	
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	6	\$311,936			\$113,927		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	6	\$244,683			\$165,259		
Public, Society Benefit – Multipurpose and Other: Leadership Development							
CEO/Executive Director	10	\$77,104		\$58,810	\$62,965	\$67,815	
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	5	\$89,140			\$84,615		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	8	\$64,548			\$69,074		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	17	\$53,551		\$43,519	\$50,000	\$66,789	
Youth Development: Youth Development Programs							
CEO/Executive Director	9	\$109,050			\$101,761		
<b>ColoradoSprings, CO</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	6	\$74,326			\$73,081		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	5	\$80,132			\$56,461		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>ColoradoSprings, CO</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	16	\$118,064		\$66,705	\$106,698	\$148,592	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	\$170,461			\$148,314		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	6	\$77,674			\$80,535		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	10	\$123,356		\$65,618	\$81,247	\$169,517	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	9	\$86,049			\$55,329		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	5	\$67,158			\$66,640		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	8	\$100,867			\$77,843		
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	10	\$93,386		\$37,236	\$51,984	\$105,709	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	16	\$177,703		\$106,259	\$177,159	\$226,235	
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
CEO/Executive Director	13	\$321,764		\$126,199	\$154,850	\$400,728	
Recreation, Sports, Leisure, Athletics: Service and Other							
CEO/Executive Director	6	\$244,739			\$251,579		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>ColoradoSprings, CO</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	45	\$94,909	\$26,660	\$38,750	\$66,522	\$127,965	\$172,850
Top Finance Position	11	\$71,820		\$30,948	\$50,197	\$96,720	
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	5	\$40,959			\$36,000		
Youth Development: Youth Development Programs							
CEO/Executive Director	11	\$136,767		\$41,865	\$54,387	\$85,028	
<b>Columbia, MO</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	8	\$106,432			\$110,238		
Top Finance Position	5	\$64,630			\$75,215		
<b>Columbia, SC</b>							
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	5	\$219,640			\$218,811		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	5	\$74,623			\$71,970		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	\$161,811			\$139,724		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	\$201,368			\$190,433		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Columbia, SC</b>							
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	5	\$79,516			\$87,332		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$178,641			\$130,220		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	9	\$98,107			\$92,516		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	\$221,377			\$249,634		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	15	\$64,257		\$42,979	\$52,514	\$87,047	
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$60,953			\$54,000		
<b>Columbus, GA-AL</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	\$52,906			\$46,625		
<b>Columbus, OH</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	5	\$78,941			\$53,314		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	7	\$101,191			\$96,000		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	5	\$97,603			\$82,750		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Columbus, OH</b>							
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	5	\$186,396			\$99,213		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	14	\$97,176		\$39,831	\$74,882	\$97,622	
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	5	\$96,241			\$93,399		
<b>Civil Rights, Social Action, Advocacy: Civil Liberties</b>							
CEO/Executive Director	5	\$57,391			\$42,000		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	6	\$94,518			\$97,878		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	13	\$170,461		\$60,653	\$69,944	\$101,125	
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	8	\$195,433			\$89,972		
<b>Community Improvement, Capacity Building: Nonprofit Management</b>							
CEO/Executive Director	5	\$107,258			\$109,568		
<b>Community Improvement, Capacity Building: Service and Other</b>							
CEO/Executive Director	5	\$128,472			\$135,066		
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	5	\$77,442			\$79,900		
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	6	\$141,309			\$88,017		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Columbus, OH</b>							
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	10	\$175,517		\$61,457	\$98,712	\$191,699	
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	38	\$109,655	\$40,475	\$59,180	\$81,040	\$120,752	\$224,417
Top Administrative Position	6	\$84,863			\$55,148		
Top Finance Position	5	\$148,805			\$143,037		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	8	\$424,273			\$433,634		
Top Finance Position	6	\$207,325			\$199,024		
Top Technology Position	5	\$178,325			\$155,723		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	13	\$164,615		\$95,626	\$138,405	\$205,109	
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	6	\$109,370			\$112,622		
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	6	\$106,720			\$53,486		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	6	\$116,618			\$111,515		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	7	\$173,419			\$165,007		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	5	\$715,257			\$523,459		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	5	\$188,128			\$68,500		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Columbus, OH</b>							
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	13	\$199,925		\$89,300	\$162,823	\$258,763	
Top Administrative Position	5	\$164,159			\$133,749		
Top Finance Position	10	\$158,820		\$115,116	\$153,054	\$207,135	
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	22	\$101,905	\$48,607	\$63,237	\$80,248	\$115,489	\$172,016
Top Finance Position	5	\$90,861			\$107,249		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	18	\$100,081		\$58,517	\$90,823	\$131,449	
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	10	\$63,516		\$31,672	\$43,691	\$70,696	
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	26	\$106,946	\$33,999	\$52,575	\$77,138	\$134,068	\$221,551
Top Finance Position	9	\$83,715			\$82,642		
<b>Human Services – Multipurpose and Other: Personal Social Services</b>							
CEO/Executive Director	5	\$148,370			\$65,999		
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	8	\$156,337			\$151,191		
<b>Human Services – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	5	\$102,719			\$111,530		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	12	\$169,068		\$87,103	\$147,676	\$211,373	
Top Finance Position	8	\$144,799			\$141,849		



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Columbus, OH</b>							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	11	\$94,004		\$60,453	\$87,187	\$122,807	
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	8	\$144,749			\$109,007		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	7	\$178,315			\$120,688		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	\$44,037			\$41,750		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	25	\$63,595	\$18,022	\$30,000	\$61,691	\$91,000	\$103,640
Youth Development: Youth Development Programs							
CEO/Executive Director	9	\$59,576			\$60,000		
<b>Corpus Christi, TX</b>							
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$78,340			\$76,977		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$123,421			\$111,983		
<b>Corvallis, OR</b>							
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	5	\$78,113			\$74,102		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Dallas-Fort Worth, TX</b>							
<b>Animal-Related: Animal Protection &amp; Welfare</b>							
CEO/Executive Director	8	\$96,487			\$76,850		
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	12	\$85,623		\$63,475	\$73,409	\$92,061	
<b>Arts, Culture and Humanities: Historical Organizations</b>							
CEO/Executive Director	7	\$59,688			\$61,766		
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
CEO/Executive Director	8	\$123,053			\$68,169		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	13	\$239,121		\$63,906	\$209,077	\$322,289	
Top Finance Position	6	\$163,282			\$174,976		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	31	\$120,801	\$28,473	\$39,234	\$60,000	\$97,584	\$388,162
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	7	\$87,592			\$72,000		
<b>Community Improvement, Capacity Building: Community Service Clubs</b>							
CEO/Executive Director	5	\$44,598			\$44,038		
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	5	\$96,217			\$90,044		
<b>Crime, Legal-Related: Rehabilitation Services for Offenders</b>							
CEO/Executive Director	6	\$37,313			\$40,900		
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	6	\$366,133			\$65,790		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Dallas-Fort Worth, TX</b>							
<b>Educational Institutions and Related Activities: Adult Education</b>							
CEO/Executive Director	7	\$125,718			\$91,731		
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	12	\$122,029		\$79,542	\$127,746	\$151,751	
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	16	\$88,023		\$63,850	\$69,895	\$85,917	
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	76	\$158,152	\$49,969	\$71,070	\$126,308	\$193,718	\$344,507
Top Administrative Position	15	\$159,871		\$107,545	\$146,574	\$215,185	
Top Business Position	5	\$78,364			\$75,057		
Top Development Position	8	\$168,868			\$142,425		
Top Finance Position	24	\$131,210	\$34,816	\$76,680	\$118,791	\$167,321	\$240,535
Top Operations Position	10	\$123,278		\$114,713	\$131,387	\$141,411	
<b>Educational Institutions and Related Activities: Graduate &amp; Professional Schools</b>							
CEO/Executive Director	6	\$120,653			\$105,692		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	9	\$302,901			\$213,326		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	18	\$273,904		\$73,156	\$113,778	\$172,580	
Top Finance Position	5	\$170,255			\$121,305		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	6	\$87,447			\$70,659		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Dallas-Fort Worth, TX</b>							
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	13	\$194,603		\$65,390	\$104,166	\$165,376	
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	9	\$430,126			\$140,258		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	5	\$184,835			\$66,560		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	18	\$1,123,782		\$310,131	\$821,607	\$1,168,160	
Top Administrative Position	5	\$290,958			\$262,450		
Top Finance Position	15	\$434,777		\$250,556	\$355,892	\$404,362	
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	10	\$550,606		\$146,099	\$212,859	\$266,586	
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	19	\$145,773		\$57,596	\$101,551	\$210,609	
Top Business Position	6	\$132,150			\$131,766		
Top Marketing Position	5	\$125,227			\$123,437		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	9	\$113,423			\$87,500		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	32	\$90,991	\$43,750	\$52,706	\$64,425	\$109,317	\$153,171
Top Finance Position	6	\$112,367			\$97,349		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	29	\$85,924	\$38,708	\$53,954	\$68,479	\$104,000	\$137,638

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Dallas-Fort Worth, TX</b>							
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	14	\$106,265		\$73,580	\$93,960	\$130,136	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	23	\$93,166	\$41,032	\$50,351	\$74,289	\$101,587	\$192,244
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	32	\$107,498	\$29,031	\$48,175	\$82,718	\$128,435	\$184,134
Top Finance Position	6	\$133,477			\$134,783		
Top Operations Position	5	\$144,704			\$146,699		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	10	\$126,859		\$53,772	\$71,510	\$102,179	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	\$199,702			\$203,976		
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	18	\$70,646		\$31,697	\$42,913	\$87,839	
International, Foreign Affairs and National Security: Promotion of International Understanding							
CEO/Executive Director	5	\$115,727			\$105,939		
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	5	\$94,473			\$76,656		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	13	\$98,383		\$61,567	\$106,277	\$127,161	
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	8	\$167,971			\$111,400		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Dallas-Fort Worth, TX</b>							
Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other							
CEO/Executive Director	5	\$129,893			\$107,055		
Public, Society Benefit – Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	5	\$59,946			\$60,000		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	17	\$110,305		\$48,000	\$88,984	\$156,995	
Recreation, Sports, Leisure, Athletics: Service and Other							
CEO/Executive Director	5	\$140,435			\$50,171		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	127	\$81,027	\$23,250	\$39,008	\$74,119	\$108,535	\$142,501
Top Finance Position	16	\$67,110		\$36,907	\$50,817	\$103,370	
Top Operations Position	9	\$99,854			\$108,911		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	16	\$93,981		\$38,609	\$47,754	\$70,040	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	10	\$118,607		\$68,310	\$94,752	\$139,269	
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	10	\$133,343		\$51,302	\$110,805	\$169,586	
Unknown							
CEO/Executive Director	11	\$133,668		\$63,885	\$80,080	\$202,430	
Top Finance Position	6	\$127,751			\$127,652		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	5	\$71,352			\$37,515		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Dallas-Fort Worth, TX</b>							
Youth Development: Youth Development Programs							
CEO/Executive Director	33	\$78,441	\$40,580	\$49,017	\$71,167	\$105,328	\$121,793
<b>Danbury, CT</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	\$275,233			\$298,198		
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	5	\$209,890			\$225,241		
<b>Davenport-Moline-Rock Island, IA-IL</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	7	\$84,609			\$94,000		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$99,777			\$77,752		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	8	\$118,844			\$103,684		
<b>DaytonaBeach, FL</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	6	\$101,935			\$93,962		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$93,703			\$70,354		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>DaytonaBeach, FL</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	9	\$83,929			\$45,769		
<b>Dayton-Springfield, OH</b>							
Arts, Culture and Humanities: Museums							
CEO/Executive Director	5	\$124,653			\$134,044		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	6	\$113,688			\$78,783		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	15	\$80,951		\$50,365	\$58,352	\$92,620	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	\$81,563			\$74,378		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	\$193,338			\$153,703		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	6	\$770,361			\$923,665		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	5	\$88,752			\$92,000		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	13	\$108,005		\$59,479	\$99,824	\$143,309	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	\$124,360			\$149,040		



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Dayton-Springfield, OH</b>							
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	5	\$53,595			\$50,000		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	6	\$61,718			\$64,263		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	16	\$124,866		\$54,636	\$105,472	\$128,958	
Top Finance Position	5	\$109,201			\$85,743		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	\$146,302			\$155,271		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	7	\$132,391			\$127,683		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	5	\$89,859			\$104,278		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	\$49,869			\$47,532		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$47,050			\$52,169		
<b>Denver-Boulder, CO</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	8	\$84,910			\$45,258		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	20	\$70,562	\$34,875	\$39,223	\$59,482	\$79,330	\$126,945

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Denver-Boulder, CO</b>							
<b>Arts, Culture and Humanities: Historical Organizations</b>							
CEO/Executive Director	6	\$137,045			\$69,725		
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
CEO/Executive Director	6	\$147,662			\$131,491		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	12	\$155,930		\$60,050	\$154,411	\$209,457	
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	17	\$91,639		\$46,000	\$69,748	\$124,750	
<b>Arts, Culture and Humanities: Visual Arts</b>							
CEO/Executive Director	5	\$76,850			\$80,140		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	9	\$84,156			\$79,000		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	21	\$103,393	\$46,188	\$67,540	\$93,000	\$114,404	\$140,000
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	6	\$110,469			\$89,323		
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	5	\$96,006			\$98,575		
<b>Crime, Legal-Related: Protection Against Abuse</b>							
CEO/Executive Director	7	\$98,935			\$105,560		
<b>Diseases, Disorders, Medical Disciplines: Cancer</b>							
CEO/Executive Director	5	\$79,343			\$52,500		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Denver-Boulder, CO</b>							
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	6	\$73,205			\$79,065		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	6	\$88,469			\$65,585		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	17	\$105,060		\$78,000	\$88,535	\$131,397	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	14	\$86,573		\$66,081	\$76,612	\$98,557	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	72	\$129,312	\$54,235	\$77,831	\$107,369	\$143,943	\$221,935
Top Business Position	9	\$80,814			\$70,728		
Top Development Position	8	\$138,614			\$125,130		
Top Education Position	7	\$130,061			\$137,625		
Top Finance Position	7	\$149,194			\$153,788		
Top Operations Position	6	\$121,309			\$110,194		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	7	\$118,073			\$122,668		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	5	\$101,051			\$96,886		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	27	\$117,521	\$51,397	\$64,260	\$90,000	\$147,255	\$255,470
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	13	\$116,861		\$50,000	\$76,310	\$176,315	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Denver-Boulder, CO</b>							
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	10	\$83,868		\$49,751	\$87,856	\$121,568	
<b>Environmental Quality, Protection and Beautification : Environmental Education</b>							
CEO/Executive Director	6	\$106,114			\$67,659		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	25	\$123,184	\$49,396	\$55,417	\$99,100	\$146,283	\$219,314
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	9	\$85,067			\$63,333		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	11	\$180,161		\$134,222	\$150,275	\$207,142	
<b>Health – General and Rehabilitative: Health Care N.E.C.</b>							
CEO/Executive Director	5	\$303,813			\$114,779		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	14	\$224,274		\$72,106	\$123,285	\$182,725	
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	15	\$1,056,805		\$154,348	\$284,933	\$768,375	
Top Finance Position	6	\$356,428			\$408,986		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	5	\$130,818			\$101,905		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	8	\$141,961			\$119,787		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	6	\$196,107			\$88,949		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Denver-Boulder, CO</b>							
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	16	\$133,701		\$87,394	\$107,590	\$156,145	
Top Finance Position	5	\$167,239			\$137,758		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	35	\$109,668	\$39,801	\$59,500	\$82,789	\$121,352	\$228,211
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	33	\$104,117	\$49,162	\$60,457	\$90,206	\$124,308	\$197,436
Top Finance Position	7	\$95,920			\$97,271		
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	10	\$100,386		\$40,668	\$74,305	\$109,595	
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	27	\$102,085	\$52,250	\$67,556	\$99,678	\$117,910	\$145,199
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	27	\$78,981	\$36,392	\$48,606	\$66,950	\$92,701	\$121,179
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
CEO/Executive Director	7	\$147,450			\$122,500		
<b>Human Services – Multipurpose and Other: Personal Social Services</b>							
CEO/Executive Director	5	\$70,702			\$73,860		
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	13	\$143,746		\$97,369	\$132,255	\$169,792	
<b>Human Services – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	5	\$110,528			\$86,136		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Denver-Boulder, CO</b>							
<b>International, Foreign Affairs and National Security: International Development</b>							
CEO/Executive Director	14	\$94,263		\$38,000	\$61,518	\$119,973	
<b>Mental Health, Crisis Intervention: Counseling</b>							
CEO/Executive Director	5	\$123,429			\$86,958		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	19	\$173,180		\$93,775	\$145,011	\$221,214	
Top Finance Position	5	\$167,969			\$160,863		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations</b>							
CEO/Executive Director	10	\$136,371		\$53,637	\$75,550	\$112,679	
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other</b>							
CEO/Executive Director	5	\$101,680			\$55,000		
<b>Public, Society Benefit – Multipurpose and Other: Leadership Development</b>							
CEO/Executive Director	5	\$71,378			\$75,016		
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports</b>							
CEO/Executive Director	18	\$80,700		\$46,764	\$65,041	\$107,997	
<b>Recreation, Sports, Leisure, Athletics: Recreation &amp; Sports N.E.C.</b>							
CEO/Executive Director	5	\$93,641			\$102,000		
<b>Religion-Related, Spiritual Development: Christianity</b>							
CEO/Executive Director	60	\$74,789	\$22,715	\$43,229	\$62,983	\$106,431	\$134,437
Top Finance Position	5	\$71,782			\$64,305		
<b>Religion-Related, Spiritual Development: Religion-Related N.E.C.</b>							
CEO/Executive Director	12	\$58,383		\$39,743	\$61,399	\$71,747	
<b>Unknown</b>							
CEO/Executive Director	15	\$84,989		\$48,335	\$80,482	\$113,686	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Denver-Boulder, CO</b>							
Youth Development: Youth Development Programs							
CEO/Executive Director	24	\$71,206	\$29,113	\$38,725	\$64,813	\$84,938	\$95,913
<b>Des Moines, IA</b>							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	\$227,037			\$235,475		
Top Finance Position	5	\$139,302			\$116,590		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	\$151,806			\$138,675		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	10	\$132,633		\$109,582	\$123,478	\$150,870	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	10	\$111,996		\$76,309	\$102,357	\$143,032	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	\$77,341			\$77,354		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$131,604			\$111,100		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	\$83,427			\$89,275		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	\$84,560			\$63,883		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Detroit, MI</b>							
<b>Animal-Related: Animal Protection &amp; Welfare</b>							
CEO/Executive Director	5	\$161,582			\$71,808		
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	17	\$68,803		\$26,880	\$33,127	\$55,846	
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
CEO/Executive Director	8	\$90,264			\$55,740		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	11	\$153,482		\$103,858	\$106,471	\$179,425	
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	14	\$98,497		\$35,229	\$52,495	\$102,522	
<b>Arts, Culture and Humanities: Visual Arts</b>							
CEO/Executive Director	6	\$62,025			\$67,651		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	5	\$84,948			\$91,319		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	15	\$91,521		\$82,596	\$85,201	\$95,519	
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	13	\$120,302		\$51,417	\$77,500	\$196,513	
<b>Community Improvement, Capacity Building: Service and Other</b>							
CEO/Executive Director	5	\$110,207			\$67,154		
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	5	\$118,114			\$134,905		



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Detroit, MI</b>							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	12	\$90,034		\$50,625	\$63,110	\$141,578	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	23	\$177,597	\$41,784	\$61,113	\$135,000	\$232,654	\$338,223
Top Finance Position	8	\$120,829			\$118,500		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	\$333,954			\$334,543		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	13	\$139,400		\$55,346	\$106,808	\$148,560	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	7	\$74,709			\$56,795		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	5	\$133,309			\$147,065		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	6	\$101,763			\$96,761		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	10	\$157,865		\$128,534	\$163,601	\$201,902	
Top Finance Position	6	\$146,867			\$117,945		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	12	\$192,240		\$46,995	\$140,440	\$234,084	
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	13	\$832,944		\$235,314	\$346,153	\$940,954	
Top Finance Position	10	\$407,145		\$130,917	\$181,005	\$412,378	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Detroit, MI</b>							
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	7	\$116,915			\$91,872		
<b>Housing, Shelter: Housing &amp; Shelter N.E.C.</b>							
CEO/Executive Director	5	\$72,349			\$61,154		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	16	\$112,805		\$67,204	\$86,062	\$126,981	
Top Administrative Position	8	\$63,871			\$56,463		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	10	\$104,347		\$75,288	\$92,329	\$151,729	
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	54	\$119,141	\$33,937	\$55,882	\$87,239	\$142,816	\$271,094
Top Finance Position	9	\$158,943			\$162,698		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	29	\$102,027	\$31,000	\$47,250	\$90,014	\$142,011	\$181,202
Top Finance Position	7	\$113,954			\$130,822		
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	8	\$72,033			\$70,742		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	14	\$65,887		\$38,225	\$53,465	\$83,759	
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	29	\$144,019	\$52,994	\$80,000	\$126,602	\$197,745	\$268,630
Top Finance Position	11	\$115,710		\$72,243	\$90,643	\$130,761	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Detroit, MI</b>							
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	6	\$110,499			\$102,970		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	54	\$117,935	\$43,403	\$62,387	\$100,231	\$161,007	\$225,523
Top Administrative Position	6	\$93,581			\$102,508		
Top Finance Position	16	\$99,505		\$66,174	\$103,550	\$128,748	
Top Operations Position	5	\$143,564			\$154,065		
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	6	\$98,874			\$68,027		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	21	\$183,761	\$68,328	\$102,002	\$174,299	\$243,590	\$284,877
Top Finance Position	5	\$125,178			\$134,712		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	9	\$178,395			\$121,922		
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	5	\$72,019			\$71,070		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	7	\$100,673			\$53,446		
Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other							
CEO/Executive Director	5	\$73,824			\$55,580		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	\$82,355			\$81,059		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Detroit, MI</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	20	\$57,180	\$22,534	\$24,375	\$51,661	\$76,788	\$102,998
Youth Development: Youth Development Programs							
CEO/Executive Director	16	\$61,918		\$33,519	\$51,787	\$97,327	
<b>Duluth-Superior, MN-WI</b>							
Arts, Culture and Humanities: Museums							
CEO/Executive Director	5	\$55,876			\$62,500		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	\$104,401			\$95,644		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	6	\$361,726			\$100,717		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$105,165			\$104,310		
<b>Dutchess County, NY</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	\$192,788			\$170,695		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	\$92,008			\$85,495		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Eau Claire, WI</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	5	\$79,606				\$58,182	
<b>El Paso,TX</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$96,653				\$104,637	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	7	\$97,709				\$89,419	
<b>Elkhart-Goshen, IN</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	5	\$72,386				\$48,000	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	\$39,582				\$29,043	
<b>Enid, OK</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$63,628				\$68,209	
<b>Erie, PA</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$82,315				\$69,669	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Erie, PA</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	9	\$134,836			\$85,914		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	\$138,936			\$140,311		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	8	\$119,206			\$129,167		
Top Finance Position	5	\$96,394			\$97,705		
<b>Eugene-Springfield, OR</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	8	\$59,771			\$43,708		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	6	\$53,807			\$49,194		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	\$79,410			\$43,492		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	11	\$78,571		\$57,911	\$67,000	\$92,739	
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	7	\$54,291			\$68,395		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	7	\$101,463			\$96,963		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Eugene-Springfield, OR</b>							
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	\$58,619			\$53,525		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	5	\$57,802			\$62,628		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	7	\$100,763			\$91,966		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	8	\$59,730			\$65,566		
<b>Evansville-Henderson, IN-KY</b>							
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	5	\$646,732			\$189,384		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	9	\$113,253			\$104,221		
<b>Fargo-Moorhead, ND-MN</b>							
Housing, Shelter: Temporary Housing							
CEO/Executive Director	5	\$65,428			\$66,685		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	9	\$100,243			\$95,524		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	\$68,078			\$54,502		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Fargo-Moorhead, ND-MN</b>							
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	\$53,308			\$53,907		
<b>Fayetteville-Springdale-Rogers, AR</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	\$114,069			\$101,133		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$76,696			\$70,382		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	14	\$53,132		\$27,773	\$48,596	\$67,205	
<b>Flagstaff, AZ-UT</b>							
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	6	\$85,112			\$71,245		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	\$74,597			\$74,064		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	8	\$94,499			\$59,923		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	5	\$45,640			\$52,026		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	5	\$365,462			\$274,365		



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Flagstaff, AZ-UT</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	11	\$62,366		\$47,653	\$60,000	\$77,613	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	\$83,405			\$79,813		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	9	\$55,499			\$49,861		
<b>Flint, MI</b>							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	8	\$256,643			\$242,489		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	8	\$94,390			\$66,700		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	\$95,253			\$79,008		
<b>Fort Collins-Loveland, CO</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	5	\$62,531			\$50,400		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$82,425			\$47,868		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	9	\$73,872			\$56,615		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Fort Lauderdale-Hollywood, FL</b>							
<b>Animal-Related: Animal Protection &amp; Welfare</b>							
CEO/Executive Director	8	\$81,328			\$51,298		
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	6	\$83,057			\$27,685		
<b>Arts, Culture and Humanities: Historical Organizations</b>							
CEO/Executive Director	5	\$107,229			\$99,300		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	5	\$191,218			\$170,723		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	6	\$46,156			\$50,975		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	18	\$115,852		\$44,781	\$66,767	\$117,327	
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	5	\$118,111			\$97,181		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	10	\$118,919		\$85,045	\$95,094	\$148,653	
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	21	\$101,579	\$41,538	\$59,166	\$90,000	\$120,221	\$190,711
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	11	\$155,420		\$62,138	\$100,048	\$257,440	
<b>Human Services – Multipurpose and Other: Personal Social Services</b>							
CEO/Executive Director	6	\$155,021			\$162,695		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Fort Lauderdale-Hollywood, FL</b>							
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	\$154,837			\$168,347		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	6	\$69,667			\$42,839		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	14	\$70,476		\$30,196	\$51,397	\$80,647	
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$72,600			\$67,258		
<b>Fort Myers-Cape Coral, FL</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	5	\$75,901			\$79,150		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	11	\$61,273		\$24,584	\$51,315	\$68,983	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	10	\$104,456		\$53,664	\$71,396	\$151,679	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$64,180			\$63,352		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	\$230,757			\$159,510		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	\$46,090			\$38,608		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Fort Pierce-Port St. Lucie, FL</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	5	\$82,653			\$106,214		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$71,466			\$52,000		
<b>Fort Wayne, IN</b>							
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	13	\$59,691		\$31,930	\$50,000	\$74,423	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	\$142,202			\$104,927		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	7	\$80,435			\$59,410		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	\$101,849			\$104,083		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	9	\$108,274			\$90,466		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	11	\$98,695		\$59,575	\$91,986	\$114,659	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	\$118,889			\$120,073		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	\$51,245			\$47,445		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Fort Wayne, IN</b>							
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	6	\$54,634			\$48,000		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$92,684			\$77,985		
<b>Fort Worth, TX</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	6	\$56,429			\$54,650		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	5	\$313,071			\$339,968		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	10	\$143,124		\$47,153	\$77,000	\$219,229	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	\$69,975			\$63,705		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	28	\$112,941	\$42,200	\$59,946	\$99,891	\$149,907	\$195,906
Top Finance Position	11	\$133,239		\$84,501	\$126,077	\$161,584	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	\$126,844			\$127,208		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	5	\$82,939			\$90,000		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	5	\$66,894			\$54,300		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Fort Worth, TX</b>							
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	7	\$96,859			\$97,500		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	5	\$1,132,624			\$851,402		
Top Finance Position	5	\$373,508			\$326,548		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	5	\$146,813			\$121,274		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	7	\$89,044			\$116,600		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	13	\$98,563		\$60,000	\$89,348	\$126,656	
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	14	\$115,828		\$77,892	\$87,533	\$125,815	
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	5	\$60,551			\$45,760		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	11	\$53,848		\$23,750	\$34,333	\$77,137	
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	19	\$133,779		\$64,536	\$89,064	\$176,659	
Top Finance Position	5	\$148,744			\$130,992		
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
CEO/Executive Director	5	\$90,835			\$81,500		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Fort Worth, TX</b>							
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	8	\$174,152			\$102,555		
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	7	\$61,814			\$38,346		
Philanthropy, Voluntarism and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	5	\$96,285			\$77,204		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	9	\$216,825			\$62,000		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	58	\$84,117	\$21,012	\$43,511	\$80,061	\$109,950	\$153,489
Top Finance Position	6	\$51,858			\$42,000		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	7	\$58,653			\$57,154		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	8	\$93,214			\$77,271		
Unknown							
CEO/Executive Director	5	\$56,977			\$43,000		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	6	\$130,370			\$138,804		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$59,080			\$58,684		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Fresno,CA</b>							
<b>Animal-Related: Animal Protection &amp; Welfare</b>							
CEO/Executive Director	5	\$63,980			\$63,000		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	13	\$98,708		\$45,760	\$100,400	\$114,254	
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	6	\$300,367			\$291,348		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	7	\$100,046			\$113,711		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	15	\$90,391		\$59,731	\$90,289	\$121,919	
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	7	\$74,018			\$64,400		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	7	\$68,243			\$34,500		
<b>Human Services – Multipurpose and Other: Personal Social Services</b>							
CEO/Executive Director	5	\$83,848			\$90,277		
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	14	\$137,307		\$61,200	\$92,103	\$140,949	
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	5	\$63,987			\$60,508		
<b>Religion-Related, Spiritual Development: Christianity</b>							
CEO/Executive Director	17	\$62,131		\$54,000	\$60,308	\$71,010	



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Fresno,CA</b>							
Unknown							
CEO/Executive Director	5	\$43,940			\$36,000		
Youth Development: Youth Development Programs							
CEO/Executive Director	8	\$79,159			\$80,202		
<b>Gainesville, FL</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	\$142,966			\$110,682		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$52,122			\$40,000		
<b>Gary-Hammond-East Chicago, IN</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	\$61,352			\$54,383		
Health – General and Rehabilitative: Hospitals							
Top Finance Position	5	\$390,436			\$386,290		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$114,394			\$89,190		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	10	\$66,119		\$57,262	\$63,095	\$70,203	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	11	\$95,732		\$70,083	\$79,064	\$113,584	
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	5	\$338,388			\$119,308		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Grand Forks, ND-MN</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	8	\$90,934			\$85,142		
<b>Grand Junction, CO</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	5	\$78,257			\$59,971		
<b>Grand Rapids-Muskegon-Holland, MI</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	5	\$62,166			\$58,606		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	13	\$91,246		\$82,353	\$91,099	\$108,212	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	6	\$48,153			\$44,656		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	22	\$94,366	\$55,290	\$66,738	\$94,921	\$115,541	\$137,871
Top Administrative Position	7	\$113,655			\$109,363		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	8	\$312,664			\$238,558		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	7	\$119,203			\$109,998		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	7	\$74,964			\$66,382		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Grand Rapids-Muskegon-Holland, MI</b>							
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	6	\$280,498			\$270,086		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	7	\$111,037			\$112,058		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	7	\$1,124,729			\$696,248		
Top Finance Position	6	\$466,936			\$259,368		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	5	\$229,455			\$265,726		
Top Administrative Position	5	\$107,348			\$107,958		
Top Finance Position	5	\$147,036			\$150,158		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	8	\$119,128			\$86,834		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	24	\$78,071	\$41,639	\$49,653	\$67,625	\$99,377	\$124,977
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	8	\$56,215			\$60,440		
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	5	\$69,372			\$65,233		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	10	\$106,459		\$56,799	\$102,818	\$128,887	
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	23	\$85,871	\$40,072	\$51,750	\$77,934	\$86,939	\$99,924

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Grand Rapids-Muskegon-Holland, MI</b>							
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	10	\$131,039		\$95,239	\$110,773	\$126,291	
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	6	\$73,908			\$60,172		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	\$130,542			\$80,000		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	6	\$141,492			\$132,397		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	\$53,788			\$63,135		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	37	\$83,868	\$23,652	\$36,671	\$69,360	\$111,300	\$127,821
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	6	\$69,389			\$64,222		
Youth Development: Youth Development Programs							
CEO/Executive Director	10	\$80,718		\$54,566	\$59,075	\$73,047	
<b>Greeley,CO</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	7	\$68,070			\$66,000		
<b>Green Bay, WI</b>							
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	\$87,853			\$79,129		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Green Bay, WI</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	\$83,512			\$60,830		
<b>Greensboro--Winston-Salem--High Point, NC</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	5	\$47,253			\$46,530		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	9	\$82,314			\$70,879		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	7	\$132,385			\$100,193		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	15	\$64,218		\$34,853	\$67,932	\$92,032	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	8	\$60,961			\$62,205		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	8	\$58,050			\$53,816		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	22	\$144,077	\$64,543	\$81,478	\$101,247	\$147,831	\$241,852
Top Finance Position	7	\$124,201			\$129,636		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	10	\$762,539		\$141,652	\$271,772	\$519,273	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	10	\$82,770		\$65,017	\$86,419	\$91,558	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Greensboro--Winston-Salem--High Point, NC</b>							
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	6	\$83,756			\$70,852		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	5	\$81,504			\$67,000		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	\$191,800			\$104,550		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	5	\$129,748			\$123,274		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	11	\$813,503		\$374,210	\$638,877	\$752,160	
Top Finance Position	5	\$633,858			\$320,625		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	11	\$96,491		\$47,287	\$79,185	\$112,723	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	16	\$72,901		\$46,270	\$63,746	\$72,450	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	\$79,973			\$60,923		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	11	\$56,592		\$35,222	\$54,571	\$74,730	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	26	\$109,554	\$32,875	\$51,754	\$69,728	\$115,128	\$270,431
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	6	\$49,191			\$50,386		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Greensboro--Winston-Salem--High Point, NC</b>							
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	19	\$151,958		\$90,127	\$120,045	\$218,432	
Top Finance Position	7	\$149,718			\$159,839		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	7	\$98,446			\$84,640		
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	5	\$154,684			\$203,583		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	6	\$188,925			\$206,747		
Public Safety, Disaster Preparedness and Relief: Disaster Preparedness & Relief Services							
CEO/Executive Director	6	\$50,026			\$40,048		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	10	\$84,618		\$64,876	\$84,707	\$114,900	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	22	\$59,581	\$29,178	\$35,753	\$52,942	\$75,261	\$104,866
Youth Development: Youth Development Programs							
CEO/Executive Director	8	\$47,444			\$38,515		
<b>Greenville-Spartanburg-Anderson, SC</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	5	\$61,149			\$46,500		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	5	\$95,512			\$96,000		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Greenville-Spartanburg-Anderson, SC</b>							
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	11	\$86,904		\$40,173	\$59,531	\$78,280	
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	12	\$148,713		\$83,022	\$115,549	\$183,786	
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	9	\$248,845			\$235,473		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	14	\$76,777		\$65,163	\$74,794	\$100,076	
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	6	\$61,879			\$56,963		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	6	\$95,339			\$83,381		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	9	\$65,095			\$58,440		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	6	\$84,437			\$71,630		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	9	\$71,883			\$61,257		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	11	\$65,226		\$42,600	\$72,140	\$82,620	
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	12	\$131,461		\$43,890	\$99,783	\$193,916	
Top Finance Position	5	\$109,338			\$90,586		



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Greenville-Spartanburg-Anderson, SC</b>							
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	8	\$82,750			\$86,037		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	30	\$85,876	\$26,310	\$30,843	\$50,153	\$102,868	\$136,002
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	6	\$49,732			\$36,894		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$75,105			\$69,000		
<b>Hagerstown, MD</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	\$82,545			\$70,592		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	\$165,696			\$180,397		
<b>Hamilton-Middletown, OH</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$100,479			\$74,468		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	5	\$89,947			\$70,555		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	7	\$62,548			\$61,125		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Harrisburg-Lebanon-Carlisle, PA</b>							
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	6	\$102,996			\$82,320		
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	5	\$116,406			\$128,674		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	11	\$164,224		\$89,808	\$102,854	\$163,237	
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	5	\$338,784			\$349,440		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	8	\$171,940			\$165,584		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	6	\$50,748			\$45,506		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	6	\$150,181			\$142,957		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	6	\$69,235			\$69,263		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	11	\$96,330		\$59,481	\$84,217	\$113,775	
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	8	\$110,027			\$83,888		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	17	\$113,380		\$53,537	\$89,968	\$105,112	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Harrisburg-Lebanon-Carlisle, PA</b>							
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	10	\$180,608		\$127,451	\$213,939	\$222,947	
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	8	\$138,320			\$141,600		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	11	\$41,261		\$26,959	\$31,964	\$51,878	
<b>Hartford, CT</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	10	\$87,837		\$62,964	\$82,899	\$114,719	
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	10	\$81,882		\$45,605	\$76,017	\$108,694	
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	6	\$143,461			\$81,096		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	11	\$113,869		\$77,500	\$98,462	\$149,374	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	11	\$133,237		\$33,380	\$68,526	\$159,466	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	8	\$115,024			\$105,323		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	5	\$81,244			\$84,250		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	6	\$139,961			\$142,327		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Hartford, CT</b>							
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	5	\$107,923			\$44,754		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	31	\$244,166	\$67,042	\$88,795	\$151,092	\$262,526	\$536,262
Top Development Position	6	\$209,612			\$199,235		
Top Finance Position	10	\$209,665		\$126,849	\$174,309	\$316,523	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	\$440,444			\$362,076		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	\$229,119			\$178,955		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	8	\$68,226			\$57,147		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	6	\$354,583			\$214,917		
Top Finance Position	5	\$141,320			\$114,503		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	9	\$130,565			\$146,736		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	9	\$966,419			\$889,791		
Top Finance Position	6	\$387,179			\$352,544		
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	6	\$149,222			\$173,923		
Health – General and Rehabilitative: Public Health							
CEO/Executive Director	6	\$96,446			\$86,280		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Hartford, CT</b>							
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	8	\$152,795			\$139,952		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	10	\$166,073		\$122,477	\$146,451	\$193,394	
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	19	\$127,213		\$100,130	\$116,103	\$139,797	
Top Finance Position	9	\$117,238			\$110,960		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	23	\$92,151	\$45,230	\$54,938	\$67,850	\$103,716	\$172,323
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	8	\$81,288			\$82,521		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	23	\$139,188	\$75,230	\$101,021	\$119,000	\$167,501	\$185,261
Top Finance Position	8	\$87,561			\$78,879		
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	6	\$202,577			\$176,909		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	18	\$166,789		\$95,721	\$120,135	\$182,834	
Top Finance Position	10	\$141,540		\$98,997	\$146,585	\$177,144	
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	10	\$92,201		\$64,893	\$96,835	\$109,929	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Hartford, CT</b>							
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	\$150,610			\$68,505		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	\$90,882			\$116,301		
Youth Development: Youth Development Programs							
CEO/Executive Director	15	\$84,945		\$61,350	\$70,112	\$102,368	
<b>Hickory-Morganton-Lenoir, NC</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	5	\$53,862			\$50,890		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	\$67,898			\$57,249		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	5	\$52,740			\$63,319		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	\$158,506			\$153,898		
<b>Honolulu, HI</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	11	\$95,225		\$73,975	\$85,940	\$95,580	
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	6	\$69,698			\$68,133		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Honolulu, HI</b>							
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	6	\$103,033			\$92,936		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	20	\$208,974	\$71,861	\$96,338	\$145,010	\$228,405	\$550,741
Top Finance Position	7	\$131,820			\$102,743		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	6	\$86,182			\$70,945		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	12	\$89,538		\$56,797	\$87,632	\$113,042	
<b>Food, Agriculture and Nutrition: Agricultural Programs</b>							
CEO/Executive Director	5	\$58,899			\$39,300		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	10	\$350,656		\$168,480	\$276,258	\$453,943	
Top Finance Position	5	\$348,152			\$227,039		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	6	\$156,638			\$176,269		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	6	\$154,257			\$136,362		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	15	\$116,802		\$89,692	\$104,572	\$142,474	
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	7	\$103,062			\$84,682		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Honolulu, HI</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	13	\$116,162		\$79,602	\$96,422	\$119,830	
Top Operations Position	6	\$112,336			\$97,195		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	\$44,604			\$27,452		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	\$87,427			\$94,987		
Unknown							
CEO/Executive Director	7	\$76,862			\$81,650		
<b>Houston, TX</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	\$121,771			\$108,418		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	24	\$75,273	\$22,613	\$44,000	\$61,803	\$98,662	\$132,217
Arts, Culture and Humanities: Museums							
CEO/Executive Director	14	\$151,611		\$93,783	\$144,529	\$203,198	
Top Finance Position	7	\$224,102			\$194,697		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	21	\$161,016	\$40,037	\$42,000	\$70,000	\$285,789	\$427,494
Arts, Culture and Humanities: Visual Arts							
CEO/Executive Director	5	\$69,882			\$72,438		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	12	\$67,684		\$37,500	\$61,338	\$97,211	



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Houston, TX</b>							
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	5	\$53,919			\$57,996		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	7	\$109,907			\$119,528		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	6	\$163,662			\$83,923		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	7	\$112,559			\$107,113		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	12	\$128,725		\$87,588	\$112,587	\$178,508	
Top Finance Position	5	\$134,185			\$100,954		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	65	\$158,882	\$52,159	\$76,603	\$112,812	\$150,000	\$321,528
Top Administrative Position	10	\$108,547		\$88,262	\$112,630	\$131,704	
Top Development Position	5	\$163,554			\$152,483		
Top Finance Position	15	\$127,972		\$95,503	\$114,489	\$141,876	
Top Operations Position	5	\$106,668			\$108,267		
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	6	\$160,813			\$142,140		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	\$528,362			\$276,486		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	13	\$171,978		\$78,505	\$143,000	\$230,625	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Houston, TX</b>							
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	5	\$118,790			\$78,000		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	5	\$131,854			\$150,611		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	5	\$144,938			\$168,300		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	10	\$107,677		\$56,940	\$89,571	\$122,908	
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	11	\$160,960		\$97,805	\$146,652	\$168,828	
Top Finance Position	6	\$228,456			\$172,485		
Health – General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	5	\$182,709			\$193,697		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	9	\$287,770			\$141,147		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	10	\$1,001,360		\$127,861	\$311,336	\$1,241,833	
Top Finance Position	5	\$332,344			\$316,420		
Health – General and Rehabilitative: Public Health							
CEO/Executive Director	6	\$99,036			\$61,546		
Health – General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	5	\$117,223			\$126,407		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Houston, TX</b>							
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	7	\$563,544			\$107,219		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	15	\$121,234		\$65,501	\$107,505	\$175,633	
Top Finance Position	5	\$133,005			\$131,287		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	6	\$119,560			\$78,241		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	22	\$83,316	\$37,950	\$61,439	\$70,224	\$113,666	\$135,303
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	38	\$108,299	\$39,285	\$55,324	\$85,994	\$154,393	\$196,372
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	14	\$82,023		\$53,749	\$74,986	\$91,664	
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	16	\$111,542		\$70,394	\$106,031	\$126,088	
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	34	\$112,765	\$35,289	\$45,662	\$89,348	\$133,324	\$198,813
Top Finance Position	7	\$168,362			\$136,637		
Top Operations Position	5	\$148,200			\$114,842		
<b>Human Services – Multipurpose and Other: Personal Social Services</b>							
CEO/Executive Director	5	\$97,988			\$112,771		
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	11	\$164,930		\$90,401	\$174,622	\$205,406	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Houston, TX</b>							
<b>International, Foreign Affairs and National Security: International Development</b>							
CEO/Executive Director	14	\$66,064		\$36,422	\$42,104	\$82,946	
<b>Mental Health, Crisis Intervention: Counseling</b>							
CEO/Executive Director	7	\$99,668			\$119,386		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	5	\$118,918			\$141,172		
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	14	\$109,808		\$65,587	\$103,897	\$129,787	
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs</b>							
CEO/Executive Director	6	\$188,956			\$101,143		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations</b>							
CEO/Executive Director	7	\$169,562			\$133,222		
<b>Public Safety, Disaster Preparedness and Relief: Disaster Preparedness &amp; Relief Services</b>							
CEO/Executive Director	5	\$85,668			\$75,667		
<b>Public, Society Benefit – Multipurpose and Other: Military &amp; Veterans Organizations</b>							
CEO/Executive Director	5	\$69,799			\$74,500		
<b>Public, Society Benefit – Multipurpose and Other: Public &amp; Societal Benefit N.E.C.</b>							
CEO/Executive Director	5	\$425,823			\$282,430		
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports</b>							
CEO/Executive Director	14	\$97,317		\$36,788	\$88,288	\$123,979	
<b>Religion-Related, Spiritual Development: Christianity</b>							
CEO/Executive Director	69	\$70,500	\$24,581	\$31,825	\$50,500	\$89,309	\$120,896

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Houston, TX</b>							
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	13	\$47,930		\$28,962	\$35,636	\$61,800	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	6	\$100,990			\$88,616		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	6	\$74,735			\$53,800		
Unknown							
CEO/Executive Director	11	\$74,767		\$49,962	\$60,000	\$90,202	
Youth Development: Youth Development Programs							
CEO/Executive Director	21	\$120,991	\$52,985	\$59,167	\$85,000	\$135,000	\$196,930
<b>Huntington-Ashland, WV-KY-OH</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	5	\$75,457			\$50,000		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	\$126,795			\$142,198		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	\$33,217			\$24,297		
<b>Huntsville, AL</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	9	\$77,950			\$82,268		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Huntsville, AL</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	\$83,601			\$80,014		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	7	\$63,174			\$53,390		
<b>Indianapolis, IN</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	7	\$59,634			\$33,000		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	13	\$102,451		\$43,934	\$92,346	\$133,220	
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	7	\$111,798			\$78,557		
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	6	\$109,022			\$44,750		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	6	\$242,206			\$136,033		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	19	\$82,441		\$40,420	\$59,400	\$78,800	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	20	\$65,808	\$39,000	\$45,601	\$64,167	\$79,316	\$95,537
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	5	\$95,296			\$79,292		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	5	\$74,724			\$79,100		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Indianapolis, IN</b>							
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	5	\$83,313			\$71,600		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	5	\$50,424			\$37,115		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	9	\$87,144			\$70,000		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	28	\$152,956	\$67,129	\$78,810	\$111,833	\$209,787	\$291,788
Top Finance Position	12	\$88,118		\$59,996	\$88,398	\$109,230	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	8	\$301,262			\$288,632		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	18	\$143,234		\$79,864	\$92,556	\$145,839	
Top Finance Position	5	\$143,145			\$120,589		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	9	\$146,055			\$135,345		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	7	\$109,063			\$85,528		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	6	\$70,237			\$71,623		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	8	\$84,867			\$72,645		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Indianapolis, IN</b>							
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	9	\$212,364			\$207,048		
Top Finance Position	6	\$155,895			\$131,043		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	10	\$661,260		\$165,248	\$456,518	\$668,825	
Top Finance Position	7	\$258,936			\$184,897		
Top Operations Position	8	\$308,366			\$209,445		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	7	\$104,175			\$85,794		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	7	\$185,797			\$150,514		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	8	\$70,277			\$69,500		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	26	\$93,934	\$48,840	\$56,660	\$75,235	\$111,399	\$162,160
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	25	\$58,809	\$23,480	\$30,003	\$51,420	\$74,792	\$95,271
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	9	\$109,493			\$99,294		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	32	\$107,610	\$40,757	\$65,229	\$78,565	\$112,489	\$185,841
Top Finance Position	5	\$96,195			\$90,185		



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Indianapolis, IN</b>							
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	8	\$163,658			\$169,870		
<b>Human Services – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	7	\$95,421			\$85,769		
<b>International, Foreign Affairs and National Security: International Development</b>							
CEO/Executive Director	8	\$55,869			\$61,137		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	9	\$140,763			\$146,880		
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	7	\$74,385			\$57,644		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs</b>							
CEO/Executive Director	7	\$138,728			\$83,000		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations</b>							
CEO/Executive Director	10	\$112,065		\$75,321	\$76,450	\$85,694	
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other</b>							
CEO/Executive Director	6	\$68,084			\$68,850		
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports</b>							
CEO/Executive Director	13	\$71,460		\$45,000	\$65,300	\$85,000	
<b>Recreation, Sports, Leisure, Athletics: Sports Associations &amp; Training Facilities</b>							
CEO/Executive Director	5	\$605,928			\$162,355		
<b>Religion-Related, Spiritual Development: Christianity</b>							
CEO/Executive Director	38	\$61,389	\$27,306	\$38,500	\$54,686	\$74,271	\$108,467

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Indianapolis, IN</b>							
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	5	\$78,068			\$48,333		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	14	\$82,930		\$63,206	\$75,607	\$109,828	
Youth Development: Youth Development Programs							
CEO/Executive Director	16	\$92,013		\$45,485	\$76,795	\$118,889	
<b>Jackson,MS</b>							
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	5	\$65,899			\$52,800		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	14	\$130,227		\$63,228	\$111,635	\$170,355	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	\$338,557			\$372,043		
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	5	\$109,832			\$75,195		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$60,875			\$35,867		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	12	\$107,516		\$61,324	\$111,085	\$137,907	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	\$91,619			\$39,317		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	13	\$50,906		\$36,667	\$44,648	\$58,519	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Jacksonville, FL</b>							
<b>Animal-Related: Animal Protection &amp; Welfare</b>							
CEO/Executive Director	6	\$72,178			\$59,346		
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	5	\$82,178			\$78,000		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	6	\$119,361			\$123,486		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	8	\$64,616			\$40,200		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	16	\$118,565		\$67,180	\$105,387	\$133,337	
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	5	\$275,928			\$231,250		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	5	\$191,933			\$147,690		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	8	\$2,421,757			\$712,067		
Top Finance Position	7	\$384,276			\$269,585		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	6	\$101,154			\$97,452		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	11	\$76,699		\$37,692	\$57,008	\$108,783	
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	7	\$150,140			\$166,637		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Jacksonville, FL</b>							
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	8	\$79,322			\$68,876		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	17	\$130,237		\$58,435	\$84,049	\$155,674	
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	6	\$116,723			\$78,764		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	8	\$167,709			\$78,870		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	29	\$76,520	\$21,831	\$27,750	\$56,680	\$99,537	\$159,477
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	5	\$55,780			\$40,800		
Youth Development: Youth Development Programs							
CEO/Executive Director	8	\$67,122			\$69,205		
<b>Janesville-Beloit, WI</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$124,315			\$106,369		
<b>Jersey City, NJ</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	\$156,119			\$109,846		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$97,508			\$62,303		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Jersey City, NJ</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	8	\$111,778			\$104,870		
<b>JohnsonCity-Kingsport-Bristol, TN-VA</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$56,383			\$59,364		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	7	\$168,045			\$164,606		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	5	\$41,059			\$50,556		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	9	\$51,485			\$53,500		
<b>Johnstown, PA</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	7	\$57,108			\$50,000		
<b>Kalamazoo-Battle Creek, MI</b>							
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	5	\$53,091			\$48,000		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$58,650			\$36,000		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	6	\$74,206			\$79,483		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Kalamazoo-Battle Creek, MI</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	9	\$103,837			\$99,111		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	\$88,403			\$44,720		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	12	\$97,298		\$54,634	\$78,269	\$134,141	
Youth Development: Youth Development Programs							
CEO/Executive Director	7	\$50,482			\$40,098		
<b>Kansas City, MO-KS</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	5	\$99,833			\$91,893		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	9	\$54,376			\$43,542		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	5	\$30,982			\$34,873		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	12	\$162,480		\$55,553	\$93,127	\$219,297	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	18	\$131,266		\$45,287	\$78,069	\$190,879	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	20	\$105,792	\$36,764	\$52,382	\$90,470	\$133,507	\$242,716

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Kansas City, MO-KS</b>							
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	5	\$142,652			\$100,197		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	5	\$93,313			\$66,859		
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	13	\$396,496		\$156,841	\$475,700	\$542,470	
Top Finance Position	5	\$492,647			\$469,523		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	6	\$70,864			\$73,684		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	12	\$110,711		\$63,406	\$115,063	\$160,288	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	35	\$121,844	\$40,816	\$67,891	\$96,408	\$149,147	\$228,533
Top Administrative Position	5	\$133,012			\$121,365		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	11	\$188,762		\$94,644	\$136,500	\$271,166	
Top Development Position	5	\$171,871			\$171,643		
Top Finance Position	5	\$146,824			\$128,552		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	6	\$70,513			\$68,005		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	9	\$222,599			\$144,433		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	7	\$111,658			\$90,125		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Kansas City, MO-KS</b>							
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	9	\$137,283			\$113,059		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	7	\$362,621			\$150,631		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	5	\$198,439			\$174,873		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	13	\$299,103		\$95,544	\$207,183	\$404,300	
Top Finance Position	8	\$485,630			\$388,486		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	5	\$175,069			\$170,565		
<b>Health – General and Rehabilitative: Rehabilitative Care</b>							
CEO/Executive Director	5	\$94,541			\$67,500		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	5	\$108,551			\$111,249		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	10	\$100,172		\$71,335	\$88,851	\$98,115	
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	7	\$97,728			\$96,619		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	35	\$89,722	\$35,142	\$54,960	\$81,619	\$99,896	\$131,541
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	20	\$127,959	\$36,260	\$58,561	\$81,557	\$117,002	\$195,421



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Kansas City, MO-KS</b>							
Human Services – Multipurpose and Other: Children & Youth Services							
Top Operations Position	5	\$137,979			\$73,127		
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	19	\$77,975		\$47,565	\$74,587	\$103,973	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	16	\$113,498		\$68,382	\$96,095	\$151,116	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	13	\$129,944		\$47,054	\$91,696	\$126,950	
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	8	\$69,820			\$69,143		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	8	\$219,853			\$186,412		
Top Finance Position	5	\$190,977			\$165,018		
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	8	\$71,876			\$46,735		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	15	\$211,643		\$129,420	\$154,189	\$215,612	
Top Finance Position	7	\$167,440			\$112,222		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	5	\$70,764			\$77,876		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	7	\$163,014			\$138,569		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Kansas City, MO-KS</b>							
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	6	\$162,795			\$72,245		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	14	\$110,343		\$45,263	\$79,224	\$124,125	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	36	\$63,025	\$24,529	\$31,875	\$51,558	\$91,800	\$104,966
Youth Development: Youth Development Programs							
CEO/Executive Director	16	\$100,016		\$48,979	\$78,153	\$120,078	
<b>Killeen-Temple, TX</b>							
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	6	\$708,369			\$699,450		
Top Finance Position	5	\$255,054			\$253,525		
Top Operations Position	5	\$229,043			\$243,215		
<b>Knoxville, TN</b>							
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	5	\$70,104			\$79,894		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	6	\$70,289			\$64,772		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	6	\$66,547			\$66,794		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	6	\$86,391			\$88,707		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Knoxville, TN</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	\$115,767			\$58,010		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	8	\$229,417			\$183,110		
Health – General and Rehabilitative: Hospitals							
Top Finance Position	10	\$290,314		\$130,982	\$162,880	\$220,968	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	10	\$68,617		\$57,819	\$70,490	\$75,769	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$64,432			\$71,457		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	7	\$98,090			\$36,616		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	7	\$63,295			\$68,904		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	24	\$66,772	\$22,653	\$38,745	\$57,544	\$72,588	\$102,867
Top Finance Position	5	\$55,697			\$45,527		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$68,373			\$59,513		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Lafayette, LA</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	\$72,397			\$84,727		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$94,935			\$82,000		
<b>Lakeland-Winter Haven, FL</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	11	\$122,369		\$67,326	\$113,467	\$172,939	
Top Finance Position	5	\$102,964			\$109,102		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	6	\$83,484			\$88,028		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	7	\$38,639			\$34,637		
<b>Lancaster, PA</b>							
Arts, Culture and Humanities: Museums							
CEO/Executive Director	5	\$83,271			\$88,750		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	\$119,698			\$77,808		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	\$324,951			\$283,024		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	5	\$46,669			\$44,231		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Lancaster, PA</b>							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	\$69,072			\$55,987		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	5	\$117,843			\$125,641		
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	5	\$125,984			\$99,990		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	8	\$74,262			\$59,789		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$57,480			\$62,718		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	12	\$88,492		\$58,561	\$89,432	\$103,302	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	12	\$248,636		\$183,994	\$216,170	\$277,946	
Top Finance Position	11	\$157,637		\$135,078	\$160,744	\$179,202	
Top Human Resources Position	5	\$159,160			\$141,713		
Top Operations Position	6	\$156,968			\$153,931		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	14	\$68,503		\$34,244	\$65,356	\$95,521	
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	7	\$54,360			\$55,170		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Lansing-East Lansing, MI</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$96,144			\$82,986		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	11	\$175,117		\$113,500	\$151,568	\$219,351	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	5	\$196,369			\$102,042		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	9	\$372,061			\$240,768		
Top Finance Position	6	\$194,057			\$179,874		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	5	\$67,033			\$63,366		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	5	\$99,198			\$87,500		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$71,922			\$54,743		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	5	\$50,001			\$37,808		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	9	\$111,370			\$91,508		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	\$119,077			\$132,521		
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	5	\$105,710			\$111,070		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Las Vegas, NV-AZ</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	12	\$129,062		\$71,250	\$84,501	\$138,657	
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	6	\$241,438			\$185,555		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	5	\$199,375			\$113,395		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	14	\$64,089		\$39,189	\$43,673	\$84,367	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	8	\$110,036			\$124,093		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	7	\$72,292			\$71,380		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	15	\$159,392		\$94,636	\$149,617	\$204,248	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	8	\$50,808			\$41,272		
Unknown							
CEO/Executive Director	5	\$115,929			\$59,020		
<b>Lawrence, KS</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	\$61,392			\$61,808		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Lawrence-Haverhill, MA-NH</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	\$238,337			\$162,781		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	5	\$104,463			\$106,809		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	11	\$118,089		\$73,094	\$121,135	\$172,345	
Top Finance Position	5	\$108,849			\$96,203		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	\$62,489			\$56,761		
<b>Lexington, KY</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	\$62,072			\$44,000		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	5	\$64,328			\$52,500		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	10	\$129,304		\$49,550	\$70,281	\$158,932	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	\$275,074			\$289,082		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	7	\$63,284			\$53,600		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	7	\$96,488			\$68,000		



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Lexington, KY</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	7	\$60,267			\$48,000		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	\$77,649			\$73,283		
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	5	\$79,257			\$31,479		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	5	\$62,050			\$66,000		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	\$118,909			\$108,218		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	\$59,665			\$57,619		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	7	\$64,396			\$45,000		
<b>Lincoln, NE</b>							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	7	\$175,506			\$101,966		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	6	\$69,379			\$60,800		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	10	\$90,890		\$51,932	\$77,281	\$106,535	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Lincoln, NE</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	\$99,283			\$72,249		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$65,948			\$48,607		
<b>Little Rock-North Little Rock, AR</b>							
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	7	\$88,644			\$87,691		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	11	\$151,078		\$67,573	\$137,191	\$196,579	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	7	\$183,789			\$201,621		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	5	\$532,061			\$308,454		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	14	\$96,158		\$64,083	\$82,522	\$133,887	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	7	\$79,890			\$68,435		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$108,577			\$53,860		
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	7	\$104,972			\$55,000		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Little Rock-North Little Rock, AR</b>							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	\$169,465			\$162,750		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	11	\$69,492		\$27,220	\$59,569	\$106,729	
<b>Los Angeles-Long Beach, CA</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	19	\$110,010		\$50,400	\$78,000	\$116,149	
Animal-Related: Service and Other							
CEO/Executive Director	5	\$64,155			\$66,511		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	71	\$99,153	\$25,630	\$37,775	\$74,375	\$117,459	\$183,918
Top Finance Position	9	\$153,585			\$135,000		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	7	\$84,024			\$81,124		
Arts, Culture and Humanities: Humanities							
CEO/Executive Director	6	\$117,453			\$76,646		
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	29	\$124,695	\$34,836	\$48,406	\$86,838	\$148,589	\$209,494
Top Finance Position	8	\$127,178			\$129,364		
Top Operations Position	5	\$183,177			\$134,192		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	28	\$170,024	\$36,464	\$71,488	\$140,093	\$196,135	\$402,102
Top Development Position	7	\$187,190			\$154,020		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Los Angeles-Long Beach, CA</b>							
<b>Arts, Culture and Humanities: Museums</b>							
Top Finance Position	6	\$167,894			\$147,074		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	76	\$103,094	\$23,590	\$36,846	\$66,724	\$97,756	\$141,280
Top Development Position	5	\$171,589			\$138,271		
Top Finance Position	11	\$138,144		\$45,515	\$86,202	\$219,642	
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	11	\$177,712		\$118,076	\$180,155	\$245,903	
<b>Arts, Culture and Humanities: Visual Arts</b>							
CEO/Executive Director	6	\$55,474			\$54,539		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	21	\$108,700	\$52,656	\$69,538	\$97,595	\$133,980	\$217,152
<b>Civil Rights, Social Action, Advocacy: Civil Rights, Social Action &amp; Advocacy N.E.C.</b>							
CEO/Executive Director	8	\$121,298			\$102,562		
<b>Civil Rights, Social Action, Advocacy: Service and Other</b>							
CEO/Executive Director	9	\$111,982			\$89,561		
<b>Community Improvement, Capacity Building: Business &amp; Industry</b>							
CEO/Executive Director	10	\$127,066		\$69,484	\$117,675	\$168,848	
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	31	\$115,966	\$51,000	\$64,807	\$116,081	\$155,530	\$172,305
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	20	\$134,565	\$36,279	\$64,782	\$92,000	\$140,712	\$251,315
<b>Community Improvement, Capacity Building: Nonprofit Management</b>							
CEO/Executive Director	6	\$196,171			\$144,796		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	5	\$155,389			\$108,757		
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	11	\$73,461		\$46,276	\$57,963	\$94,350	
Crime, Legal-Related: Legal Services							
CEO/Executive Director	11	\$150,323		\$128,294	\$148,256	\$203,380	
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	7	\$113,152			\$101,307		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	13	\$169,824		\$57,500	\$72,000	\$127,387	
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	6	\$123,514			\$78,469		
Diseases, Disorders, Medical Disciplines: Nerve, Muscle & Bone Diseases							
CEO/Executive Director	6	\$102,421			\$109,022		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	15	\$163,050		\$66,679	\$89,382	\$240,497	
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	6	\$115,977			\$70,650		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	29	\$184,965	\$67,529	\$118,908	\$139,712	\$235,104	\$418,126
Top Finance Position	6	\$145,984			\$148,762		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	33	\$122,703	\$40,827	\$47,000	\$125,000	\$168,000	\$196,616
Top Finance Position	8	\$102,464			\$107,980		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	265	\$180,898	\$57,421	\$86,315	\$137,797	\$208,850	\$325,802
Top Administrative Position	15	\$127,406		\$96,313	\$118,889	\$180,331	
Top Business Position	11	\$119,019		\$90,679	\$121,583	\$139,326	
Top Development Position	24	\$156,091	\$109,800	\$131,574	\$149,280	\$180,842	\$193,524
Top Education Position	14	\$159,503		\$128,414	\$145,392	\$194,145	
Top Finance Position	57	\$159,793	\$55,004	\$107,354	\$168,596	\$221,712	\$255,765
Top Human Resources Position	5	\$118,146			\$110,657		
Top Operations Position	29	\$154,225	\$73,364	\$101,667	\$150,440	\$192,547	\$244,481
Top Program Position	6	\$116,012			\$115,129		
Top Technology Position	6	\$135,618			\$135,883		
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	14	\$215,498		\$80,230	\$202,997	\$324,868	
Top Finance Position	7	\$200,468			\$179,727		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	39	\$430,887	\$34,500	\$121,246	\$295,867	\$587,713	\$728,026
Top Administrative Position	9	\$353,695			\$313,581		
Top Development Position	11	\$254,950		\$189,867	\$265,162	\$338,190	
Top Education Position	6	\$179,613			\$159,410		
Top Facilities Position	5	\$193,376			\$200,410		
Top Finance Position	25	\$209,870	\$70,294	\$132,868	\$220,300	\$281,573	\$333,375
Top Technology Position	5	\$220,619			\$231,538		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	47	\$188,166	\$44,892	\$100,869	\$142,198	\$258,743	\$398,335
Top Development Position	5	\$113,497			\$100,214		
Top Finance Position	11	\$161,617		\$131,821	\$163,525	\$202,242	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Los Angeles-Long Beach, CA</b>							
<b>Educational Institutions and Related Activities: Service and Other</b>							
Top Operations Position	6	\$186,586			\$190,513		
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	20	\$122,704	\$57,605	\$85,731	\$121,886	\$165,005	\$181,149
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	22	\$120,983	\$56,396	\$68,215	\$98,734	\$153,080	\$234,410
Top Finance Position	7	\$117,365			\$117,593		
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	8	\$211,375			\$127,177		
<b>Environmental Quality, Protection and Beautification : Environmental Education</b>							
CEO/Executive Director	9	\$65,701			\$64,150		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	15	\$112,145		\$65,451	\$90,000	\$141,469	
Top Finance Position	5	\$80,726			\$67,905		
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	10	\$123,602		\$102,117	\$122,500	\$140,032	
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	11	\$108,177		\$78,445	\$94,579	\$131,082	
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	41	\$298,280	\$69,485	\$135,323	\$195,000	\$262,777	\$415,029
Top Finance Position	28	\$217,742	\$79,526	\$118,149	\$153,821	\$201,884	\$368,222
Top Operations Position	12	\$170,383		\$130,772	\$150,109	\$215,476	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Health – General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	8	\$181,339			\$129,107		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	12	\$150,202		\$75,000	\$86,117	\$114,445	
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	37	\$584,420	\$86,196	\$129,036	\$247,360	\$631,506	\$1,618,625
Top Finance Position	22	\$369,988	\$79,873	\$145,633	\$261,021	\$465,951	\$599,783
Top Human Resources Position	8	\$255,929			\$283,409		
Top Operations Position	13	\$378,608		\$188,927	\$232,090	\$501,171	
Health – General and Rehabilitative: Nursing							
Top Administrative Position	6	\$161,001			\$146,049		
Health – General and Rehabilitative: Public Health							
CEO/Executive Director	9	\$113,575			\$100,538		
Health – General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	7	\$104,018			\$82,500		
Health – General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	7	\$189,536			\$105,365		
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	20	\$259,059	\$46,577	\$80,455	\$108,216	\$338,927	\$506,170
Top Finance Position	6	\$280,203			\$242,181		
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	8	\$81,319			\$75,636		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	38	\$169,148	\$44,546	\$89,065	\$146,900	\$204,043	\$299,086



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Los Angeles-Long Beach, CA</b>							
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
Top Finance Position	14	\$218,195		\$119,032	\$168,902	\$222,625	
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	13	\$103,327		\$56,705	\$78,000	\$111,425	
<b>Housing, Shelter: Service and Other</b>							
CEO/Executive Director	8	\$143,680			\$112,764		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	13	\$151,854		\$82,500	\$163,329	\$216,870	
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	99	\$135,620	\$34,315	\$67,705	\$104,715	\$163,699	\$245,033
Top Administrative Position	6	\$118,072			\$128,643		
Top Development Position	7	\$174,367			\$127,077		
Top Finance Position	31	\$122,817	\$64,852	\$86,096	\$116,035	\$140,480	\$203,177
Top Operations Position	9	\$123,490			\$107,583		
Top Program Position	6	\$120,192			\$121,556		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	87	\$135,157	\$37,800	\$60,536	\$104,353	\$193,579	\$263,511
Top Administrative Position	8	\$129,924			\$141,545		
Top Development Position	6	\$145,104			\$148,955		
Top Finance Position	22	\$141,675	\$55,672	\$120,857	\$154,301	\$179,468	\$187,670
Top Operations Position	10	\$181,558		\$149,742	\$164,247	\$208,478	
Top Program Position	9	\$80,795			\$70,000		
Top Technology Position	6	\$140,456			\$137,507		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Los Angeles-Long Beach, CA</b>							
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	11	\$95,407		\$54,063	\$65,791	\$138,154	
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	35	\$128,149	\$34,968	\$62,886	\$108,482	\$166,423	\$208,627
Top Finance Position	9	\$108,845			\$106,046		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	55	\$116,316	\$32,858	\$54,061	\$94,008	\$141,370	\$230,993
Top Finance Position	10	\$111,925		\$75,468	\$90,712	\$173,205	
Top Operations Position	6	\$181,427			\$166,206		
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
CEO/Executive Director	14	\$118,750		\$47,382	\$74,020	\$122,518	
<b>Human Services – Multipurpose and Other: Personal Social Services</b>							
CEO/Executive Director	11	\$168,209		\$52,411	\$123,131	\$248,257	
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	34	\$125,884	\$50,598	\$76,532	\$105,730	\$183,002	\$217,924
Top Administrative Position	5	\$150,425			\$135,046		
Top Finance Position	10	\$118,708		\$97,679	\$136,301	\$145,799	
<b>Human Services – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	7	\$153,448			\$69,654		
<b>International, Foreign Affairs and National Security: International Development</b>							
CEO/Executive Director	19	\$122,941		\$45,159	\$68,893	\$91,097	
Top Finance Position	5	\$155,942			\$125,000		
<b>International, Foreign Affairs and National Security: Service and Other</b>							
CEO/Executive Director	5	\$315,907			\$289,830		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Los Angeles-Long Beach, CA</b>							
<b>Medical Research: Cancer Research</b>							
CEO/Executive Director	5	\$159,343			\$174,073		
<b>Medical Research: Service and Other</b>							
CEO/Executive Director	6	\$152,556			\$108,250		
<b>Mental Health, Crisis Intervention: Counseling</b>							
CEO/Executive Director	7	\$77,334			\$70,000		
<b>Mental Health, Crisis Intervention: Hot Lines &amp; Crisis Intervention</b>							
CEO/Executive Director	5	\$115,124			\$89,342		
<b>Mental Health, Crisis Intervention: Mental Health Associations</b>							
CEO/Executive Director	5	\$124,840			\$105,057		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	41	\$161,271	\$44,516	\$94,774	\$135,000	\$223,860	\$284,221
Top Finance Position	21	\$159,717	\$98,080	\$109,167	\$142,541	\$190,722	\$221,089
Top Human Resources Position	6	\$114,558			\$116,210		
Top Operations Position	8	\$149,444			\$135,261		
Top Program Position	6	\$132,624			\$129,511		
Top Technology Position	6	\$150,363			\$132,113		
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	34	\$132,090	\$38,880	\$71,994	\$122,260	\$178,829	\$225,328
Top Finance Position	10	\$109,587		\$62,954	\$90,572	\$133,819	
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations</b>							
CEO/Executive Director	13	\$242,326		\$113,300	\$204,816	\$356,245	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Los Angeles-Long Beach, CA</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other</b>							
CEO/Executive Director	6	\$173,360			\$204,612		
<b>Public, Society Benefit – Multipurpose and Other: Leadership Development</b>							
CEO/Executive Director	7	\$111,490			\$103,653		
<b>Public, Society Benefit – Multipurpose and Other: Military &amp; Veterans Organizations</b>							
CEO/Executive Director	5	\$146,063			\$129,000		
<b>Public, Society Benefit – Multipurpose and Other: Public &amp; Societal Benefit N.E.C.</b>							
CEO/Executive Director	11	\$104,405		\$58,800	\$116,544	\$147,112	
<b>Public, Society Benefit – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	6	\$402,205			\$310,769		
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports</b>							
CEO/Executive Director	19	\$82,161		\$39,344	\$71,673	\$89,500	
<b>Recreation, Sports, Leisure, Athletics: Camps</b>							
CEO/Executive Director	5	\$97,088			\$85,000		
<b>Recreation, Sports, Leisure, Athletics: Physical Fitness &amp; Community Recreational Facilities</b>							
CEO/Executive Director	5	\$104,346			\$106,094		
<b>Religion-Related, Spiritual Development: Christianity</b>							
CEO/Executive Director	101	\$50,936	\$20,555	\$24,710	\$36,000	\$60,000	\$89,024
Top Finance Position	15	\$76,450		\$38,730	\$67,308	\$92,570	
<b>Religion-Related, Spiritual Development: Judaism</b>							
CEO/Executive Director	16	\$114,920		\$53,713	\$90,617	\$147,315	
<b>Religion-Related, Spiritual Development: Religion-Related N.E.C.</b>							
CEO/Executive Director	15	\$50,145		\$28,200	\$39,350	\$55,657	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Los Angeles-Long Beach, CA</b>							
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	8	\$79,006			\$57,370		
Science and Technology Research Institutes, Services: Physical & Earth Sciences							
CEO/Executive Director	6	\$455,312			\$149,958		
Social Science Research Institutes, Services: Interdisciplinary Research							
CEO/Executive Director	5	\$77,325			\$48,660		
Unknown							
CEO/Executive Director	38	\$112,870	\$24,708	\$42,600	\$61,560	\$110,533	\$231,664
Top Finance Position	6	\$163,331			\$150,083		
Youth Development: Scouting							
CEO/Executive Director	8	\$224,623			\$168,162		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	30	\$116,771	\$61,521	\$80,081	\$124,145	\$149,565	\$161,834
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	5	\$91,174			\$81,616		
Youth Development: Youth Development Programs							
CEO/Executive Director	59	\$106,636	\$36,212	\$62,190	\$95,000	\$134,938	\$180,074
Top Finance Position	7	\$87,936			\$84,648		
<b>Louisville, KY-IN</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	5	\$83,327			\$57,000		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	5	\$168,577			\$144,053		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Louisville, KY-IN</b>							
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	9	\$85,802			\$71,075		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	6	\$71,986			\$56,296		
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	5	\$111,561			\$97,190		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	14	\$117,357		\$61,438	\$87,211	\$111,957	
Top Finance Position	5	\$60,722			\$56,687		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	5	\$110,688			\$115,134		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	9	\$668,301			\$260,344		
Top Finance Position	5	\$258,435			\$313,555		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	7	\$123,751			\$115,616		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	5	\$91,041			\$93,716		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	20	\$90,764	\$48,797	\$59,430	\$84,400	\$95,695	\$133,810
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	14	\$119,856		\$70,450	\$88,497	\$143,602	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Louisville, KY-IN</b>							
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	7	\$82,021			\$54,041		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	16	\$158,778		\$63,600	\$131,265	\$183,513	
Top Finance Position	5	\$130,424			\$160,493		
Top Operations Position	5	\$139,019			\$120,900		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	\$129,034			\$134,784		
Top Finance Position	5	\$148,165			\$125,187		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	6	\$163,506			\$135,901		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	5	\$135,869			\$138,815		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	15	\$55,009		\$40,899	\$58,708	\$64,395	
<b>Lubbock, TX</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	11	\$42,953		\$29,289	\$48,000	\$53,702	
<b>Lynchburg, VA</b>							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	\$452,187			\$376,618		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Lynchburg, VA</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	10	\$47,898		\$22,421	\$35,537	\$71,233	
<b>Macon, GA</b>							
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	\$121,631			\$97,720		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	5	\$83,167			\$74,055		
<b>Madison, WI</b>							
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	5	\$115,657			\$84,777		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	12	\$90,106		\$53,350	\$58,372	\$127,442	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	5	\$76,431			\$59,057		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	6	\$94,917			\$76,781		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	15	\$80,929		\$65,100	\$82,355	\$91,023	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	9	\$185,630			\$178,738		



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Madison, WI</b>							
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	6	\$80,853			\$81,156		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	19	\$95,967		\$63,642	\$91,761	\$106,450	
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	6	\$724,212			\$279,891		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	5	\$81,509			\$103,213		
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	7	\$137,812			\$99,343		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	23	\$100,809	\$58,372	\$67,887	\$72,765	\$98,048	\$137,683
Top Finance Position	5	\$135,181			\$71,869		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	17	\$75,176		\$53,709	\$75,936	\$93,433	
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	5	\$70,350			\$49,793		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	5	\$93,806			\$100,760		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	16	\$105,453		\$59,747	\$99,425	\$120,603	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Madison, WI</b>							
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	5	\$61,125			\$71,513		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	7	\$70,244			\$70,724		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	8	\$86,215			\$75,605		
<b>Manchester, NH</b>							
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	6	\$108,614			\$80,834		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	6	\$103,311			\$97,045		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	5	\$90,693			\$94,927		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	5	\$105,502			\$113,083		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	10	\$172,535		\$67,432	\$83,132	\$247,957	
Top Finance Position	6	\$135,733			\$93,842		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	\$293,237			\$342,306		
Top Finance Position	5	\$167,719			\$166,089		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	9	\$66,403			\$56,120		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Manchester, NH</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	8	\$130,254			\$113,992		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	\$146,720			\$112,321		
<b>McAllen-Edinburg-Mission, TX</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	\$35,444			\$30,155		
<b>Medford-Ashland, OR</b>							
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	6	\$110,818			\$84,977		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	\$97,876			\$97,388		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	6	\$76,321			\$74,299		
<b>Melbourne-Titusville-Palm Bay, FL</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	6	\$87,490			\$109,197		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	17	\$58,261		\$28,500	\$46,000	\$79,568	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Memphis, TN-AR-MS</b>							
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	5	\$90,179			\$75,000		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	5	\$204,801			\$228,312		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	8	\$102,152			\$93,130		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	10	\$60,951		\$49,270	\$56,973	\$67,713	
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	5	\$121,411			\$72,156		
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	5	\$539,013			\$96,204		
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	5	\$126,915			\$150,006		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	37	\$140,604	\$65,889	\$92,050	\$111,287	\$166,008	\$233,571
Top Development Position	5	\$159,865			\$159,146		
Top Finance Position	11	\$93,316		\$65,854	\$90,604	\$115,583	
Top Operations Position	6	\$93,101			\$98,427		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	6	\$241,912			\$219,977		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	5	\$128,832			\$170,329		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Memphis, TN-AR-MS</b>							
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	6	\$265,542			\$258,532		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	9	\$644,640			\$291,923		
Top Finance Position	8	\$282,420			\$171,493		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	11	\$104,314		\$47,000	\$88,365	\$127,993	
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	7	\$85,642			\$52,000		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	9	\$88,795			\$100,000		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	11	\$91,597		\$48,692	\$79,500	\$96,538	
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	7	\$240,090			\$154,161		
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	7	\$71,387			\$45,192		
<b>Religion-Related, Spiritual Development: Christianity</b>							
CEO/Executive Director	24	\$78,354	\$27,760	\$45,500	\$68,725	\$88,210	\$147,419
<b>Youth Development: Youth Development Programs</b>							
CEO/Executive Director	10	\$90,397		\$66,920	\$86,626	\$100,273	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Miami, FL</b>							
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	10	\$64,946		\$44,262	\$60,739	\$93,303	
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	5	\$197,807			\$222,600		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	12	\$130,608		\$48,000	\$99,739	\$209,385	
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	6	\$111,182			\$107,649		
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	7	\$98,090			\$98,344		
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	8	\$75,171			\$76,155		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	43	\$146,672	\$44,558	\$79,613	\$121,000	\$192,165	\$279,008
Top Finance Position	8	\$123,174			\$130,844		
Top Operations Position	5	\$182,556			\$125,000		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	9	\$242,681			\$152,266		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	9	\$110,472			\$109,838		
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	10	\$106,328		\$69,775	\$95,986	\$106,861	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Miami, FL</b>							
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	6	\$84,780			\$43,454		
<b>Health – General and Rehabilitative: Health Care N.E.C.</b>							
CEO/Executive Director	5	\$407,389			\$101,352		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	8	\$893,625			\$641,831		
Top Operations Position	11	\$445,197		\$180,949	\$260,877	\$390,747	
<b>Health – General and Rehabilitative: Nursing</b>							
Top Administrative Position	5	\$166,941			\$151,451		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	6	\$255,600			\$246,590		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	9	\$151,151			\$169,770		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	12	\$169,489		\$84,279	\$135,404	\$231,288	
Top Finance Position	5	\$154,106			\$114,268		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	13	\$125,434		\$88,473	\$128,750	\$165,714	
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	12	\$168,544		\$52,485	\$93,527	\$267,672	
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
CEO/Executive Director	5	\$130,751			\$143,057		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Miami, FL</b>							
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	\$116,089			\$78,000		
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	5	\$84,526			\$46,154		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	10	\$147,152		\$79,662	\$123,809	\$159,996	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	5	\$125,892			\$116,493		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	\$47,747			\$28,750		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	16	\$40,960		\$21,975	\$28,980	\$53,250	
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	5	\$96,575			\$99,000		
Youth Development: Service and Other							
CEO/Executive Director	5	\$101,917			\$105,000		
Youth Development: Youth Development Programs							
CEO/Executive Director	11	\$92,422		\$46,939	\$84,853	\$134,558	
<b>Middlesex-Somerset-Hunterdon, NJ</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	21	\$219,705	\$36,670	\$95,000	\$110,654	\$246,141	\$470,245
Top Finance Position	7	\$163,045			\$165,414		



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Middlesex-Somerset-Hunterdon, NJ</b>							
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	6	\$76,904			\$61,039		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	6	\$779,170			\$769,149		
Top Human Resources Position	5	\$410,475			\$428,218		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	9	\$121,695			\$118,299		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	9	\$128,451			\$111,043		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	10	\$133,119		\$94,841	\$137,330	\$164,088	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	6	\$120,973			\$111,776		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	23	\$136,871	\$38,897	\$74,904	\$115,741	\$162,098	\$205,510
Top Finance Position	6	\$142,542			\$156,409		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	\$229,903			\$152,422		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	7	\$41,970			\$24,800		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Milwaukee, WI</b>							
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	12	\$108,886		\$69,855	\$80,006	\$156,501	
<b>Arts, Culture and Humanities: Historical Organizations</b>							
CEO/Executive Director	6	\$63,234			\$63,700		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	5	\$121,652			\$148,962		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	11	\$136,333		\$48,788	\$86,402	\$210,893	
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	13	\$101,747		\$60,000	\$92,207	\$102,692	
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	10	\$92,923		\$60,048	\$64,300	\$128,551	
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	5	\$134,579			\$75,720		
<b>Educational Institutions and Related Activities: Adult Education</b>							
CEO/Executive Director	5	\$77,382			\$64,230		
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	11	\$62,178		\$43,750	\$50,194	\$79,493	
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	7	\$179,081			\$137,434		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	37	\$135,985	\$52,552	\$77,941	\$114,247	\$169,802	\$232,525
Top Finance Position	10	\$107,107		\$62,772	\$124,689	\$138,625	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Milwaukee, WI</b>							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	8	\$294,295			\$256,433		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	9	\$158,611			\$127,841		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	9	\$70,728			\$77,885		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	9	\$77,065			\$71,260		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	8	\$113,048			\$93,324		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	7	\$1,063,125			\$417,680		
Top Finance Position	9	\$547,756			\$396,674		
Top Human Resources Position	5	\$461,881			\$496,285		
Top Operations Position	5	\$608,896			\$191,986		
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	5	\$149,370			\$93,967		
Health – General and Rehabilitative: Public Health							
CEO/Executive Director	9	\$145,453			\$131,055		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	10	\$64,721	\$38,679		\$57,322	\$82,916	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	5	\$76,246			\$77,975		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Milwaukee, WI</b>							
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	24	\$146,609	\$50,747	\$68,258	\$104,366	\$169,817	\$319,437
Top Finance Position	10	\$115,764		\$83,848	\$122,544	\$145,379	
Top Operations Position	7	\$103,328			\$106,694		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	11	\$95,580		\$61,909	\$90,208	\$105,767	
Top Finance Position	5	\$97,974			\$83,114		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	12	\$108,747		\$53,005	\$87,146	\$151,244	
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	31	\$138,463	\$33,125	\$69,970	\$104,203	\$166,434	\$255,407
Top Finance Position	8	\$105,392			\$101,748		
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
CEO/Executive Director	7	\$135,858			\$118,256		
<b>Human Services – Multipurpose and Other: Personal Social Services</b>							
CEO/Executive Director	6	\$78,738			\$84,350		
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	13	\$146,958		\$66,673	\$101,650	\$232,552	
Top Administrative Position	6	\$169,594			\$165,432		
Top Finance Position	7	\$146,385			\$165,879		
<b>Human Services – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	5	\$156,115			\$139,000		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Milwaukee, WI</b>							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	5	\$89,707			\$91,433		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	7	\$128,253			\$88,114		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	11	\$77,464		\$60,746	\$78,099	\$102,313	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	19	\$211,067		\$56,670	\$99,338	\$123,221	
Youth Development: Youth Development Programs							
CEO/Executive Director	8	\$101,793			\$90,368		
<b>Minneapolis-St. Paul, MN-WI</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	11	\$73,006		\$36,771	\$43,495	\$66,377	
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	7	\$160,472			\$120,592		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	45	\$98,432	\$38,457	\$50,413	\$77,303	\$116,360	\$177,520
Top Finance Position	5	\$119,713			\$128,716		
Arts, Culture and Humanities: Arts Services							
CEO/Executive Director	6	\$86,209			\$90,436		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	6	\$102,741			\$53,125		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Minneapolis-St. Paul, MN-WI</b>							
Arts, Culture and Humanities: Humanities							
CEO/Executive Director	5	\$119,339			\$79,800		
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	24	\$107,214	\$30,377	\$53,438	\$73,906	\$121,896	\$221,605
Arts, Culture and Humanities: Museums							
CEO/Executive Director	12	\$153,176		\$50,387	\$87,227	\$168,493	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	54	\$80,185	\$27,005	\$36,704	\$58,879	\$82,920	\$159,500
Top Finance Position	6	\$93,742			\$101,718		
Arts, Culture and Humanities: Visual Arts							
CEO/Executive Director	9	\$82,418			\$59,982		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	7	\$76,032			\$75,727		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	6	\$205,987			\$146,228		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	33	\$75,085	\$46,774	\$54,025	\$62,199	\$75,717	\$130,677
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	7	\$79,271			\$57,216		
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	6	\$65,037			\$59,765		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	13	\$166,998		\$82,471	\$103,130	\$138,121	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Minneapolis-St. Paul, MN-WI</b>							
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	6	\$139,778			\$162,484		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	6	\$118,422			\$83,060		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	11	\$99,731		\$82,816	\$100,534	\$105,306	
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	7	\$86,739			\$88,829		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	5	\$94,971			\$70,311		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	5	\$92,232			\$85,248		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	6	\$100,488			\$108,662		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	9	\$76,496			\$59,583		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	14	\$64,303		\$38,463	\$50,715	\$90,370	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	112	\$120,272	\$50,000	\$74,681	\$110,978	\$135,737	\$189,249
Top Administrative Position	8	\$93,206			\$67,399		
Top Business Position	7	\$94,252			\$72,882		
Top Finance Position	21	\$78,798	\$39,734	\$54,038	\$61,786	\$99,790	\$145,841

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Minneapolis-St. Paul, MN-WI</b>							
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	7	\$212,622			\$166,000		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	13	\$323,487		\$219,390	\$252,260	\$372,593	
Top Finance Position	6	\$175,576			\$165,585		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	22	\$128,289	\$36,509	\$62,636	\$103,155	\$146,990	\$196,916
Top Finance Position	7	\$248,009			\$112,820		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	12	\$118,690		\$67,231	\$80,041	\$151,586	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	12	\$95,537		\$66,166	\$104,293	\$112,641	
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	8	\$176,573			\$139,210		
Environmental Quality, Protection and Beautification : Environment N.E.C.							
CEO/Executive Director	5	\$115,240			\$136,473		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	19	\$112,851		\$79,751	\$105,861	\$130,569	
Top Finance Position	5	\$92,388			\$81,554		
Environmental Quality, Protection and Beautification : Service and Other							
CEO/Executive Director	11	\$85,544		\$69,034	\$83,609	\$102,660	
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	13	\$100,916		\$63,233	\$71,768	\$112,454	



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Minneapolis-St. Paul, MN-WI</b>							
Food, Agriculture and Nutrition: Food, Agriculture & Nutrition N.E.C.							
CEO/Executive Director	5	\$112,762			\$96,500		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	16	\$226,308	\$115,827		\$193,998	\$255,577	
Top Finance Position	9	\$176,092			\$122,911		
Top Operations Position	5	\$224,637			\$157,954		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	8	\$450,360			\$376,129		
Top Finance Position	6	\$255,562			\$210,708		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	14	\$644,263	\$208,168		\$433,328	\$875,890	
Top Finance Position	9	\$550,089			\$448,953		
Top Human Resources Position	6	\$385,234			\$424,924		
Top Operations Position	7	\$368,976			\$323,228		
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	17	\$162,709	\$139,712		\$161,163	\$186,433	
Top Administrative Position	12	\$140,126	\$120,551		\$135,164	\$164,886	
Top Finance Position	9	\$96,535			\$98,554		
Health – General and Rehabilitative: Public Health							
CEO/Executive Director	5	\$89,373			\$85,774		
Health – General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	6	\$144,860			\$91,496		
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	10	\$173,374	\$94,025		\$124,566	\$160,915	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Minneapolis-St. Paul, MN-WI</b>							
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	7	\$191,712			\$180,509		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	26	\$127,132	\$35,436	\$62,744	\$96,216	\$177,215	\$251,609
Top Finance Position	9	\$142,564			\$133,505		
Housing, Shelter: Housing Support							
CEO/Executive Director	6	\$145,606			\$143,137		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	13	\$86,374		\$59,420	\$92,245	\$99,893	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	67	\$113,345	\$48,669	\$65,292	\$95,154	\$150,359	\$199,467
Top Finance Position	20	\$98,137	\$59,350	\$67,436	\$96,660	\$118,285	\$139,904
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	47	\$92,873	\$41,420	\$55,705	\$75,000	\$115,667	\$165,591
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	14	\$76,056		\$52,474	\$79,062	\$98,395	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	35	\$92,063	\$34,518	\$60,699	\$77,570	\$104,179	\$160,095
Top Finance Position	6	\$105,300			\$99,608		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	64	\$120,570	\$38,629	\$65,171	\$108,569	\$152,106	\$211,273
Top Finance Position	17	\$103,229		\$75,565	\$104,598	\$135,539	
Top Operations Position	6	\$142,087			\$123,754		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Minneapolis-St. Paul, MN-WI</b>							
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	13	\$148,242		\$56,000	\$118,572	\$194,635	
Top Finance Position	7	\$112,349			\$99,283		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	11	\$87,519		\$47,387	\$59,280	\$101,790	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	17	\$192,095		\$116,014	\$148,094	\$197,006	
Top Administrative Position	7	\$134,499			\$130,371		
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	12	\$86,365		\$30,552	\$103,396	\$115,994	
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	19	\$72,758		\$28,397	\$55,404	\$93,666	
International, Foreign Affairs and National Security: International Human Rights							
CEO/Executive Director	6	\$60,820			\$58,025		
International, Foreign Affairs and National Security: Promotion of International Understanding							
CEO/Executive Director	6	\$120,836			\$110,289		
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	6	\$79,577			\$85,949		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	19	\$156,643		\$96,909	\$145,082	\$168,305	
Top Administrative Position	5	\$141,829			\$140,182		
Top Development Position	5	\$133,353			\$116,962		
Top Finance Position	9	\$124,347			\$125,419		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Minneapolis-St. Paul, MN-WI</b>							
Mental Health, Crisis Intervention: Mental Health Treatment							
Top Operations Position	5	\$175,357			\$133,778		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	23	\$137,984	\$45,992	\$70,640	\$107,535	\$189,628	\$226,938
Top Finance Position	6	\$82,502			\$91,012		
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	7	\$119,868			\$88,527		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	14	\$149,758		\$68,167	\$116,511	\$182,928	
Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other							
CEO/Executive Director	5	\$82,415			\$89,744		
Public, Society Benefit – Multipurpose and Other: Government & Public Administration							
CEO/Executive Director	7	\$108,933			\$90,639		
Public, Society Benefit – Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	6	\$80,790			\$83,639		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	28	\$64,274	\$32,139	\$46,456	\$61,785	\$76,665	\$88,429
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	6	\$73,369			\$71,175		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	59	\$72,661	\$24,000	\$34,235	\$53,330	\$85,066	\$104,426
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	10	\$67,628		\$30,103	\$38,432	\$77,746	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Minneapolis-St. Paul, MN-WI</b>							
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	5	\$80,423			\$58,549		
Unknown							
CEO/Executive Director	6	\$60,447			\$54,006		
Youth Development: Youth Development Programs							
CEO/Executive Director	41	\$86,084	\$22,917	\$53,650	\$75,344	\$112,165	\$172,861
Top Finance Position	5	\$82,218			\$85,536		
<b>Missoula, MT</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	\$67,107			\$48,012		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	9	\$127,595			\$80,910		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	5	\$50,656			\$46,356		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	7	\$76,408			\$69,193		
<b>Mobile,AL</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	\$107,112			\$90,271		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	6	\$82,696			\$90,344		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Mobile,AL</b>							
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	5	\$60,820			\$69,512		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	7	\$98,357			\$75,164		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	5	\$52,253			\$54,080		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	17	\$45,792		\$24,000	\$30,000	\$59,857	
<b>Modesto,CA</b>							
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$114,932			\$109,700		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	\$62,740			\$60,000		
<b>Monmouth-Ocean, NJ</b>							
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	6	\$96,285			\$51,836		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	19	\$192,114		\$103,514	\$179,301	\$249,964	
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	5	\$195,019			\$178,749		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Monmouth-Ocean, NJ</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	7	\$87,322			\$78,190		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	9	\$100,862			\$91,083		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	6	\$131,042			\$75,361		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	10	\$105,528		\$51,008	\$99,452	\$155,390	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	\$152,222			\$140,899		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	7	\$129,631			\$136,454		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	8	\$90,181			\$80,448		
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	6	\$51,796			\$43,723		
<b>Monroe, LA</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	\$82,675			\$86,088		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Montgomery, AL</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	\$101,981			\$94,521		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	\$125,193			\$130,615		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	7	\$94,620			\$91,496		
<b>Myrtle Beach, SC</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	\$46,865			\$49,424		
<b>Naples,FL</b>							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	\$111,031			\$115,288		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	11	\$123,786		\$66,837	\$76,229	\$142,809	
Top Finance Position	5	\$94,712			\$85,845		
<b>Nashua, NH</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	6	\$78,688			\$75,709		



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
Nashville, TN							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	7	\$52,626			\$45,962		
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	7	\$141,721			\$108,813		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	9	\$189,162			\$167,431		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	10	\$133,870		\$51,244	\$69,478	\$209,584	
Top Finance Position	5	\$106,867			\$127,913		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	6	\$157,025			\$173,196		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	7	\$77,068			\$76,280		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	5	\$97,323			\$69,696		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	5	\$172,015			\$103,526		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	8	\$103,965			\$52,600		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	16	\$87,546		\$50,373	\$77,970	\$104,873	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	37	\$168,536	\$54,980	\$79,396	\$125,784	\$245,064	\$348,419
Top Development Position	5	\$133,474			\$133,450		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Nashville, TN</b>							
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
Top Finance Position	13	\$113,235		\$84,124	\$124,492	\$144,078	
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	11	\$241,141		\$99,500	\$132,594	\$163,903	
Top Finance Position	5	\$168,966			\$120,468		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	9	\$166,235			\$121,460		
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	6	\$80,274			\$60,222		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	7	\$67,678			\$69,693		
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	8	\$53,622			\$44,786		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	9	\$164,407			\$128,604		
Top Finance Position	5	\$161,958			\$104,367		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	6	\$245,482			\$239,928		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	15	\$89,080		\$60,000	\$80,092	\$112,640	
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	6	\$63,205			\$72,452		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
Nashville, TN							
Housing, Shelter: Temporary Housing							
CEO/Executive Director	9	\$59,336			\$50,961		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	38	\$70,566	\$30,523	\$44,252	\$69,237	\$91,516	\$110,267
Top Finance Position	6	\$61,334			\$60,591		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	23	\$83,988	\$47,808	\$52,670	\$69,978	\$92,981	\$129,618
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	10	\$63,076		\$45,812	\$52,047	\$68,022	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	22	\$82,257	\$42,658	\$56,222	\$78,382	\$99,207	\$131,211
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	15	\$112,295		\$44,145	\$75,957	\$121,033	
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	7	\$89,062			\$80,061		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	\$184,998			\$194,013		
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	14	\$106,820		\$37,307	\$72,925	\$120,344	
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	6	\$72,835			\$44,890		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	6	\$191,890			\$156,297		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Nashville, TN</b>							
Mental Health, Crisis Intervention: Mental Health Treatment							
Top Operations Position	5	\$156,702			\$146,426		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	9	\$62,668			\$55,724		
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	5	\$123,613			\$97,692		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	\$53,747			\$56,517		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	66	\$73,170	\$27,950	\$38,009	\$66,079	\$87,643	\$133,043
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	7	\$54,641			\$66,500		
Unknown							
CEO/Executive Director	5	\$181,231			\$94,531		
Youth Development: Youth Development Programs							
CEO/Executive Director	11	\$105,082		\$64,959	\$82,088	\$123,749	
<b>Nassau-Suffolk, NY</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	8	\$101,135			\$75,947		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	14	\$53,873		\$29,330	\$52,565	\$78,750	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Nassau-Suffolk, NY</b>							
<b>Arts, Culture and Humanities: Historical Organizations</b>							
CEO/Executive Director	14	\$68,124		\$56,809	\$63,813	\$75,494	
<b>Arts, Culture and Humanities: Media &amp; Communication ;</b>							
CEO/Executive Director	7	\$72,705			\$77,500		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	15	\$163,141		\$79,862	\$110,321	\$170,009	
Top Finance Position	5	\$108,069			\$118,183		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	13	\$49,471		\$33,000	\$45,573	\$60,267	
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	8	\$184,190			\$137,837		
<b>Diseases, Disorders, Medical Disciplines: Cancer</b>							
CEO/Executive Director	6	\$254,521			\$152,905		
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	6	\$134,808			\$116,307		
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	9	\$102,016			\$96,297		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	48	\$170,316	\$63,500	\$105,339	\$173,230	\$220,938	\$277,602
Top Administrative Position	7	\$99,612			\$70,339		
Top Business Position	5	\$130,456			\$128,490		
Top Finance Position	17	\$150,111		\$105,082	\$159,538	\$173,448	
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	12	\$703,990		\$514,216	\$685,461	\$931,702	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Nassau-Suffolk, NY</b>							
<b>Educational Institutions and Related Activities: Higher Education</b>							
Top Finance Position	5	\$357,379			\$377,533		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	8	\$153,029			\$139,743		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	7	\$111,015			\$79,999		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	23	\$1,155,174	\$573,330	\$650,610	\$961,113	\$1,166,994	\$2,105,695
Top Administrative Position	6	\$611,206			\$579,011		
Top Finance Position	21	\$760,831	\$313,389	\$478,350	\$528,897	\$772,201	\$937,669
Top Operations Position	6	\$1,157,679			\$618,266		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	7	\$343,180			\$271,424		
Top Finance Position	8	\$199,416			\$179,143		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	9	\$204,993			\$139,626		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	8	\$115,831			\$97,304		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	5	\$80,526			\$90,136		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	16	\$207,779		\$83,723	\$152,896	\$310,605	
Top Finance Position	7	\$181,925			\$195,369		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Nassau-Suffolk, NY</b>							
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	34	\$156,813	\$59,323	\$91,085	\$109,594	\$167,148	\$263,186
Top Finance Position	6	\$158,240			\$147,379		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	8	\$82,876			\$77,921		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	21	\$163,645	\$54,026	\$60,145	\$144,385	\$244,251	\$330,531
Top Finance Position	10	\$144,005		\$112,605	\$130,714	\$173,609	
Top Operations Position	6	\$201,183			\$192,638		
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	18	\$313,163		\$129,900	\$216,923	\$477,524	
Top Finance Position	9	\$186,097			\$164,587		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	16	\$209,595		\$143,876	\$187,386	\$234,093	
Top Finance Position	9	\$157,941			\$161,075		
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	12	\$88,044		\$75,800	\$89,512	\$105,882	
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports</b>							
CEO/Executive Director	9	\$68,152			\$52,500		
<b>Religion-Related, Spiritual Development: Christianity</b>							
CEO/Executive Director	8	\$56,067			\$50,900		
<b>Youth Development: Scouting</b>							
CEO/Executive Director	5	\$154,671			\$154,510		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Nassau-Suffolk, NY</b>							
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	6	\$99,149			\$89,493		
<b>New Haven-Meriden, CT</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	7	\$107,949			\$72,780		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	8	\$143,693			\$111,994		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	42	\$183,377	\$76,604	\$99,004	\$161,838	\$191,265	\$277,630
Top Finance Position	6	\$166,841			\$144,375		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	6	\$950,115			\$625,289		
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	8	\$209,015			\$211,782		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	5	\$123,060			\$112,931		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	12	\$103,025		\$83,980	\$94,874	\$117,179	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	\$73,365			\$68,882		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	7	\$82,897			\$75,306		



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New Haven-Meriden, CT</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$122,833			\$132,341		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	8	\$203,780			\$184,215		
Top Finance Position	6	\$142,229			\$140,285		
Youth Development: Youth Development Programs							
CEO/Executive Director	8	\$110,887			\$105,993		
<b>New London-Norwich, CT-RI</b>							
Arts, Culture and Humanities: Museums							
CEO/Executive Director	5	\$87,223			\$68,962		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	10	\$175,112		\$79,054	\$176,939	\$263,260	
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	5	\$79,477			\$74,460		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	9	\$108,450			\$100,150		
<b>New Orleans, LA</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	18	\$81,725		\$45,700	\$76,175	\$107,088	
Arts, Culture and Humanities: Arts, Culture & Humanities N.E.C.							
CEO/Executive Director	5	\$67,943			\$40,221		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New Orleans, LA</b>							
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
CEO/Executive Director	8	\$66,924			\$60,000		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	7	\$211,586			\$117,744		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	10	\$80,017		\$48,997	\$52,059	\$110,946	
<b>Community Improvement, Capacity Building: Business &amp; Industry</b>							
CEO/Executive Director	5	\$99,807			\$99,898		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	11	\$121,360		\$53,726	\$72,508	\$171,403	
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	6	\$89,378			\$87,242		
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	8	\$81,323			\$77,599		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	41	\$157,103	\$71,621	\$85,459	\$119,296	\$182,819	\$270,759
Top Finance Position	15	\$136,017		\$115,065	\$128,201	\$163,904	
Top Operations Position	8	\$140,286			\$142,629		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	5	\$421,095			\$248,948		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	12	\$138,857		\$76,845	\$168,054	\$186,268	
Top Finance Position	5	\$136,364			\$129,937		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New Orleans, LA</b>							
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	6	\$167,851			\$150,475		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	9	\$934,996			\$587,782		
Top Finance Position	7	\$648,062			\$259,111		
Top Operations Position	5	\$486,989			\$360,357		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	5	\$224,333			\$229,423		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	11	\$106,181		\$79,593	\$107,175	\$142,802	
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	17	\$89,004		\$42,479	\$80,859	\$123,514	
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	10	\$93,982		\$67,161	\$84,928	\$118,418	
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	6	\$74,376			\$83,045		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	18	\$126,926		\$70,445	\$122,864	\$181,715	
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	6	\$162,977			\$168,897		
<b>Human Services – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	5	\$85,812			\$72,000		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New Orleans, LA</b>							
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	5	\$99,937			\$94,077		
<b>Public Safety, Disaster Preparedness and Relief: Disaster Preparedness &amp; Relief Services</b>							
CEO/Executive Director	5	\$78,379			\$45,149		
<b>Religion-Related, Spiritual Development: Christianity</b>							
CEO/Executive Director	11	\$67,650		\$49,552	\$60,208	\$76,972	
<b>Youth Development: Youth Development Programs</b>							
CEO/Executive Director	10	\$75,634		\$52,741	\$64,062	\$85,186	
<b>New York, NY-NJ</b>							
<b>Animal-Related: Animal Protection &amp; Welfare</b>							
CEO/Executive Director	19	\$113,168		\$40,412	\$80,600	\$128,928	
<b>Animal-Related: Wildlife Preservation &amp; Protection</b>							
CEO/Executive Director	9	\$305,358			\$156,999		
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	161	\$127,552	\$27,699	\$50,000	\$91,457	\$164,655	\$239,737
Top Administrative Position	7	\$132,164			\$148,600		
Top Development Position	10	\$152,402		\$112,994	\$135,877	\$191,074	
Top Finance Position	20	\$118,753	\$53,149	\$68,504	\$102,271	\$150,201	\$198,025
Top Operations Position	12	\$158,258		\$90,083	\$128,110	\$161,628	
<b>Arts, Culture and Humanities: Arts Services</b>							
CEO/Executive Director	26	\$143,223	\$27,975	\$40,635	\$105,143	\$219,976	\$288,236
Top Finance Position	6	\$189,746			\$185,362		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Arts, Culture and Humanities: Arts, Culture &amp; Humanities N.E.C.</b>							
CEO/Executive Director	31	\$160,986	\$41,893	\$62,881	\$118,923	\$205,649	\$269,732
Top Finance Position	7	\$160,578			\$169,723		
<b>Arts, Culture and Humanities: Historical Organizations</b>							
CEO/Executive Director	25	\$188,259	\$62,958	\$80,000	\$162,058	\$233,978	\$379,502
Top Development Position	6	\$171,443			\$161,327		
Top Finance Position	8	\$137,055			\$153,703		
<b>Arts, Culture and Humanities: Humanities</b>							
CEO/Executive Director	19	\$148,011		\$59,250	\$125,949	\$180,148	
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
CEO/Executive Director	82	\$153,859	\$32,677	\$52,833	\$118,360	\$200,603	\$321,706
Top Administrative Position	6	\$168,198			\$163,386		
Top Development Position	6	\$175,197			\$179,882		
Top Finance Position	13	\$130,573		\$64,231	\$106,430	\$165,304	
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	56	\$219,124	\$63,115	\$76,950	\$147,062	\$252,363	\$464,245
Top Development Position	9	\$223,415			\$182,245		
Top Finance Position	15	\$231,464		\$144,810	\$253,391	\$267,454	
Top Legal Position	6	\$373,424			\$364,293		
Top Operations Position	9	\$399,908			\$201,635		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	243	\$133,877	\$27,823	\$50,005	\$85,196	\$139,371	\$245,390
Top Administrative Position	12	\$302,989		\$55,695	\$159,474	\$249,382	
Top Development Position	20	\$203,747	\$129,205	\$142,214	\$177,553	\$254,652	\$326,799
Top Finance Position	39	\$150,145	\$47,177	\$75,688	\$133,755	\$189,896	\$281,537

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Arts, Culture and Humanities: Performing Arts</b>							
Top Marketing Position	10	\$164,231		\$125,110	\$151,778	\$206,249	
Top Operations Position	9	\$220,915			\$130,643		
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	36	\$193,443	\$51,115	\$98,029	\$183,178	\$256,417	\$347,663
Top Development Position	5	\$156,197			\$164,074		
Top Finance Position	10	\$141,047		\$108,618	\$150,793	\$171,243	
<b>Arts, Culture and Humanities: Visual Arts</b>							
CEO/Executive Director	30	\$112,029	\$36,951	\$60,375	\$84,103	\$149,577	\$187,298
<b>Civil Rights, Social Action, Advocacy: Civil Liberties</b>							
CEO/Executive Director	10	\$240,979		\$146,017	\$223,705	\$283,407	
Top Legal Position	5	\$237,832			\$193,807		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	50	\$138,154	\$58,342	\$80,940	\$122,550	\$194,892	\$240,505
Top Development Position	7	\$139,915			\$156,072		
Top Finance Position	9	\$160,488			\$135,316		
Top Legal Position	8	\$207,763			\$217,532		
Top Operations Position	6	\$179,213			\$184,337		
<b>Civil Rights, Social Action, Advocacy: Civil Rights, Social Action &amp; Advocacy N.E.C.</b>							
CEO/Executive Director	21	\$141,537	\$69,600	\$79,928	\$131,175	\$200,000	\$218,931
Top Finance Position	5	\$150,798			\$138,473		
<b>Civil Rights, Social Action, Advocacy: Service and Other</b>							
CEO/Executive Director	11	\$194,449		\$107,033	\$193,184	\$255,013	
<b>Community Improvement, Capacity Building: Business &amp; Industry</b>							
CEO/Executive Director	30	\$247,024	\$53,851	\$78,926	\$124,488	\$324,842	\$473,800

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Community Improvement, Capacity Building: Business &amp; Industry</b>							
Top Finance Position	8	\$230,571			\$194,027		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	82	\$156,890	\$52,650	\$72,543	\$99,654	\$200,636	\$269,502
Top Finance Position	18	\$169,077		\$106,310	\$160,816	\$221,178	
Top Operations Position	8	\$164,261			\$166,939		
Top Program Position	5	\$167,251			\$146,898		
<b>Community Improvement, Capacity Building: Community Improvement &amp; Capacity Building N.E.C.</b>							
CEO/Executive Director	10	\$134,543		\$82,585	\$111,551	\$137,463	
<b>Community Improvement, Capacity Building: Community Service Clubs</b>							
CEO/Executive Director	9	\$144,655			\$119,543		
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	40	\$152,572	\$47,871	\$89,662	\$126,865	\$227,064	\$266,749
Top Finance Position	10	\$138,637		\$102,385	\$134,805	\$174,336	
Top Operations Position	5	\$117,491			\$121,262		
<b>Community Improvement, Capacity Building: Nonprofit Management</b>							
CEO/Executive Director	9	\$182,637			\$192,500		
<b>Community Improvement, Capacity Building: Service and Other</b>							
CEO/Executive Director	22	\$167,558	\$54,928	\$123,676	\$168,231	\$219,410	\$278,629
<b>Crime, Legal-Related: Administration of Justice</b>							
CEO/Executive Director	7	\$227,415			\$109,588		
<b>Crime, Legal-Related: Crime Prevention</b>							
CEO/Executive Director	6	\$157,890			\$104,371		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	32	\$163,030	\$59,943	\$86,490	\$190,679	\$218,225	\$232,749
Top Finance Position	11	\$134,836		\$125,478	\$137,855	\$153,917	
Top Legal Position	17	\$154,299		\$137,521	\$156,525	\$168,696	
Top Program Position	5	\$169,817			\$171,291		
<b>Crime, Legal-Related: Protection Against Abuse</b>							
CEO/Executive Director	7	\$104,524			\$82,829		
<b>Crime, Legal-Related: Rehabilitation Services for Offenders</b>							
CEO/Executive Director	11	\$160,402		\$115,078	\$154,954	\$202,835	
<b>Crime, Legal-Related: Service and Other</b>							
CEO/Executive Director	6	\$124,527			\$129,303		
<b>Diseases, Disorders, Medical Disciplines: Birth Defects &amp; Genetic Diseases</b>							
CEO/Executive Director	7	\$293,725			\$227,504		
Top Finance Position	6	\$205,379			\$204,838		
<b>Diseases, Disorders, Medical Disciplines: Cancer</b>							
CEO/Executive Director	14	\$125,694		\$62,228	\$80,097	\$166,514	
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	11	\$221,660		\$102,504	\$226,668	\$307,175	
Top Finance Position	7	\$164,129			\$179,852		
<b>Diseases, Disorders, Medical Disciplines: Medical Disciplines</b>							
CEO/Executive Director	8	\$181,017			\$155,000		
<b>Diseases, Disorders, Medical Disciplines: Nerve, Muscle &amp; Bone Diseases</b>							
CEO/Executive Director	9	\$126,081			\$140,020		



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Diseases, Disorders, Medical Disciplines: Service and Other</b>							
CEO/Executive Director	7	\$122,954			\$133,551		
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	39	\$217,078	\$77,396	\$103,553	\$183,727	\$285,932	\$367,246
Top Development Position	7	\$208,440			\$168,460		
Top Finance Position	9	\$192,132			\$174,154		
Top Operations Position	7	\$199,125			\$173,725		
<b>Diseases, Disorders, Medical Disciplines: Voluntary Health Associations &amp; Medical Disciplines N.E.C</b>							
CEO/Executive Director	5	\$321,121			\$273,629		
<b>Educational Institutions and Related Activities: Adult Education</b>							
CEO/Executive Director	12	\$181,103		\$68,052	\$141,925	\$182,326	
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	42	\$158,215	\$41,900	\$70,524	\$124,291	\$183,854	\$348,226
Top Finance Position	13	\$162,459		\$72,649	\$182,342	\$196,394	
Top Operations Position	7	\$198,852			\$193,202		
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	63	\$193,346	\$48,646	\$68,462	\$135,000	\$245,828	\$376,197
Top Administrative Position	6	\$178,180			\$156,065		
Top Development Position	11	\$146,044		\$119,279	\$137,398	\$173,071	
Top Finance Position	14	\$185,610		\$152,852	\$169,545	\$218,583	
Top Operations Position	9	\$251,677			\$162,884		
Top Program Position	7	\$162,522			\$165,251		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	336	\$227,448	\$83,219	\$130,683	\$175,316	\$254,115	\$450,446

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
Top Administrative Position	19	\$168,033		\$123,971	\$167,142	\$215,842	
Top Business Position	13	\$149,750		\$112,893	\$144,471	\$163,383	
Top Development Position	33	\$197,289	\$120,471	\$150,200	\$209,419	\$236,998	\$269,387
Top Education Position	15	\$192,583		\$151,575	\$168,984	\$212,269	
Top Facilities Position	11	\$218,139		\$173,218	\$215,282	\$233,721	
Top Finance Position	108	\$188,498	\$80,426	\$108,020	\$158,903	\$257,487	\$333,876
Top Operations Position	54	\$154,294	\$96,277	\$114,181	\$133,835	\$175,012	\$237,553
Top PR/Communications Position	5	\$176,774			\$176,533		
Top Program Position	13	\$145,201		\$108,000	\$122,862	\$167,784	
Top Technology Position	21	\$191,517	\$139,453	\$144,718	\$193,443	\$217,213	\$258,792
<b>Educational Institutions and Related Activities: Graduate &amp; Professional Schools</b>							
CEO/Executive Director	9	\$166,211			\$146,181		
Top Finance Position	10	\$263,134		\$117,474	\$222,131	\$307,342	
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	48	\$465,076	\$108,543	\$195,666	\$334,789	\$511,964	\$768,792
Top Administrative Position	9	\$235,694			\$216,690		
Top Development Position	13	\$266,617		\$181,560	\$256,362	\$268,179	
Top Education Position	10	\$209,887		\$155,228	\$188,710	\$268,604	
Top Finance Position	32	\$272,358	\$136,252	\$164,844	\$220,277	\$287,871	\$379,531
Top Human Resources Position	5	\$253,554			\$205,372		
Top Legal Position	5	\$470,500			\$574,919		
Top Operations Position	9	\$221,963			\$213,081		
Top Technology Position	10	\$313,745		\$151,839	\$178,277	\$225,794	
<b>Educational Institutions and Related Activities: Libraries</b>							
CEO/Executive Director	16	\$172,164		\$60,556	\$93,077	\$171,881	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Educational Institutions and Related Activities: Libraries</b>							
Top Finance Position	5	\$255,983			\$260,843		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	68	\$209,050	\$58,523	\$92,717	\$169,379	\$278,997	\$373,546
Top Development Position	6	\$140,744			\$124,339		
Top Finance Position	22	\$193,437	\$110,346	\$128,251	\$178,543	\$226,384	\$341,790
Top Operations Position	10	\$278,656		\$172,486	\$196,091	\$262,736	
Top Program Position	7	\$175,972			\$160,640		
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	35	\$179,970	\$55,344	\$84,439	\$152,649	\$215,805	\$316,320
Top Administrative Position	5	\$151,971			\$122,725		
Top Finance Position	7	\$170,618			\$122,725		
Top Operations Position	5	\$215,795			\$253,452		
<b>Educational Institutions and Related Activities: Vocational &amp; Technical Schools</b>							
CEO/Executive Director	7	\$157,993			\$169,406		
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	29	\$156,726	\$36,061	\$85,567	\$161,333	\$213,727	\$256,188
Top Administrative Position	6	\$161,694			\$151,495		
Top Finance Position	12	\$142,625		\$131,310	\$140,750	\$158,855	
<b>Employment, Job-Related: Labor Unions</b>							
CEO/Executive Director	5	\$147,296			\$114,737		
<b>Environmental Quality, Protection and Beautification : Botanical, Horticultural &amp; Landscape Service</b>							
CEO/Executive Director	9	\$261,942			\$187,150		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Environmental Quality, Protection and Beautification : Environmental Beautification</b>							
CEO/Executive Director	8	\$91,833			\$74,274		
<b>Environmental Quality, Protection and Beautification : Environmental Education</b>							
CEO/Executive Director	8	\$130,757			\$97,674		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	22	\$241,815	\$69,709	\$119,197	\$152,233	\$303,597	\$597,250
Top Development Position	8	\$200,315			\$174,369		
<b>Environmental Quality, Protection and Beautification : Pollution Abatement &amp; Control</b>							
CEO/Executive Director	9	\$90,531			\$81,779		
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	13	\$181,284		\$100,163	\$212,081	\$237,542	
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	19	\$153,445		\$74,187	\$104,294	\$190,993	
<b>Food, Agriculture and Nutrition: Nutrition</b>							
CEO/Executive Director	6	\$122,999			\$76,057		
<b>Food, Agriculture and Nutrition: Service and Other</b>							
CEO/Executive Director	5	\$103,003			\$87,550		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	34	\$347,559	\$135,051	\$202,777	\$273,878	\$407,566	\$561,975
Top Finance Position	23	\$220,738	\$101,528	\$130,759	\$212,006	\$295,025	\$322,986
Top Operations Position	11	\$246,936		\$173,364	\$249,363	\$260,427	
Top Technology Position	6	\$211,511			\$198,080		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Health – General and Rehabilitative: Health (General &amp; Financing)</b>							
CEO/Executive Director	16	\$507,166		\$105,262	\$183,300	\$279,073	
Top Finance Position	6	\$345,957			\$203,816		
<b>Health – General and Rehabilitative: Health Care N.E.C.</b>							
CEO/Executive Director	13	\$147,727		\$75,000	\$114,850	\$221,461	
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	25	\$226,110	\$50,368	\$72,340	\$136,828	\$232,540	\$418,894
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	49	\$1,255,268	\$140,390	\$231,885	\$641,248	\$1,175,188	\$2,745,853
Top Development Position	5	\$450,197			\$288,520		
Top Finance Position	42	\$572,957	\$196,204	\$247,556	\$434,643	\$680,855	\$999,450
Top Human Resources Position	16	\$397,391		\$248,485	\$293,438	\$419,647	
Top Legal Position	7	\$431,537			\$430,318		
Top Operations Position	28	\$582,543	\$99,460	\$192,039	\$422,195	\$627,857	\$1,475,933
Top Technology Position	5	\$412,274			\$301,538		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	30	\$395,413	\$126,981	\$197,326	\$258,011	\$347,608	\$412,282
Top Administrative Position	26	\$242,915	\$125,879	\$163,989	\$239,999	\$304,278	\$348,408
Top Facilities Position	5	\$187,397			\$185,330		
Top Finance Position	29	\$233,465	\$136,832	\$155,589	\$201,332	\$284,249	\$370,464
Top Operations Position	8	\$278,208			\$274,362		
Top Program Position	6	\$131,429			\$126,773		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	21	\$186,444	\$50,000	\$86,076	\$132,287	\$246,012	\$355,289
Top Finance Position	6	\$192,888			\$196,565		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Health – General and Rehabilitative: Rehabilitative Care</b>							
CEO/Executive Director	5	\$191,603			\$180,000		
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
CEO/Executive Director	6	\$297,335			\$229,837		
Top Finance Position	5	\$252,877			\$251,821		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	31	\$237,195	\$47,776	\$98,474	\$184,112	\$275,986	\$479,081
Top Development Position	8	\$175,109			\$172,898		
Top Finance Position	10	\$260,516		\$173,287	\$214,923	\$308,732	
Top Operations Position	5	\$367,509			\$344,814		
<b>Housing, Shelter: Homeowners &amp; Tenants Associations</b>							
CEO/Executive Director	6	\$172,544			\$129,114		
<b>Housing, Shelter: Housing &amp; Shelter N.E.C.</b>							
CEO/Executive Director	10	\$158,797		\$79,886	\$123,345	\$225,072	
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	56	\$177,610	\$66,714	\$107,311	\$143,091	\$196,227	\$291,073
Top Finance Position	19	\$164,780		\$100,786	\$131,012	\$179,648	
Top Operations Position	11	\$171,668		\$137,288	\$144,708	\$157,576	
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	10	\$147,670		\$98,790	\$146,549	\$189,249	
<b>Housing, Shelter: Service and Other</b>							
CEO/Executive Director	5	\$139,816			\$124,631		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	22	\$187,173	\$49,385	\$69,580	\$117,194	\$270,318	\$365,484

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Housing, Shelter: Temporary Housing</b>							
Top Finance Position	11	\$143,634		\$108,186	\$128,956	\$199,824	
Top Operations Position	6	\$173,875			\$159,913		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	164	\$167,633	\$51,734	\$86,927	\$140,009	\$217,048	\$331,369
Top Administrative Position	6	\$147,643			\$163,849		
Top Development Position	12	\$149,714		\$128,631	\$145,813	\$169,892	
Top Finance Position	65	\$148,821	\$81,631	\$96,644	\$138,311	\$176,228	\$245,543
Top Human Resources Position	7	\$134,174			\$141,850		
Top Operations Position	17	\$196,897		\$144,084	\$186,338	\$251,383	
Top Program Position	15	\$160,629		\$119,587	\$161,800	\$190,731	
Top Technology Position	6	\$156,647			\$152,638		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	113	\$139,127	\$58,129	\$73,432	\$109,605	\$171,471	\$241,678
Top Development Position	6	\$232,305			\$189,694		
Top Finance Position	30	\$162,279	\$75,257	\$104,068	\$169,356	\$206,787	\$258,545
Top Human Resources Position	5	\$172,909			\$170,433		
Top Operations Position	7	\$206,551			\$216,766		
Top Program Position	15	\$138,569		\$94,814	\$126,208	\$200,722	
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	5	\$148,263			\$138,260		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	47	\$135,246	\$48,500	\$75,403	\$110,860	\$177,820	\$230,641
Top Finance Position	10	\$142,855		\$107,939	\$153,779	\$163,085	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	132	\$169,439	\$69,382	\$94,265	\$153,504	\$215,062	\$267,812
Top Development Position	15	\$182,538		\$130,740	\$157,574	\$208,611	
Top Finance Position	46	\$149,102	\$65,308	\$100,219	\$138,263	\$172,240	\$225,751
Top Operations Position	21	\$158,091	\$94,796	\$120,790	\$149,082	\$182,481	\$208,591
Top Program Position	16	\$136,285		\$107,216	\$141,419	\$174,507	
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
CEO/Executive Director	36	\$205,322	\$59,303	\$81,729	\$152,830	\$227,784	\$514,426
Top Finance Position	14	\$162,742		\$114,378	\$165,430	\$211,278	
Top Program Position	6	\$122,659			\$106,760		
<b>Human Services – Multipurpose and Other: Personal Social Services</b>							
CEO/Executive Director	9	\$92,952			\$90,913		
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	29	\$250,006	\$85,012	\$143,871	\$245,503	\$278,515	\$345,696
Top Administrative Position	5	\$220,105			\$175,367		
Top Finance Position	15	\$182,487		\$144,001	\$168,405	\$208,301	
Top Operations Position	7	\$204,542			\$170,102		
Top Program Position	5	\$158,145			\$150,607		
<b>Human Services – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	20	\$131,514	\$39,871	\$70,514	\$97,282	\$193,447	\$222,561
<b>International, Foreign Affairs and National Security: International Development</b>							
CEO/Executive Director	56	\$173,819	\$40,149	\$60,308	\$139,596	\$228,915	\$352,322
Top Development Position	8	\$218,179			\$192,207		
Top Finance Position	19	\$211,402		\$138,339	\$167,418	\$266,800	
Top Operations Position	8	\$212,357			\$167,469		



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>International, Foreign Affairs and National Security: International Human Rights</b>							
CEO/Executive Director	26	\$174,901	\$36,806	\$64,374	\$175,208	\$250,538	\$315,044
Top Development Position	7	\$135,225			\$114,485		
<b>International, Foreign Affairs and National Security: International Peace &amp; Security</b>							
CEO/Executive Director	18	\$155,201		\$82,665	\$106,199	\$130,781	
<b>International, Foreign Affairs and National Security: Promotion of International Understanding</b>							
CEO/Executive Director	28	\$180,763	\$50,390	\$85,504	\$136,693	\$251,881	\$331,152
Top Administrative Position	5	\$171,005			\$175,019		
Top Finance Position	9	\$130,088			\$175,000		
<b>International, Foreign Affairs and National Security: Service and Other</b>							
CEO/Executive Director	31	\$209,847	\$63,030	\$92,792	\$196,824	\$299,316	\$398,408
Top Development Position	6	\$179,883			\$190,687		
Top Finance Position	8	\$232,935			\$197,814		
<b>Medical Research: Cancer Research</b>							
CEO/Executive Director	11	\$359,091		\$191,449	\$275,516	\$537,077	
<b>Medical Research: Medical Disciplines Research</b>							
CEO/Executive Director	6	\$544,408			\$353,629		
<b>Medical Research: Service and Other</b>							
CEO/Executive Director	8	\$292,885			\$253,677		
<b>Medical Research: Specifically Named Diseases Research</b>							
CEO/Executive Director	7	\$401,427			\$494,496		
<b>Mental Health, Crisis Intervention: Mental Health &amp; Crisis Intervention N.E.C.</b>							
CEO/Executive Director	11	\$141,591		\$76,244	\$122,892	\$158,004	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Mental Health, Crisis Intervention: Mental Health Associations</b>							
CEO/Executive Director	10	\$163,681		\$73,942	\$168,162	\$205,789	
Top Finance Position	5	\$127,421			\$137,239		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	53	\$215,070	\$75,743	\$129,550	\$190,167	\$295,175	\$373,942
Top Administrative Position	10	\$185,708		\$144,082	\$183,286	\$221,644	
Top Finance Position	28	\$151,120	\$83,204	\$114,050	\$136,904	\$173,839	\$259,098
Top Operations Position	12	\$173,774		\$118,972	\$184,790	\$197,811	
Top Program Position	5	\$215,621			\$222,193		
<b>Mental Health, Crisis Intervention: Service and Other</b>							
CEO/Executive Director	9	\$249,162			\$114,583		
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	31	\$176,856	\$71,359	\$92,500	\$154,920	\$201,367	\$374,350
Top Administrative Position	6	\$160,623			\$148,999		
Top Finance Position	14	\$164,085		\$132,531	\$150,402	\$191,129	
Top Operations Position	7	\$212,108			\$176,635		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs</b>							
CEO/Executive Director	7	\$276,999			\$252,543		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Charity &amp; Voluntarism Promotio</b>							
CEO/Executive Director	15	\$248,214		\$142,619	\$187,082	\$318,473	
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Voluntarism &amp; Grantmaking Foun</b>							
CEO/Executive Director	12	\$182,876		\$77,536	\$146,413	\$236,743	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Private Grantmaking Foundations</b>							
CEO/Executive Director	19	\$163,605		\$68,009	\$118,164	\$225,823	
Top Finance Position	5	\$138,176			\$116,130		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations</b>							
CEO/Executive Director	25	\$240,715	\$54,000	\$77,428	\$172,427	\$318,813	\$393,469
Top Finance Position	5	\$246,652			\$187,034		
Top Program Position	5	\$290,224			\$193,844		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other</b>							
CEO/Executive Director	20	\$170,052	\$36,567	\$72,633	\$143,805	\$215,429	\$270,662
Top Finance Position	5	\$181,403			\$181,853		
<b>Public Safety, Disaster Preparedness and Relief: Disaster Preparedness &amp; Relief Services</b>							
CEO/Executive Director	7	\$160,858			\$144,490		
<b>Public, Society Benefit – Multipurpose and Other: Government &amp; Public Administration</b>							
CEO/Executive Director	9	\$209,830			\$134,446		
<b>Public, Society Benefit – Multipurpose and Other: Leadership Development</b>							
CEO/Executive Director	13	\$135,190		\$65,000	\$98,745	\$199,865	
<b>Public, Society Benefit – Multipurpose and Other: Military &amp; Veterans Organizations</b>							
CEO/Executive Director	6	\$121,243			\$93,004		
<b>Public, Society Benefit – Multipurpose and Other: Public &amp; Societal Benefit N.E.C.</b>							
CEO/Executive Director	12	\$207,100		\$116,910	\$162,393	\$270,001	
Top Finance Position	8	\$168,323			\$152,772		
Top Operations Position	5	\$162,281			\$149,823		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Public, Society Benefit – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	15	\$316,891		\$193,660	\$213,683	\$371,238	
Top Finance Position	5	\$312,584			\$295,559		
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports</b>							
CEO/Executive Director	18	\$85,711		\$47,637	\$68,000	\$104,242	
<b>Recreation, Sports, Leisure, Athletics: Camps</b>							
CEO/Executive Director	12	\$177,127		\$108,707	\$194,154	\$224,604	
<b>Recreation, Sports, Leisure, Athletics: Physical Fitness &amp; Community Recreational Facilities</b>							
CEO/Executive Director	12	\$212,295		\$83,917	\$135,292	\$234,769	
Top Finance Position	7	\$178,584			\$134,930		
Top Operations Position	6	\$144,513			\$166,414		
<b>Recreation, Sports, Leisure, Athletics: Recreation &amp; Sports N.E.C.</b>							
CEO/Executive Director	6	\$143,023			\$144,322		
<b>Recreation, Sports, Leisure, Athletics: Recreational Clubs</b>							
CEO/Executive Director	5	\$101,450			\$77,595		
<b>Recreation, Sports, Leisure, Athletics: Service and Other</b>							
CEO/Executive Director	5	\$131,830			\$150,885		
<b>Religion-Related, Spiritual Development: Christianity</b>							
CEO/Executive Director	48	\$61,201	\$21,520	\$31,306	\$40,086	\$75,226	\$119,381
Top Operations Position	5	\$165,972			\$150,439		
<b>Religion-Related, Spiritual Development: Interfaith Coalitions</b>							
CEO/Executive Director	6	\$123,692			\$69,480		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Religion-Related, Spiritual Development: Judaism</b>							
CEO/Executive Director	53	\$154,223	\$25,520	\$50,000	\$130,212	\$218,462	\$341,833
Top Finance Position	8	\$115,568			\$51,875		
<b>Religion-Related, Spiritual Development: Religion-Related N.E.C.</b>							
CEO/Executive Director	10	\$93,940		\$56,487	\$62,172	\$93,801	
<b>Religion-Related, Spiritual Development: Service and Other</b>							
CEO/Executive Director	6	\$155,761			\$150,680		
<b>Social Science Research Institutes, Services: Interdisciplinary Research</b>							
CEO/Executive Director	5	\$94,749			\$80,000		
<b>Social Science Research Institutes, Services: Service and Other</b>							
CEO/Executive Director	5	\$391,900			\$418,294		
<b>Social Science Research Institutes, Services: Social Science</b>							
CEO/Executive Director	10	\$243,784		\$166,859	\$190,185	\$249,651	
<b>Unknown</b>							
CEO/Executive Director	13	\$155,753		\$74,643	\$109,458	\$200,000	
<b>Youth Development: Adult &amp; Child Matching Programs</b>							
CEO/Executive Director	6	\$166,301			\$128,550		
<b>Youth Development: Service and Other</b>							
CEO/Executive Director	12	\$147,038		\$81,290	\$108,841	\$182,463	
<b>Youth Development: Youth Centers &amp; Clubs</b>							
CEO/Executive Director	18	\$180,947		\$89,406	\$134,366	\$275,951	
Top Finance Position	5	\$163,222			\$175,967		
<b>Youth Development: Youth Development N.E.C.</b>							
CEO/Executive Director	18	\$171,891		\$92,201	\$130,073	\$219,812	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Youth Development: Youth Development Programs</b>							
CEO/Executive Director	97	\$134,543	\$37,880	\$65,673	\$108,744	\$148,675	\$281,892
Top Administrative Position	5	\$267,550			\$145,043		
Top Development Position	9	\$246,371			\$150,119		
Top Finance Position	13	\$134,897		\$82,098	\$132,983	\$152,147	
Top Operations Position	7	\$196,664			\$178,240		
<b>Newark, NJ</b>							
<b>Animal-Related: Animal Protection &amp; Welfare</b>							
CEO/Executive Director	5	\$78,856			\$72,239		
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	16	\$71,303		\$38,347	\$58,397	\$92,995	
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
CEO/Executive Director	5	\$91,815			\$90,000		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	6	\$101,234			\$86,785		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	20	\$139,524	\$35,307	\$55,698	\$94,900	\$132,575	\$230,026
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	12	\$85,339		\$48,382	\$72,286	\$106,920	
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	6	\$123,868			\$110,309		
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	8	\$97,164			\$93,438		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Newark, NJ</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	58	\$181,367	\$56,277	\$91,358	\$152,231	\$223,766	\$392,174
Top Business Position	8	\$183,644			\$155,529		
Top Development Position	7	\$192,952			\$184,272		
Top Finance Position	10	\$134,077		\$56,804	\$122,723	\$172,685	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	\$361,783			\$362,330		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	10	\$132,269		\$43,937	\$126,711	\$216,309	
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	6	\$232,312			\$239,419		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	5	\$871,761			\$960,529		
Top Human Resources Position	8	\$370,186			\$347,849		
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	8	\$238,600			\$228,338		
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	5	\$181,031			\$141,000		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	12	\$145,917		\$106,102	\$128,250	\$173,293	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	7	\$85,507			\$85,848		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Newark, NJ</b>							
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	22	\$180,112	\$76,428	\$88,327	\$114,872	\$217,264	\$235,857
Top Human Resources Position	5	\$120,243			\$129,200		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	31	\$108,341	\$38,717	\$57,468	\$102,350	\$139,698	\$173,929
Top Finance Position	5	\$99,358			\$102,797		
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	5	\$80,500			\$80,002		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	14	\$105,550		\$67,702	\$92,101	\$150,896	
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	44	\$155,050	\$53,920	\$79,160	\$117,409	\$207,787	\$283,661
Top Finance Position	10	\$139,887		\$104,009	\$131,232	\$176,981	
Top Operations Position	9	\$158,682			\$167,667		
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
CEO/Executive Director	5	\$137,425			\$103,159		
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	14	\$168,441		\$102,788	\$119,490	\$203,264	
Top Finance Position	5	\$141,426			\$148,150		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	15	\$182,074		\$138,603	\$168,818	\$176,736	
Top Finance Position	7	\$129,557			\$141,902		



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Newark, NJ</b>							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	14	\$131,158		\$96,525	\$103,126	\$171,052	
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	5	\$170,024			\$192,588		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	17	\$65,634		\$44,231	\$66,300	\$90,275	
Youth Development: Youth Development Programs							
CEO/Executive Director	6	\$78,566			\$85,202		
<b>Newburgh-Middletown, NY</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$111,647			\$112,799		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	8	\$164,576			\$138,458		
<b>Norfolk-Virginia Beach-Newport News, VA-NC</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	\$75,866			\$60,971		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	5	\$84,834			\$54,306		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	9	\$189,371			\$119,128		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Norfolk-Virginia Beach-Newport News, VA-NC</b>							
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	10	\$74,213		\$33,250	\$50,713	\$99,257	
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	5	\$77,226			\$70,117		
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	5	\$83,087			\$50,000		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	26	\$128,496	\$52,500	\$66,589	\$100,699	\$145,117	\$204,854
Top Finance Position	6	\$111,447			\$98,319		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	6	\$102,867			\$103,243		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	8	\$130,486			\$82,627		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	12	\$127,684		\$75,994	\$127,840	\$149,255	
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	7	\$82,607			\$66,113		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	8	\$89,367			\$65,373		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	12	\$151,160		\$91,915	\$116,311	\$205,807	
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	8	\$193,269			\$124,017		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Norfolk-Virginia Beach-Newport News, VA-NC</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	19	\$68,834		\$28,664	\$71,000	\$85,460	
<b>Oakland, CA</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	10	\$117,110		\$56,251	\$90,958	\$121,059	
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	23	\$71,009	\$32,943	\$42,978	\$60,000	\$90,640	\$123,305
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	19	\$98,308		\$54,322	\$85,000	\$116,925	
Arts, Culture and Humanities: Museums							
CEO/Executive Director	6	\$86,237			\$60,000		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	28	\$79,452	\$37,489	\$46,143	\$72,458	\$103,431	\$139,456
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	5	\$109,256			\$106,236		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	19	\$147,309		\$95,762	\$133,584	\$183,146	
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	8	\$136,046			\$134,091		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	9	\$81,682			\$62,745		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	8	\$123,084			\$97,821		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Oakland, CA</b>							
<b>Community Improvement, Capacity Building: Nonprofit Management</b>							
CEO/Executive Director	5	\$115,891			\$125,000		
<b>Community Improvement, Capacity Building: Service and Other</b>							
CEO/Executive Director	8	\$168,937			\$127,292		
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	11	\$136,114		\$94,706	\$115,945	\$171,406	
<b>Crime, Legal-Related: Rehabilitation Services for Offenders</b>							
CEO/Executive Director	5	\$110,034			\$61,500		
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	5	\$81,480			\$59,583		
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	6	\$108,982			\$118,844		
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	18	\$132,942		\$69,102	\$106,400	\$164,867	
Top Finance Position	6	\$111,282			\$117,661		
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	15	\$126,718		\$92,184	\$144,032	\$162,100	
Top Finance Position	6	\$144,576			\$143,094		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	83	\$141,201	\$49,194	\$78,400	\$128,445	\$178,172	\$257,492
Top Administrative Position	6	\$121,364			\$112,173		
Top Business Position	7	\$116,460			\$103,040		
Top Development Position	6	\$158,101			\$143,167		
Top Finance Position	29	\$118,098	\$31,991	\$69,274	\$114,579	\$170,449	\$204,810

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Oakland, CA</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
Top Operations Position	7	\$175,705			\$183,930		
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	8	\$300,069			\$318,585		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	11	\$315,043		\$198,020	\$379,726	\$433,926	
Top Finance Position	6	\$181,103			\$159,478		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	30	\$153,455	\$47,807	\$70,485	\$119,623	\$182,556	\$291,672
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	11	\$91,833		\$48,878	\$91,390	\$112,500	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	10	\$146,556		\$117,785	\$129,326	\$173,845	
Employment, Job-Related: Service and Other							
CEO/Executive Director	5	\$90,917			\$82,418		
Environmental Quality, Protection and Beautification : Environment N.E.C.							
CEO/Executive Director	6	\$112,256			\$123,866		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	21	\$112,984	\$62,730	\$83,600	\$110,169	\$134,250	\$153,821
Environmental Quality, Protection and Beautification : Service and Other							
CEO/Executive Director	15	\$124,177		\$101,377	\$112,283	\$148,294	
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	10	\$100,282		\$58,000	\$69,063	\$85,962	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Oakland, CA</b>							
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	7	\$300,468			\$229,734		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	13	\$718,148		\$196,877	\$241,095	\$561,627	
Top Finance Position	8	\$347,776			\$211,513		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	5	\$122,337			\$69,121		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	11	\$89,933		\$73,270	\$79,333	\$108,998	
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
CEO/Executive Director	6	\$139,734			\$117,830		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	14	\$191,333		\$104,086	\$134,658	\$296,871	
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	23	\$161,938	\$33,608	\$87,614	\$140,000	\$211,876	\$260,670
Top Finance Position	7	\$163,459			\$127,817		
<b>Housing, Shelter: Service and Other</b>							
CEO/Executive Director	5	\$92,961			\$92,068		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	5	\$123,371			\$115,865		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	28	\$102,239	\$50,949	\$70,237	\$104,405	\$130,824	\$140,915
Top Finance Position	5	\$82,915			\$76,890		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Oakland, CA</b>							
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	34	\$130,956	\$61,927	\$91,571	\$131,651	\$152,729	\$197,003
Top Finance Position	7	\$126,347			\$119,158		
Top Program Position	5	\$136,019			\$141,323		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	16	\$107,796		\$60,988	\$102,491	\$144,352	
Top Finance Position	5	\$120,910			\$120,930		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	20	\$123,144	\$47,777	\$79,416	\$114,787	\$144,795	\$189,925
Top Finance Position	7	\$104,794			\$98,041		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	8	\$122,911			\$78,235		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	19	\$98,300		\$37,470	\$74,908	\$133,317	
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	20	\$110,327	\$42,916	\$59,625	\$105,181	\$148,725	\$176,585
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	6	\$74,529			\$62,919		
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	8	\$105,372			\$115,466		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	17	\$143,883		\$91,980	\$158,138	\$168,769	
Top Finance Position	8	\$145,218			\$146,736		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Oakland, CA</b>							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	11	\$93,242		\$68,341	\$100,940	\$108,024	
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	14	\$161,248		\$109,448	\$156,207	\$205,248	
Public, Society Benefit – Multipurpose and Other: Leadership Development							
CEO/Executive Director	5	\$105,914			\$111,497		
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	6	\$209,231			\$168,047		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	19	\$104,132		\$61,267	\$104,720	\$136,433	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	11	\$48,841		\$25,395	\$60,000	\$63,580	
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	7	\$77,231			\$67,500		
Science and Technology Research Institutes, Services: Service and Other							
CEO/Executive Director	5	\$145,948			\$148,324		
Unknown							
CEO/Executive Director	14	\$112,979		\$46,414	\$76,500	\$130,934	
Youth Development: Scouting							
CEO/Executive Director	7	\$213,870			\$178,410		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	8	\$131,441			\$130,160		



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Oakland, CA</b>							
Youth Development: Youth Development Programs							
CEO/Executive Director	34	\$103,868	\$46,051	\$67,330	\$82,800	\$112,406	\$192,170
Top Finance Position	9	\$72,925			\$70,000		
<b>Ocala, FL</b>							
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$106,296			\$114,400		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	\$49,938			\$35,418		
<b>Odessa-Midland, TX</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	\$100,295			\$82,336		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$65,233			\$65,209		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	6	\$99,574			\$85,931		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	8	\$78,869			\$67,124		
<b>OklahomaCity, OK</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	5	\$101,669			\$98,969		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>OklahomaCity, OK</b>							
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	5	\$84,143			\$92,058		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	8	\$141,393			\$126,293		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	7	\$75,534			\$39,250		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	22	\$104,656	\$36,690	\$51,985	\$82,895	\$126,052	\$237,474
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	8	\$249,490			\$256,584		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	\$149,787			\$55,250		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	5	\$73,133			\$52,254		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	5	\$129,674			\$106,000		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	9	\$394,639			\$224,207		
Health – General and Rehabilitative: Public Health							
CEO/Executive Director	5	\$70,109			\$54,058		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	7	\$91,808			\$54,056		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>OklahomaCity, OK</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	19	\$78,432		\$48,600	\$76,102	\$98,807	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	15	\$64,488		\$36,298	\$54,132	\$74,395	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	9	\$72,053			\$66,495		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	23	\$77,149	\$33,745	\$47,198	\$70,675	\$91,487	\$118,793
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	\$128,180			\$107,654		
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	7	\$52,273			\$51,424		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	10	\$168,029		\$76,531	\$124,910	\$192,576	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	9	\$85,076			\$78,953		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	\$90,758			\$98,440		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	20	\$67,965	\$18,312	\$23,000	\$49,082	\$72,750	\$176,619
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	9	\$62,855			\$67,200		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>OklahomaCity, OK</b>							
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	5	\$46,608			\$50,000		
Unknown							
CEO/Executive Director	6	\$93,002			\$78,000		
Youth Development: Youth Development Programs							
CEO/Executive Director	7	\$59,720			\$47,514		
<b>Olympia, WA</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$96,339			\$81,880		
<b>Omaha, NE-IA</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	9	\$56,446			\$57,507		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	5	\$66,557			\$50,051		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	13	\$110,653		\$51,500	\$75,000	\$99,563	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	8	\$142,347			\$119,572		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$94,608			\$85,584		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	\$84,752			\$84,839		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Omaha, NE-IA</b>							
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	6	\$223,222			\$115,284		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	7	\$567,757			\$523,362		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	7	\$175,626			\$120,688		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	10	\$118,279		\$51,456	\$88,520	\$136,620	
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	14	\$79,870		\$37,566	\$75,486	\$100,910	
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	5	\$133,945			\$151,015		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations</b>							
CEO/Executive Director	8	\$90,504			\$79,539		
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports</b>							
CEO/Executive Director	5	\$58,171			\$54,954		
<b>Youth Development: Youth Centers &amp; Clubs</b>							
CEO/Executive Director	6	\$121,263			\$109,989		
<b>Youth Development: Youth Development Programs</b>							
CEO/Executive Director	6	\$94,778			\$63,965		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Orange County, CA</b>							
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	7	\$56,225			\$43,200		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	8	\$194,432			\$150,953		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	15	\$161,035		\$45,650	\$130,000	\$219,591	
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	5	\$70,522			\$71,550		
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	6	\$99,532			\$116,542		
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	10	\$132,160		\$57,381	\$102,561	\$167,899	
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	41	\$173,124	\$65,268	\$92,581	\$159,192	\$199,446	\$329,008
Top Finance Position	14	\$150,075		\$90,655	\$135,566	\$212,143	
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	9	\$355,230			\$262,998		
Top Finance Position	5	\$171,589			\$173,250		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	8	\$150,729			\$149,408		
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	5	\$115,293			\$110,204		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Orange County, CA</b>							
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	5	\$218,946			\$175,000		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	9	\$165,234			\$170,186		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	5	\$125,071			\$151,200		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	5	\$399,731			\$240,740		
Top Finance Position	8	\$498,429			\$461,452		
Top Human Resources Position	5	\$548,867			\$399,894		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	6	\$693,249			\$202,367		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	18	\$263,954		\$107,401	\$152,398	\$387,232	
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	7	\$178,625			\$174,695		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	9	\$105,765			\$95,000		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	30	\$128,210	\$43,980	\$80,238	\$109,621	\$140,059	\$237,055
Top Finance Position	5	\$156,231			\$118,038		
Top Operations Position	5	\$142,343			\$114,660		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Orange County, CA</b>							
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	22	\$114,937	\$43,050	\$64,568	\$91,137	\$157,337	\$214,442
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	6	\$70,408			\$58,976		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	25	\$116,327	\$42,480	\$64,831	\$105,101	\$157,884	\$193,911
Top Finance Position	8	\$98,887			\$106,195		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	22	\$125,575	\$55,453	\$57,657	\$87,513	\$137,457	\$181,134
Top Finance Position	6	\$130,160			\$113,301		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	\$84,396			\$80,515		
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	7	\$61,347			\$45,357		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	7	\$84,039			\$84,917		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	10	\$97,357		\$40,796	\$65,400	\$117,123	
Philanthropy, Voluntarism and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	5	\$92,007			\$73,596		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	7	\$171,484			\$147,666		



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Orange County, CA</b>							
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	26	\$74,991	\$31,726	\$37,206	\$58,586	\$106,505	\$139,332
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	66	\$69,978	\$22,747	\$25,350	\$43,833	\$71,875	\$142,627
Top Finance Position	11	\$76,185		\$20,436	\$39,000	\$116,914	
Top Operations Position	5	\$121,090			\$91,125		
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	8	\$138,969			\$70,815		
Unknown							
CEO/Executive Director	8	\$102,456			\$66,650		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	10	\$123,089		\$97,599	\$115,238	\$165,130	
Youth Development: Youth Development Programs							
CEO/Executive Director	19	\$91,384		\$68,798	\$83,232	\$113,554	
<b>Orlando,FL</b>							
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	11	\$63,754		\$51,376	\$65,705	\$75,783	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	6	\$85,268			\$74,518		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	7	\$101,846			\$85,020		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	9	\$82,606			\$81,930		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Orlando,FL</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	29	\$129,513	\$46,047	\$78,100	\$108,734	\$143,398	\$215,220
Educational Institutions and Related Activities: Higher Education							
Top Finance Position	5	\$171,185			\$107,535		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	8	\$130,822			\$92,804		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	5	\$128,388			\$132,199		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	7	\$111,153			\$120,823		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	20	\$107,144	\$49,128	\$82,041	\$98,114	\$135,970	\$163,865
Top Finance Position	7	\$104,512			\$100,411		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	18	\$101,123		\$54,223	\$80,204	\$128,626	
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	7	\$69,093			\$64,815		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	13	\$76,468		\$39,500	\$55,858	\$114,739	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	8	\$158,510			\$106,588		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	6	\$123,272			\$88,643		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Orlando,FL</b>							
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	8	\$172,388			\$185,286		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	6	\$152,701			\$142,613		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	9	\$102,614			\$80,399		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	7	\$89,580			\$70,000		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	53	\$65,026	\$25,662	\$35,000	\$52,450	\$78,604	\$120,519
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	7	\$53,194			\$39,750		
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	7	\$154,033			\$150,138		
Youth Development: Youth Development Programs							
CEO/Executive Director	6	\$108,033			\$102,533		
<b>Pensacola, FL</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	\$77,682			\$68,641		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	6	\$94,202			\$92,327		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Pensacola, FL</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	9	\$49,620			\$40,872		
<b>Peoria-Pekin, IL</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	5	\$97,007			\$108,617		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	10	\$79,583		\$34,213	\$69,943	\$109,027	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	\$79,404			\$67,323		
<b>Philadelphia, PA-NJ</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	21	\$75,845	\$19,500	\$38,307	\$80,000	\$103,578	\$133,466
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	42	\$89,601	\$33,203	\$52,702	\$84,167	\$111,379	\$117,978
Top Finance Position	5	\$119,804			\$125,752		
Arts, Culture and Humanities: Arts, Culture & Humanities N.E.C.							
CEO/Executive Director	7	\$130,587			\$122,220		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	24	\$98,166	\$38,670	\$50,963	\$69,000	\$158,974	\$194,139
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	14	\$177,122		\$63,871	\$84,475	\$144,206	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	22	\$222,246	\$49,512	\$63,004	\$139,639	\$337,431	\$542,039
Top Development Position	6	\$189,885			\$194,514		
Top Finance Position	7	\$187,728			\$146,089		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	50	\$119,829	\$31,374	\$41,576	\$62,428	\$111,819	\$311,762
Top Administrative Position	5	\$142,935			\$134,583		
Top Finance Position	7	\$171,049			\$172,270		
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	6	\$120,374			\$98,602		
<b>Arts, Culture and Humanities: Visual Arts</b>							
CEO/Executive Director	8	\$80,303			\$64,295		
<b>Civil Rights, Social Action, Advocacy: Civil Liberties</b>							
CEO/Executive Director	5	\$128,067			\$55,000		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	12	\$105,554		\$82,111	\$90,709	\$92,980	
<b>Community Improvement, Capacity Building: Business &amp; Industry</b>							
CEO/Executive Director	10	\$156,668		\$85,376	\$130,030	\$184,778	
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	42	\$101,074	\$38,482	\$54,421	\$80,678	\$115,850	\$209,188
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	16	\$120,453		\$55,390	\$109,875	\$150,861	
<b>Community Improvement, Capacity Building: Service and Other</b>							
CEO/Executive Director	5	\$140,147			\$131,667		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
<b>Crime, Legal-Related: Crime Prevention</b>							
CEO/Executive Director	7	\$131,286			\$112,165		
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	13	\$110,545		\$71,200	\$106,323	\$132,205	
Top Finance Position	5	\$135,325			\$147,034		
<b>Crime, Legal-Related: Rehabilitation Services for Offenders</b>							
CEO/Executive Director	5	\$92,021			\$60,077		
<b>Diseases, Disorders, Medical Disciplines: Birth Defects &amp; Genetic Diseases</b>							
CEO/Executive Director	7	\$102,362			\$73,846		
<b>Diseases, Disorders, Medical Disciplines: Cancer</b>							
CEO/Executive Director	13	\$162,124		\$70,200	\$104,792	\$159,335	
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	6	\$128,101			\$122,207		
<b>Diseases, Disorders, Medical Disciplines: Medical Disciplines</b>							
CEO/Executive Director	7	\$441,741			\$136,533		
<b>Diseases, Disorders, Medical Disciplines: Service and Other</b>							
CEO/Executive Director	6	\$308,784			\$233,061		
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	6	\$134,755			\$84,885		
<b>Educational Institutions and Related Activities: Adult Education</b>							
CEO/Executive Director	7	\$68,031			\$62,275		
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	18	\$110,167		\$67,526	\$106,021	\$148,373	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	32	\$171,027	\$41,190	\$69,188	\$106,763	\$148,468	\$233,400
Top Finance Position	7	\$197,835			\$173,713		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	191	\$164,610	\$52,781	\$105,364	\$158,202	\$197,252	\$261,825
Top Administrative Position	9	\$132,766			\$93,432		
Top Business Position	8	\$138,839			\$141,414		
Top Development Position	15	\$168,212		\$148,067	\$169,987	\$198,450	
Top Education Position	9	\$117,643			\$129,399		
Top Finance Position	37	\$145,138	\$45,728	\$103,365	\$139,678	\$185,673	\$231,748
Top Operations Position	15	\$153,905		\$125,728	\$162,721	\$188,832	
<b>Educational Institutions and Related Activities: Graduate &amp; Professional Schools</b>							
CEO/Executive Director	12	\$471,368		\$152,845	\$204,217	\$418,637	
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	27	\$483,609	\$159,547	\$203,232	\$344,863	\$567,077	\$760,579
Top Administrative Position	10	\$256,217		\$161,744	\$269,093	\$344,181	
Top Development Position	14	\$257,335		\$152,992	\$228,459	\$293,442	
Top Education Position	6	\$167,100			\$144,465		
Top Finance Position	23	\$208,180	\$98,607	\$116,536	\$165,898	\$274,344	\$367,370
Top Human Resources Position	5	\$244,782			\$206,061		
Top Operations Position	5	\$405,884			\$292,954		
Top Technology Position	6	\$217,810			\$195,375		
<b>Educational Institutions and Related Activities: Libraries</b>							
CEO/Executive Director	11	\$88,609		\$64,563	\$74,968	\$116,106	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	32	\$119,848	\$46,847	\$64,831	\$116,185	\$164,492	\$188,106
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	13	\$132,277		\$80,012	\$97,400	\$162,913	
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	8	\$74,148			\$64,161		
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	9	\$191,869			\$158,092		
Top Finance Position	5	\$125,811			\$128,589		
<b>Environmental Quality, Protection and Beautification : Environmental Education</b>							
CEO/Executive Director	5	\$100,682			\$113,047		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	21	\$94,009	\$33,000	\$42,081	\$85,200	\$133,018	\$169,048
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	5	\$112,910			\$122,237		
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	13	\$90,433		\$64,516	\$76,412	\$101,875	
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	15	\$447,936		\$166,553	\$285,733	\$741,809	
Top Finance Position	12	\$317,766		\$120,635	\$154,594	\$228,059	
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	17	\$104,780		\$52,990	\$71,621	\$124,575	



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	27	\$817,565	\$103,400	\$221,809	\$521,752	\$1,049,742	\$1,751,406
Top Administrative Position	5	\$297,719			\$312,364		
Top Finance Position	21	\$708,780	\$265,888	\$352,447	\$421,413	\$812,117	\$1,795,653
Top Human Resources Position	11	\$380,619		\$264,839	\$378,793	\$453,516	
Top Operations Position	12	\$399,075		\$280,635	\$387,375	\$451,938	
Top Technology Position	9	\$385,085			\$422,628		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	21	\$233,079	\$87,713	\$147,364	\$197,582	\$230,027	\$352,513
Top Administrative Position	9	\$143,216			\$136,344		
Top Finance Position	11	\$161,574		\$135,062	\$146,292	\$181,847	
Top Operations Position	5	\$196,807			\$168,061		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	5	\$155,527			\$113,626		
<b>Health – General and Rehabilitative: Rehabilitative Care</b>							
CEO/Executive Director	6	\$205,044			\$171,950		
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
CEO/Executive Director	9	\$166,918			\$154,697		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	16	\$230,585		\$106,433	\$172,960	\$271,545	
Top Finance Position	6	\$168,001			\$139,428		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	36	\$126,268	\$56,089	\$76,772	\$99,000	\$123,290	\$249,960
Top Finance Position	10	\$123,488		\$110,460	\$127,440	\$148,326	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	9	\$92,495			\$98,325		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	13	\$90,660		\$42,808	\$85,755	\$124,947	
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	86	\$128,473	\$44,213	\$68,473	\$93,766	\$154,844	\$214,447
Top Finance Position	21	\$160,121	\$76,327	\$89,880	\$143,713	\$210,399	\$254,535
Top Human Resources Position	6	\$174,835			\$156,026		
Top Operations Position	10	\$225,114		\$161,881	\$210,280	\$262,190	
Top Technology Position	5	\$184,467			\$217,144		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	56	\$122,551	\$37,482	\$58,731	\$91,209	\$147,645	\$214,056
Top Finance Position	13	\$112,751		\$100,408	\$106,817	\$122,177	
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	11	\$68,876		\$51,550	\$61,888	\$87,775	
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	33	\$102,746	\$43,144	\$70,192	\$88,705	\$121,271	\$157,901
Top Finance Position	5	\$107,323			\$120,701		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	64	\$134,361	\$56,909	\$72,745	\$102,055	\$170,754	\$239,117
Top Finance Position	15	\$143,842		\$108,110	\$119,176	\$162,627	
Top Operations Position	7	\$166,323			\$142,487		
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
CEO/Executive Director	11	\$105,982		\$56,401	\$70,306	\$97,222	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
<b>Human Services – Multipurpose and Other: Personal Social Services</b>							
CEO/Executive Director	11	\$96,178		\$74,777	\$82,412	\$122,333	
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	42	\$176,927	\$44,680	\$78,656	\$155,178	\$232,744	\$365,121
Top Finance Position	15	\$174,195		\$154,464	\$171,050	\$203,920	
Top Human Resources Position	6	\$134,268			\$130,796		
Top Marketing Position	6	\$143,962			\$138,255		
<b>Human Services – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	12	\$190,671		\$83,687	\$136,877	\$238,363	
<b>International, Foreign Affairs and National Security: International Development</b>							
CEO/Executive Director	11	\$114,795		\$52,872	\$83,352	\$124,646	
<b>International, Foreign Affairs and National Security: Promotion of International Understanding</b>							
CEO/Executive Director	8	\$120,706			\$58,290		
<b>Medical Research: Medical Research N.E.C.</b>							
CEO/Executive Director	5	\$309,950			\$232,175		
<b>Mental Health, Crisis Intervention: Counseling</b>							
CEO/Executive Director	6	\$70,518			\$74,870		
<b>Mental Health, Crisis Intervention: Hot Lines &amp; Crisis Intervention</b>							
CEO/Executive Director	5	\$89,263			\$102,720		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	39	\$164,389	\$36,341	\$90,138	\$164,083	\$198,664	\$310,147
Top Finance Position	22	\$133,346	\$75,703	\$91,190	\$130,256	\$161,892	\$174,572
Top Operations Position	12	\$135,646		\$108,507	\$133,784	\$147,510	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
<b>Mental Health, Crisis Intervention: Service and Other</b>							
CEO/Executive Director	5	\$77,542			\$54,990		
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	20	\$139,749	\$64,119	\$70,897	\$107,063	\$214,077	\$269,705
Top Finance Position	6	\$129,608			\$135,820		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs</b>							
CEO/Executive Director	6	\$166,061			\$143,802		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Voluntarism &amp; Grantmaking Foun</b>							
CEO/Executive Director	5	\$286,335			\$104,226		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Private Grantmaking Foundations</b>							
CEO/Executive Director	6	\$83,386			\$78,046		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations</b>							
CEO/Executive Director	12	\$136,793		\$100,718	\$119,806	\$153,955	
<b>Public, Society Benefit – Multipurpose and Other: Public &amp; Societal Benefit N.E.C.</b>							
CEO/Executive Director	5	\$121,491			\$102,221		
<b>Public, Society Benefit – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	6	\$313,890			\$188,384		
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports</b>							
CEO/Executive Director	13	\$96,941		\$65,000	\$86,612	\$112,360	
<b>Recreation, Sports, Leisure, Athletics: Camps</b>							
CEO/Executive Director	9	\$95,177			\$85,000		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	41	\$82,016	\$21,000	\$30,143	\$59,442	\$137,472	\$157,895
Top Finance Position	7	\$87,638			\$96,885		
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	5	\$75,417			\$59,448		
Unknown							
CEO/Executive Director	9	\$80,905			\$54,219		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	14	\$88,210		\$60,000	\$71,181	\$102,300	
Youth Development: Youth Development Programs							
CEO/Executive Director	28	\$85,448	\$26,983	\$54,723	\$78,927	\$105,745	\$128,820
<b>Phoenix-Mesa, AZ</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	10	\$79,882		\$36,225	\$55,812	\$76,433	
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	10	\$93,606		\$57,788	\$71,082	\$110,724	
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	7	\$82,384			\$64,615		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	7	\$101,929			\$47,852		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	24	\$91,111	\$26,647	\$44,753	\$63,925	\$108,265	\$157,516
Top Finance Position	5	\$80,574			\$77,000		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Phoenix-Mesa, AZ</b>							
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	6	\$87,245			\$90,893		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	8	\$159,266			\$125,187		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	6	\$142,218			\$102,538		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	6	\$83,498			\$68,828		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	6	\$62,347			\$58,569		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	5	\$123,965			\$106,342		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	6	\$89,047			\$82,668		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	13	\$85,789		\$35,981	\$62,692	\$149,345	
Top Finance Position	6	\$59,569			\$56,704		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	6	\$122,148			\$123,148		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	92	\$106,489	\$48,577	\$68,290	\$90,483	\$125,491	\$167,958
Top Administrative Position	12	\$110,559		\$74,922	\$92,115	\$167,731	
Top Finance Position	14	\$99,076		\$77,683	\$86,392	\$117,966	
Top Operations Position	6	\$118,435			\$115,620		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Phoenix-Mesa, AZ</b>							
<b>Educational Institutions and Related Activities: Graduate &amp; Professional Schools</b>							
CEO/Executive Director	5	\$151,664			\$122,214		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	11	\$159,309		\$75,500	\$125,118	\$164,665	
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	13	\$80,945		\$50,875	\$74,868	\$110,000	
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	5	\$87,417			\$89,700		
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	5	\$93,083			\$90,000		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	11	\$169,868		\$72,151	\$180,620	\$239,031	
Top Finance Position	7	\$138,329			\$111,756		
Top Operations Position	5	\$147,005			\$133,270		
<b>Health – General and Rehabilitative: Health (General &amp; Financing)</b>							
CEO/Executive Director	7	\$159,898			\$67,000		
<b>Health – General and Rehabilitative: Health Care N.E.C.</b>							
CEO/Executive Director	5	\$159,820			\$178,942		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	6	\$283,435			\$125,776		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	9	\$1,443,935			\$245,084		
Top Finance Position	6	\$409,348			\$146,389		
Top Operations Position	5	\$474,277			\$173,230		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Phoenix-Mesa, AZ</b>							
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	8	\$85,462			\$90,023		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	6	\$136,811			\$148,928		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	37	\$127,445	\$51,416	\$62,079	\$99,297	\$171,271	\$231,893
Top Finance Position	10	\$124,336		\$97,877	\$121,267	\$145,712	
Top Operations Position	7	\$109,266			\$118,172		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	23	\$114,580	\$44,879	\$75,467	\$99,577	\$147,231	\$187,292
Top Finance Position	8	\$81,970			\$91,015		
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	6	\$68,287			\$68,056		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	22	\$84,764	\$24,322	\$40,775	\$62,585	\$107,619	\$170,366
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	32	\$98,281	\$31,780	\$44,005	\$73,580	\$98,609	\$204,503
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
CEO/Executive Director	6	\$115,195			\$123,653		
<b>Human Services – Multipurpose and Other: Personal Social Services</b>							
CEO/Executive Director	8	\$108,685			\$85,099		
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	9	\$223,241			\$198,539		



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Phoenix-Mesa, AZ</b>							
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	5	\$91,930			\$92,518		
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	6	\$64,120			\$43,468		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	9	\$158,468			\$90,910		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	14	\$169,773		\$107,196	\$169,867	\$197,941	
Top Operations Position	6	\$142,462			\$143,770		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	6	\$223,845			\$205,266		
Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other							
CEO/Executive Director	7	\$124,331			\$99,996		
Public, Society Benefit – Multipurpose and Other: Leadership Development							
CEO/Executive Director	6	\$90,709			\$93,457		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	10	\$68,125		\$44,770	\$67,824	\$93,488	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	61	\$70,519	\$27,900	\$35,629	\$54,940	\$75,504	\$130,943
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	7	\$59,433			\$40,973		
Unknown							
CEO/Executive Director	9	\$188,395			\$105,312		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Phoenix-Mesa, AZ</b>							
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	7	\$127,596			\$99,266		
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	6	\$67,249			\$71,300		
Youth Development: Youth Development Programs							
CEO/Executive Director	17	\$79,551		\$53,281	\$78,000	\$93,332	
<b>Pittsburgh, PA</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	18	\$105,837		\$47,320	\$61,509	\$102,007	
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	6	\$99,488			\$112,812		
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	5	\$163,391			\$134,231		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	6	\$160,394			\$112,298		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	32	\$102,102	\$27,316	\$40,966	\$55,223	\$96,783	\$265,850
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	7	\$194,583			\$200,761		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	26	\$99,610	\$41,723	\$55,000	\$85,045	\$98,002	\$128,982
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	5	\$54,852			\$60,384		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Pittsburgh, PA</b>							
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	17	\$120,545		\$69,259	\$103,180	\$151,816	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	14	\$119,055		\$68,344	\$120,250	\$142,506	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	48	\$145,154	\$34,083	\$67,675	\$129,582	\$184,431	\$287,343
Top Finance Position	10	\$150,984		\$138,591	\$150,671	\$183,266	
Top Operations Position	6	\$119,187			\$127,337		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	16	\$445,036		\$206,549	\$329,904	\$613,092	
Top Finance Position	5	\$262,206			\$231,456		
Top Legal Position	5	\$291,642			\$227,940		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	21	\$66,023	\$40,080	\$46,350	\$56,038	\$65,853	\$87,031
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	7	\$215,569			\$124,578		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	8	\$132,325			\$130,869		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	12	\$97,357		\$86,578	\$102,216	\$115,378	
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	12	\$121,983		\$68,447	\$84,055	\$156,144	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Pittsburgh, PA</b>							
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	6	\$76,148			\$78,939		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	10	\$136,100		\$108,099	\$112,524	\$137,223	
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	13	\$186,492		\$97,144	\$112,567	\$154,175	
Top Finance Position	7	\$151,015			\$81,868		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	12	\$979,238		\$219,757	\$459,141	\$741,957	
Top Finance Position	9	\$347,792			\$162,077		
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	11	\$190,146		\$133,560	\$144,566	\$240,069	
Top Administrative Position	5	\$127,006			\$130,450		
Top Finance Position	5	\$122,357			\$94,298		
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	11	\$160,658		\$85,298	\$158,993	\$190,892	
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	9	\$81,914			\$80,000		
Housing, Shelter: Housing Support							
CEO/Executive Director	5	\$140,700			\$107,089		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	6	\$87,903			\$75,269		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Pittsburgh, PA</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	49	\$110,601	\$33,219	\$52,962	\$83,748	\$126,769	\$210,407
Top Finance Position	18	\$114,933		\$63,641	\$97,298	\$153,059	
Top Operations Position	5	\$132,523			\$127,478		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	31	\$112,053	\$22,971	\$50,815	\$85,000	\$124,994	\$213,861
Top Finance Position	7	\$136,916			\$123,405		
Top Operations Position	6	\$125,342			\$121,950		
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	7	\$107,164			\$89,485		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	24	\$90,946	\$37,254	\$48,931	\$77,351	\$119,720	\$169,728
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	35	\$120,346	\$50,489	\$63,740	\$93,365	\$135,145	\$194,133
Top Finance Position	11	\$122,563		\$85,438	\$110,847	\$133,590	
Top Operations Position	8	\$108,726			\$97,865		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	9	\$109,870			\$116,914		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	8	\$150,505			\$168,240		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	22	\$153,456	\$57,252	\$93,092	\$114,564	\$165,649	\$260,461
Top Finance Position	10	\$113,601		\$84,286	\$101,401	\$136,206	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Pittsburgh, PA</b>							
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	5	\$149,224			\$134,625		
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	9	\$69,834			\$69,000		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	13	\$93,793		\$60,850	\$78,869	\$120,775	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	9	\$113,173			\$108,352		
Top Finance Position	5	\$103,990			\$79,748		
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	5	\$174,077			\$76,120		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	5	\$174,624			\$114,547		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	7	\$132,923			\$72,723		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	23	\$74,474	\$28,226	\$37,427	\$65,465	\$98,478	\$134,019
Youth Development: Youth Development Programs							
CEO/Executive Director	13	\$91,278		\$55,775	\$69,000	\$131,835	
<b>Pittsfield, MA</b>							
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	5	\$101,340			\$122,431		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Pittsfield, MA</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	\$193,744			\$199,481		
Top Finance Position	5	\$135,701			\$109,665		
Health – General and Rehabilitative: Nursing							
Top Administrative Position	11	\$132,456		\$121,007	\$131,202	\$141,449	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$139,831			\$114,161		
<b>Portland, ME</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	12	\$62,003		\$37,914	\$56,750	\$65,145	
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	6	\$62,335			\$53,250		
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	5	\$72,837			\$54,900		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	9	\$61,745			\$56,110		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	11	\$146,599		\$101,614	\$116,669	\$131,273	
Top Finance Position	6	\$79,927			\$79,532		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	\$84,545			\$69,866		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Portland, ME</b>							
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	15	\$79,263		\$56,773	\$63,274	\$88,546	
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	6	\$150,410			\$130,895		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	9	\$85,777			\$99,505		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	8	\$101,009			\$59,722		
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	6	\$68,374			\$57,579		
Youth Development: Youth Development Programs							
CEO/Executive Director	6	\$77,474			\$76,257		
<b>Portland, OR-WA</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	11	\$81,053		\$34,452	\$44,000	\$97,540	
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	5	\$68,024			\$49,733		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	23	\$89,769	\$34,952	\$42,134	\$71,132	\$138,505	\$172,354
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	12	\$102,074		\$49,044	\$63,171	\$92,530	



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Portland, OR-WA</b>							
Arts, Culture and Humanities: Museums							
CEO/Executive Director	9	\$136,234			\$93,790		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	34	\$68,129	\$25,694	\$41,315	\$55,334	\$75,894	\$109,290
Arts, Culture and Humanities: Service and Other							
CEO/Executive Director	5	\$85,842			\$93,060		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	5	\$84,648			\$54,583		
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	7	\$98,207			\$98,240		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	17	\$82,136		\$52,080	\$65,868	\$87,344	
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	5	\$81,308			\$73,208		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	5	\$61,842			\$67,200		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	5	\$114,835			\$102,989		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	10	\$107,014		\$88,200	\$109,844	\$134,332	
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	5	\$84,285			\$68,420		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Portland, OR-WA</b>							
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	7	\$53,587			\$42,981		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	10	\$70,811		\$47,455	\$55,788	\$89,438	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	17	\$114,728		\$51,333	\$73,500	\$101,379	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	71	\$89,136	\$34,500	\$56,970	\$83,517	\$101,972	\$122,379
Top Administrative Position	6	\$77,924			\$72,768		
Top Finance Position	9	\$99,378			\$89,358		
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	6	\$209,832			\$109,737		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	12	\$331,865		\$211,613	\$306,474	\$457,632	
Top Development Position	6	\$165,417			\$148,708		
Top Finance Position	6	\$173,193			\$160,221		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	5	\$84,855			\$77,382		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	16	\$117,872		\$41,326	\$129,100	\$180,749	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	12	\$89,197		\$61,830	\$95,455	\$109,255	
Top Finance Position	6	\$98,815			\$101,980		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Portland, OR-WA</b>							
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	5	\$294,445			\$156,225		
<b>Environmental Quality, Protection and Beautification : Environment N.E.C.</b>							
CEO/Executive Director	6	\$84,495			\$81,804		
<b>Environmental Quality, Protection and Beautification : Environmental Education</b>							
CEO/Executive Director	6	\$98,850			\$76,303		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	33	\$132,840	\$54,193	\$72,523	\$115,388	\$184,221	\$246,523
Top Finance Position	9	\$123,285			\$128,571		
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	6	\$97,474			\$84,546		
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	9	\$92,215			\$83,468		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	9	\$77,439			\$69,278		
<b>Health – General and Rehabilitative: Health (General &amp; Financing)</b>							
CEO/Executive Director	5	\$110,673			\$107,695		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	5	\$108,073			\$107,568		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	6	\$801,834			\$437,325		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	8	\$125,625			\$115,631		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Portland, OR-WA</b>							
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	6	\$98,322			\$88,422		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	9	\$109,287			\$83,546		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	21	\$133,299	\$61,648	\$82,503	\$112,645	\$185,141	\$226,025
Top Finance Position	9	\$110,104			\$118,716		
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	7	\$101,408			\$82,150		
<b>Housing, Shelter: Service and Other</b>							
CEO/Executive Director	6	\$95,237			\$89,495		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	38	\$94,557	\$45,906	\$64,275	\$83,851	\$110,572	\$140,459
Top Finance Position	8	\$92,859			\$85,444		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	26	\$101,233	\$37,301	\$61,926	\$104,229	\$129,562	\$178,328
Top Finance Position	5	\$65,626			\$63,302		
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	8	\$56,242			\$56,547		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	11	\$66,043		\$43,940	\$72,724	\$88,260	
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	27	\$75,871	\$36,622	\$49,117	\$75,833	\$90,554	\$108,565

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Portland, OR-WA</b>							
Human Services – Multipurpose and Other: Human Services							
Top Finance Position	7	\$81,428			\$86,090		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	9	\$97,579			\$92,154		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	11	\$94,623		\$67,500	\$86,392	\$117,786	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	17	\$133,959		\$102,295	\$127,720	\$144,106	
Top Finance Position	5	\$98,229			\$93,830		
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	6	\$42,438			\$33,375		
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	11	\$88,600		\$26,899	\$53,920	\$77,600	
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	7	\$59,368			\$62,360		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	15	\$133,574		\$80,074	\$113,565	\$156,353	
Top Finance Position	5	\$129,611			\$103,645		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	8	\$129,743			\$151,101		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	10	\$169,689		\$83,377	\$180,850	\$210,733	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Portland, OR-WA</b>							
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	7	\$125,045			\$105,535		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	9	\$92,002			\$76,800		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	6	\$124,262			\$87,074		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	37	\$60,010	\$27,750	\$36,000	\$48,000	\$69,000	\$92,320
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	5	\$80,739			\$80,005		
Unknown							
CEO/Executive Director	17	\$63,106		\$26,000	\$60,000	\$76,353	
Youth Development: Youth Development Programs							
CEO/Executive Director	19	\$83,032		\$54,540	\$77,929	\$92,903	
<b>Portsmouth-Dover-Rochester, NH-ME</b>							
Arts, Culture and Humanities: Museums							
CEO/Executive Director	5	\$81,143			\$91,193		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	9	\$125,175			\$115,629		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	5	\$593,054			\$722,577		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Portsmouth-Dover-Rochester, NH-ME</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	5	\$98,300			\$74,437		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	8	\$43,704			\$37,853		
<b>Providence-Fall River-Warwick, RI-MA</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	7	\$102,303			\$100,704		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	10	\$104,840		\$85,536	\$107,376	\$127,468	
Arts, Culture and Humanities: Museums							
CEO/Executive Director	5	\$170,530			\$102,037		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	10	\$177,425		\$32,366	\$52,073	\$94,274	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	11	\$88,021		\$49,357	\$68,125	\$103,375	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	8	\$97,146			\$72,786		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	39	\$159,435	\$53,331	\$91,513	\$128,842	\$165,398	\$256,510
Top Finance Position	8	\$161,389			\$138,249		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	8	\$76,885			\$84,768		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Providence-Fall River-Warwick, RI-MA</b>							
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	9	\$152,645			\$119,989		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	7	\$109,006			\$92,603		
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	6	\$47,581			\$30,032		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	8	\$331,523			\$229,590		
Top Finance Position	5	\$304,514			\$354,917		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	6	\$560,730			\$528,146		
Top Finance Position	5	\$354,015			\$299,736		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	9	\$168,237			\$162,362		
Top Administrative Position	11	\$146,636		\$133,558	\$145,254	\$160,848	
Top Finance Position	5	\$128,970			\$113,530		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	9	\$92,363			\$100,789		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	20	\$129,427	\$51,474	\$70,102	\$101,958	\$148,342	\$211,381
Top Finance Position	7	\$96,683			\$99,230		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	10	\$88,928		\$46,994	\$80,690	\$107,369	



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Providence-Fall River-Warwick, RI-MA</b>							
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	12	\$101,256		\$69,897	\$100,874	\$112,854	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	23	\$145,921	\$45,649	\$80,325	\$142,831	\$180,780	\$280,621
Top Finance Position	9	\$117,565			\$133,863		
Top Operations Position	6	\$155,465			\$157,924		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	\$115,565			\$131,693		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	11	\$192,624		\$138,258	\$148,553	\$189,095	
Top Finance Position	5	\$162,854			\$116,270		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	7	\$99,182			\$66,840		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	9	\$94,112			\$106,521		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	9	\$97,720			\$103,374		
Youth Development: Youth Development Programs							
CEO/Executive Director	6	\$67,734			\$58,353		
<b>Provo-Orem, UT</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	9	\$109,417			\$105,234		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Raleigh-Durham-Chapel Hill, NC</b>							
<b>Animal-Related: Animal Protection &amp; Welfare</b>							
CEO/Executive Director	7	\$77,550			\$73,304		
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	9	\$70,082			\$68,839		
<b>Arts, Culture and Humanities: Historical Organizations</b>							
CEO/Executive Director	5	\$58,158			\$44,851		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	7	\$88,972			\$78,376		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	20	\$78,112	\$30,358	\$38,167	\$68,818	\$93,758	\$133,813
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	7	\$77,213			\$65,870		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	13	\$93,435		\$53,970	\$93,156	\$132,877	
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	10	\$106,872		\$72,527	\$88,989	\$114,278	
<b>Community Improvement, Capacity Building: Service and Other</b>							
CEO/Executive Director	5	\$63,501			\$59,800		
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	8	\$86,928			\$87,257		
<b>Crime, Legal-Related: Rehabilitation Services for Offenders</b>							
CEO/Executive Director	6	\$48,227			\$43,389		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Raleigh-Durham-Chapel Hill, NC</b>							
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	5	\$95,443			\$74,730		
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	6	\$97,781			\$85,116		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	7	\$124,410			\$80,000		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	5	\$119,853			\$130,900		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	14	\$141,146		\$58,024	\$97,481	\$110,371	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	55	\$130,027	\$45,043	\$62,561	\$96,305	\$167,528	\$231,865
Top Finance Position	7	\$101,212			\$108,045		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	8	\$369,522			\$251,635		
Top Finance Position	8	\$164,632			\$144,861		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	22	\$112,730	\$42,544	\$66,225	\$87,642	\$140,227	\$222,729
Top Finance Position	6	\$123,552			\$97,991		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	7	\$172,737			\$92,572		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	6	\$117,724			\$103,637		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Raleigh-Durham-Chapel Hill, NC</b>							
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	11	\$75,761		\$47,683	\$74,250	\$99,250	
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	9	\$93,488			\$85,448		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	6	\$134,237			\$134,680		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	6	\$188,046			\$141,179		
Health – General and Rehabilitative: Public Health							
CEO/Executive Director	5	\$166,780			\$88,084		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	12	\$150,082		\$74,152	\$101,424	\$188,902	
Top Finance Position	6	\$109,136			\$96,140		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	19	\$124,733		\$56,718	\$74,571	\$109,932	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	15	\$116,996		\$55,860	\$95,400	\$144,947	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	12	\$79,793		\$47,636	\$70,412	\$89,469	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	21	\$86,913	\$40,304	\$56,643	\$65,130	\$84,300	\$132,650

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Raleigh-Durham-Chapel Hill, NC</b>							
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	5	\$80,826			\$82,214		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	11	\$141,093		\$99,644	\$119,503	\$187,119	
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	7	\$84,591			\$60,164		
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	8	\$116,793			\$61,555		
Medical Research: Medical Disciplines Research							
CEO/Executive Director	5	\$113,496			\$115,790		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	8	\$146,808			\$102,790		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	5	\$169,727			\$168,789		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	5	\$131,078			\$109,494		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	14	\$70,540		\$32,750	\$60,147	\$78,328	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	35	\$66,489	\$25,150	\$35,838	\$60,000	\$83,896	\$104,083
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	6	\$59,981			\$36,070		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Raleigh-Durham-Chapel Hill, NC</b>							
Youth Development: Youth Development Programs							
CEO/Executive Director	18	\$67,834		\$45,085	\$63,192	\$84,257	
<b>Rapid City, SD</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	5	\$86,974			\$66,650		
<b>Reading,PA</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	7	\$150,549			\$106,769		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	6	\$91,214			\$89,195		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	8	\$194,092			\$118,327		
<b>Reno, NV</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	\$69,369			\$79,875		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	\$146,578			\$147,294		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$77,043			\$74,235		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Reno, NV</b>							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	5	\$83,228			\$72,893		
<b>Richland-Kennewick-Pasco, WA</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$126,326			\$119,835		
<b>Richmond-Petersburg, VA</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	8	\$82,671			\$69,443		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	8	\$96,617			\$81,971		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	7	\$145,746			\$112,117		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	6	\$79,860			\$81,783		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	5	\$88,296			\$88,814		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	6	\$86,414			\$76,147		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	5	\$152,734			\$156,659		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Richmond-Petersburg, VA</b>							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	6	\$92,299			\$103,267		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	23	\$107,294	\$34,856	\$45,444	\$80,424	\$125,084	\$175,607
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	\$191,429			\$50,500		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	7	\$99,532			\$83,672		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	5	\$81,562			\$66,000		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	5	\$98,034			\$88,676		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	\$296,632			\$209,619		
Health – General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	5	\$127,563			\$76,410		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	7	\$249,579			\$177,514		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	5	\$188,210			\$92,671		
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	9	\$187,178			\$112,709		



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Richmond-Petersburg, VA</b>							
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	6	\$142,465			\$97,533		
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	5	\$172,067			\$156,331		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	12	\$88,381		\$57,804	\$78,849	\$108,454	
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	16	\$140,225		\$68,757	\$100,504	\$165,108	
Top Finance Position	6	\$132,069			\$115,527		
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	9	\$71,161			\$62,142		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	15	\$79,512		\$57,561	\$68,095	\$104,827	
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	7	\$145,301			\$170,056		
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	11	\$153,061		\$82,194	\$137,337	\$167,872	
<b>Religion-Related, Spiritual Development: Christianity</b>							
CEO/Executive Director	16	\$65,328		\$34,938	\$67,045	\$82,817	
<b>Youth Development: Youth Development Programs</b>							
CEO/Executive Director	12	\$67,733		\$45,049	\$55,363	\$91,158	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Riverside-San Bernardino-Ontario, CA</b>							
<b>Animal-Related: Animal Protection &amp; Welfare</b>							
CEO/Executive Director	8	\$65,230			\$74,863		
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	9	\$88,666			\$94,900		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	5	\$129,123			\$66,750		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	44	\$111,142	\$29,823	\$64,979	\$108,777	\$153,511	\$194,264
Top Administrative Position	6	\$157,268			\$159,343		
Top Business Position	7	\$106,955			\$125,734		
Top Finance Position	6	\$97,294			\$109,720		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	5	\$395,446			\$285,105		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	6	\$213,430			\$210,976		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	12	\$498,118		\$224,630	\$351,983	\$645,136	
Top Finance Position	9	\$313,179			\$317,844		
Top Operations Position	5	\$434,154			\$448,373		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	14	\$149,933		\$67,070	\$106,368	\$210,906	
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	9	\$67,211			\$61,558		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Riverside-San Bernardino-Ontario, CA</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	15	\$85,608		\$52,933	\$88,236	\$104,832	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	21	\$124,118	\$54,142	\$95,759	\$120,000	\$154,030	\$183,280
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	15	\$75,611		\$47,430	\$67,371	\$94,837	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	21	\$90,212	\$30,000	\$37,800	\$80,525	\$130,400	\$163,922
Top Finance Position	8	\$69,026			\$58,425		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	23	\$99,501	\$56,220	\$67,350	\$82,361	\$112,215	\$150,795
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	5	\$58,119			\$42,264		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	13	\$110,709		\$54,120	\$102,814	\$161,250	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	10	\$118,709		\$61,734	\$110,905	\$153,498	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	8	\$60,889			\$54,360		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	33	\$53,202	\$19,386	\$24,720	\$41,340	\$79,400	\$93,736

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Riverside-San Bernardino-Ontario, CA</b>							
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	8	\$65,696			\$74,716		
Youth Development: Youth Development Programs							
CEO/Executive Director	11	\$109,024		\$60,347	\$109,588	\$136,944	
<b>Roanoke, VA</b>							
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	5	\$58,492			\$62,590		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	\$154,814			\$116,115		
<b>Rochester, MN</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	\$62,739			\$59,825		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	7	\$101,334			\$102,114		
<b>Rochester, NY</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	5	\$73,399			\$83,327		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	5	\$72,226			\$58,166		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Rochester, NY</b>							
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	7	\$59,508			\$54,851		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	6	\$65,171			\$63,163		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	23	\$125,129	\$58,069	\$73,134	\$116,450	\$144,918	\$225,976
Top Finance Position	6	\$92,991			\$104,129		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	8	\$534,860			\$387,730		
<b>Educational Institutions and Related Activities: Libraries</b>							
CEO/Executive Director	7	\$68,002			\$55,000		
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	7	\$58,230			\$43,716		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	5	\$151,005			\$141,213		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	9	\$368,019			\$272,563		
Top Finance Position	5	\$200,940			\$140,968		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	6	\$310,448			\$345,654		
Top Administrative Position	8	\$149,655			\$146,772		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	9	\$96,218			\$74,200		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Rochester, NY</b>							
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	12	\$178,416			\$135,735	\$153,639	\$195,554
Top Finance Position	5	\$126,452				\$104,772	
Top Operations Position	5	\$149,468				\$165,300	
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	15	\$60,306			\$42,319	\$51,476	\$60,210
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	20	\$123,080	\$56,038	\$82,973	\$111,866	\$139,595	\$171,959
Top Finance Position	10	\$83,626		\$62,865	\$74,070	\$106,505	
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	8	\$172,455				\$145,164	
<b>Human Services – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	6	\$205,979				\$185,373	
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	9	\$129,028				\$103,375	
Top Finance Position	5	\$163,895				\$130,976	
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	5	\$129,139				\$111,224	
<b>Religion-Related, Spiritual Development: Christianity</b>							
CEO/Executive Director	5	\$51,889				\$49,164	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Rockford, IL</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	12	\$85,603		\$49,130	\$80,164	\$105,785	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$65,383			\$64,389		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	9	\$88,670			\$90,387		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	\$117,290			\$110,304		
<b>Sacramento, CA</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	9	\$70,780			\$60,000		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	5	\$50,258			\$51,816		
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	7	\$120,472			\$61,516		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	7	\$118,786			\$83,272		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	11	\$72,296		\$40,547	\$59,234	\$77,319	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	5	\$110,438			\$105,425		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Sacramento, CA</b>							
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	11	\$141,929		\$67,928	\$148,017	\$210,455	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	6	\$110,657			\$83,514		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	34	\$121,808	\$47,155	\$79,872	\$110,590	\$140,984	\$190,995
Top Administrative Position	8	\$112,940			\$102,709		
Top Business Position	8	\$96,923			\$114,197		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	\$168,898			\$143,121		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	\$107,505			\$95,158		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	6	\$110,549			\$110,361		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	5	\$109,958			\$103,958		
Environmental Quality, Protection and Beautification : Environment N.E.C.							
CEO/Executive Director	5	\$81,180			\$69,800		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	18	\$126,045		\$87,387	\$117,303	\$155,387	
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	5	\$62,352			\$60,000		



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Sacramento, CA</b>							
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	6	\$213,573			\$129,524		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	7	\$567,528			\$247,167		
Top Finance Position	7	\$594,961			\$413,392		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	5	\$119,601			\$101,758		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	7	\$128,034			\$132,165		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	10	\$232,718		\$72,520	\$143,726	\$203,404	
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	22	\$114,710	\$26,494	\$50,801	\$103,081	\$151,886	\$237,124
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	22	\$117,755	\$70,265	\$77,446	\$93,760	\$160,351	\$192,836
Top Finance Position	6	\$89,746			\$109,560		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	10	\$79,357		\$70,147	\$81,801	\$87,306	
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	19	\$85,076		\$36,325	\$63,408	\$117,089	
Top Finance Position	6	\$137,852			\$119,305		
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	9	\$102,888			\$88,400		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Sacramento, CA</b>							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	13	\$120,394		\$60,944	\$103,302	\$170,027	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	10	\$76,432		\$61,491	\$81,093	\$88,436	
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	6	\$104,673			\$97,003		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	\$85,069			\$88,500		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	14	\$84,580		\$36,720	\$48,075	\$120,266	
Unknown							
CEO/Executive Director	11	\$81,402		\$59,173	\$87,650	\$95,976	
Youth Development: Youth Development Programs							
CEO/Executive Director	13	\$73,192		\$54,000	\$73,000	\$93,499	
<b>Saginaw-Bay City-Midland, MI</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	7	\$89,454			\$82,131		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	\$67,800			\$72,723		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	7	\$76,736			\$80,478		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Saginaw-Bay City-Midland, MI</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	7	\$81,431			\$94,097		
<b>Salem, OR</b>							
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	5	\$99,297			\$84,255		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	5	\$84,133			\$75,899		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	\$117,857			\$88,295		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	7	\$44,990			\$42,857		
<b>Salinas, CA</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	10	\$160,273		\$63,545	\$108,919	\$220,731	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	5	\$84,703			\$82,000		
<b>Salt Lake City-Ogden, UT</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	10	\$72,044		\$46,943	\$70,308	\$89,617	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Salt Lake City-Ogden, UT</b>							
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
CEO/Executive Director	5	\$62,112			\$76,583		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	16	\$70,262		\$34,875	\$42,327	\$81,661	
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	5	\$75,995			\$58,104		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	26	\$113,991	\$47,256	\$83,403	\$92,699	\$119,515	\$191,573
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	7	\$82,395			\$61,886		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	7	\$111,589			\$118,691		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	5	\$645,213			\$138,300		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	5	\$212,571			\$73,626		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	6	\$138,525			\$141,046		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	10	\$87,927		\$46,667	\$85,925	\$105,563	
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	10	\$96,995		\$64,855	\$82,603	\$109,240	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Salt Lake City-Ogden, UT</b>							
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	10	\$83,835		\$65,392	\$75,074	\$106,796	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	9	\$85,268			\$83,554		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	\$175,990			\$80,037		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	\$109,591			\$77,651		
Unknown							
CEO/Executive Director	5	\$68,814			\$66,560		
Youth Development: Youth Development Programs							
CEO/Executive Director	6	\$108,674			\$106,958		
<b>San Antonio, TX</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	7	\$78,705			\$65,000		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	12	\$88,114		\$65,351	\$78,348	\$111,466	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	16	\$84,714		\$40,000	\$49,700	\$93,759	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	6	\$121,820			\$128,972		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	6	\$109,630			\$107,110		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>San Antonio, TX</b>							
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	31	\$99,950	\$37,442	\$46,172	\$83,000	\$137,874	\$186,855
Top Administrative Position	10	\$109,442		\$73,838	\$124,460	\$137,841	
Top Finance Position	5	\$95,737			\$107,788		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	6	\$182,654			\$116,571		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	5	\$278,131			\$158,735		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	5	\$179,191			\$183,083		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	9	\$120,526			\$104,972		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	23	\$100,020	\$21,765	\$35,280	\$58,642	\$130,074	\$228,104
Top Finance Position	6	\$147,157			\$116,891		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	20	\$97,542	\$22,629	\$56,000	\$85,687	\$148,588	\$176,650
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	9	\$94,399			\$73,107		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	17	\$115,344		\$76,042	\$99,102	\$111,942	
Top Finance Position	5	\$95,762			\$84,940		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>San Antonio, TX</b>							
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	8	\$156,283			\$145,575		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	7	\$120,555			\$89,506		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	7	\$118,636			\$80,456		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	28	\$74,611	\$20,584	\$34,510	\$46,979	\$96,690	\$132,906
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	5	\$144,724			\$153,096		
Youth Development: Youth Development Programs							
CEO/Executive Director	11	\$71,905		\$48,366	\$79,310	\$90,114	
<b>San Diego, CA</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	7	\$133,099			\$84,903		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	14	\$57,345		\$41,944	\$48,167	\$74,892	
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	6	\$89,216			\$93,161		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	22	\$145,940	\$50,457	\$70,448	\$120,460	\$212,083	\$277,046
Top Finance Position	6	\$128,190			\$131,808		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>San Diego, CA</b>							
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	27	\$103,095	\$24,200	\$37,739	\$81,000	\$124,462	\$218,428
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	6	\$119,148			\$74,990		
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	9	\$146,994			\$158,367		
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	5	\$108,140			\$76,923		
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	12	\$95,484		\$68,087	\$95,900	\$121,527	
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	82	\$129,746	\$51,008	\$67,314	\$106,743	\$148,933	\$253,034
Top Finance Position	22	\$127,700	\$54,924	\$87,102	\$113,501	\$159,960	\$235,200
Top Operations Position	6	\$94,214			\$98,673		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	6	\$248,674			\$252,054		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	17	\$183,570		\$68,750	\$142,406	\$315,000	
Top Finance Position	5	\$210,710			\$192,682		
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	5	\$57,043			\$48,975		
<b>Environmental Quality, Protection and Beautification : Environmental Education</b>							
CEO/Executive Director	7	\$75,682			\$83,200		



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>San Diego, CA</b>							
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	16	\$101,466		\$70,652	\$85,646	\$121,121	
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	5	\$110,672			\$99,000		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	14	\$304,451		\$169,457	\$208,169	\$485,572	
Top Finance Position	12	\$203,589		\$121,491	\$164,510	\$271,214	
Top Operations Position	5	\$176,572			\$155,764		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	6	\$177,060			\$141,533		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	5	\$1,245,376			\$711,427		
Top Finance Position	5	\$811,770			\$334,626		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	13	\$150,360		\$73,077	\$147,852	\$236,472	
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	33	\$124,959	\$51,494	\$63,248	\$120,437	\$160,921	\$235,805
Top Finance Position	10	\$115,671		\$101,597	\$108,774	\$125,301	
Top Operations Position	7	\$118,680			\$113,361		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	20	\$117,083	\$48,518	\$58,431	\$85,300	\$160,620	\$214,287
Top Finance Position	7	\$98,528			\$90,278		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>San Diego, CA</b>							
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	9	\$93,171			\$86,944		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	15	\$140,922		\$46,441	\$82,000	\$224,386	
Top Finance Position	5	\$133,279			\$171,058		
Top Operations Position	5	\$128,373			\$115,426		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	29	\$117,422	\$31,000	\$60,000	\$109,078	\$161,771	\$204,987
Top Finance Position	8	\$118,132			\$116,762		
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
CEO/Executive Director	8	\$132,059			\$103,573		
<b>Human Services – Multipurpose and Other: Personal Social Services</b>							
CEO/Executive Director	10	\$151,004		\$97,326	\$135,636	\$195,954	
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	14	\$124,787		\$62,312	\$80,756	\$184,260	
Top Finance Position	5	\$152,909			\$182,208		
<b>International, Foreign Affairs and National Security: International Development</b>							
CEO/Executive Director	9	\$50,782			\$44,550		
<b>Medical Research: Medical Disciplines Research</b>							
CEO/Executive Director	7	\$221,440			\$160,000		
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	10	\$108,964		\$57,316	\$99,477	\$134,444	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>San Diego, CA</b>							
Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other							
CEO/Executive Director	5	\$125,103			\$107,500		
Public, Society Benefit – Multipurpose and Other: Leadership Development							
CEO/Executive Director	5	\$90,880			\$92,168		
Public, Society Benefit – Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	9	\$84,516			\$70,888		
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	10	\$92,802		\$62,471	\$87,260	\$126,139	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	16	\$62,591		\$47,182	\$65,949	\$80,272	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	49	\$70,331	\$26,228	\$44,303	\$64,185	\$91,000	\$109,545
Unknown							
CEO/Executive Director	6	\$100,221			\$105,521		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	11	\$99,077		\$65,653	\$100,840	\$121,664	
Youth Development: Youth Development Programs							
CEO/Executive Director	22	\$100,828	\$23,912	\$42,028	\$70,399	\$112,603	\$149,839
<b>San Francisco-Oakland, CA</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	10	\$172,334		\$94,022	\$149,573	\$209,508	
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	7	\$173,449			\$155,845		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>San Francisco-Oakland, CA</b>							
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	65	\$94,622	\$32,458	\$51,225	\$80,000	\$108,680	\$166,621
Top Finance Position	7	\$90,452			\$95,000		
Top Operations Position	6	\$144,066			\$137,607		
<b>Arts, Culture and Humanities: Arts Services</b>							
CEO/Executive Director	6	\$77,012			\$86,575		
<b>Arts, Culture and Humanities: Historical Organizations</b>							
CEO/Executive Director	6	\$127,953			\$133,125		
<b>Arts, Culture and Humanities: Humanities</b>							
CEO/Executive Director	5	\$105,738			\$80,309		
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
CEO/Executive Director	29	\$110,393	\$34,427	\$51,653	\$79,167	\$126,360	\$212,191
Top Finance Position	7	\$117,867			\$115,490		
Top Operations Position	5	\$143,992			\$144,752		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	15	\$160,110		\$67,231	\$161,189	\$205,622	
Top Finance Position	5	\$157,490			\$125,582		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	55	\$113,651	\$31,939	\$52,200	\$76,578	\$109,604	\$210,801
Top Administrative Position	5	\$143,946			\$149,649		
Top Development Position	6	\$171,460			\$155,124		
Top Finance Position	9	\$144,005			\$159,000		
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	13	\$115,119		\$65,000	\$119,310	\$150,000	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>San Francisco-Oakland, CA</b>							
<b>Arts, Culture and Humanities: Visual Arts</b>							
CEO/Executive Director	6	\$54,062			\$56,971		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	25	\$120,189	\$63,968	\$75,000	\$99,860	\$155,000	\$195,055
Top Finance Position	6	\$111,028			\$119,410		
<b>Civil Rights, Social Action, Advocacy: Civil Rights, Social Action &amp; Advocacy N.E.C.</b>							
CEO/Executive Director	8	\$145,774			\$112,449		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	17	\$127,401		\$90,000	\$108,333	\$152,152	
<b>Community Improvement, Capacity Building: Community Improvement &amp; Capacity Building N.E.C.</b>							
CEO/Executive Director	5	\$72,931			\$76,719		
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	11	\$213,164		\$122,325	\$191,389	\$266,080	
<b>Community Improvement, Capacity Building: Service and Other</b>							
CEO/Executive Director	6	\$242,470			\$227,234		
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	8	\$96,760			\$89,981		
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	6	\$130,908			\$126,738		
<b>Diseases, Disorders, Medical Disciplines: Service and Other</b>							
CEO/Executive Director	6	\$234,037			\$100,722		
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	6	\$142,098			\$122,861		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>San Francisco-Oakland, CA</b>							
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	24	\$168,289	\$47,784	\$81,683	\$124,117	\$214,528	\$367,782
Top Finance Position	6	\$163,863			\$196,491		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	25	\$133,781	\$55,103	\$75,047	\$116,293	\$162,808	\$234,056
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	128	\$181,787	\$54,060	\$89,713	\$130,209	\$235,570	\$389,526
Top Administrative Position	5	\$155,841			\$127,780		
Top Development Position	20	\$168,441	\$135,060	\$140,368	\$160,793	\$184,246	\$217,968
Top Education Position	6	\$133,473			\$124,157		
Top Finance Position	37	\$152,209	\$50,523	\$95,557	\$158,612	\$204,125	\$247,210
Top Operations Position	8	\$141,186			\$145,286		
Top Technology Position	10	\$157,178		\$132,054	\$157,247	\$179,212	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	8	\$281,215			\$296,479		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	7	\$83,790			\$74,516		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	20	\$116,733	\$32,500	\$66,195	\$96,188	\$149,075	\$248,791
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	15	\$89,457		\$45,679	\$84,333	\$125,360	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	10	\$121,506		\$89,573	\$120,521	\$142,557	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>San Francisco-Oakland, CA</b>							
Environmental Quality, Protection and Beautification : Environment N.E.C.							
CEO/Executive Director	14	\$104,801		\$57,440	\$84,147	\$116,026	
Environmental Quality, Protection and Beautification : Environmental Education							
CEO/Executive Director	7	\$93,687			\$87,331		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	28	\$148,696	\$27,815	\$60,413	\$125,778	\$184,625	\$270,542
Top Development Position	7	\$163,744			\$158,826		
Top Finance Position	9	\$163,272			\$166,923		
Environmental Quality, Protection and Beautification : Service and Other							
CEO/Executive Director	11	\$179,762		\$96,043	\$135,691	\$230,899	
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	6	\$141,569			\$140,000		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	14	\$190,434		\$138,126	\$172,353	\$227,535	
Top Finance Position	7	\$181,996			\$151,735		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	17	\$902,232		\$84,992	\$110,941	\$320,918	
Top Finance Position	11	\$389,105		\$184,312	\$284,039	\$444,897	
Health – General and Rehabilitative: Public Health							
CEO/Executive Director	9	\$126,517			\$122,452		
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	7	\$315,110			\$140,000		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>San Francisco-Oakland, CA</b>							
<b>Housing, Shelter: Housing &amp; Shelter N.E.C.</b>							
CEO/Executive Director	5	\$95,852			\$73,096		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	23	\$207,673	\$85,679	\$129,999	\$186,403	\$226,486	\$315,735
Top Finance Position	7	\$198,207			\$151,003		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	57	\$137,441	\$54,908	\$74,693	\$110,496	\$161,950	\$262,013
Top Development Position	5	\$127,329			\$113,986		
Top Finance Position	15	\$125,012		\$83,466	\$118,677	\$158,940	
Top Operations Position	5	\$123,858			\$128,620		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	38	\$133,946	\$68,880	\$89,758	\$114,080	\$173,697	\$224,754
Top Development Position	5	\$116,715			\$117,508		
Top Finance Position	13	\$110,008		\$101,410	\$113,137	\$134,463	
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	16	\$129,493		\$74,741	\$125,250	\$156,583	
Top Finance Position	5	\$114,217			\$83,002		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	36	\$150,148	\$55,100	\$79,774	\$119,236	\$182,311	\$298,192
Top Development Position	5	\$175,265			\$155,652		
Top Finance Position	9	\$133,461			\$115,907		
Top Operations Position	7	\$137,331			\$132,806		
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
CEO/Executive Director	10	\$115,517		\$81,626	\$107,853	\$134,160	



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>San Francisco-Oakland, CA</b>							
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	5	\$71,551			\$42,805		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	17	\$175,885		\$100,850	\$121,163	\$214,547	
Top Finance Position	5	\$153,429			\$149,884		
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	7	\$82,655			\$74,686		
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	15	\$130,507		\$74,673	\$103,400	\$159,894	
Top Finance Position	5	\$141,815			\$145,622		
International, Foreign Affairs and National Security: Promotion of International Understanding							
CEO/Executive Director	6	\$158,514			\$111,545		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	13	\$147,363		\$112,396	\$145,205	\$184,139	
Top Finance Position	6	\$125,440			\$130,392		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	16	\$250,443		\$78,913	\$103,278	\$123,472	
Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Charity & Voluntarism Promotio							
CEO/Executive Director	9	\$112,973			\$85,599		
Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Voluntarism & Grantmaking Foun							
CEO/Executive Director	8	\$195,006			\$108,461		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>San Francisco-Oakland, CA</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Private Grantmaking Foundations</b>							
CEO/Executive Director	7	\$152,853			\$149,694		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations</b>							
CEO/Executive Director	11	\$211,665		\$152,666	\$172,640	\$216,902	
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other</b>							
CEO/Executive Director	7	\$146,286			\$105,000		
<b>Public, Society Benefit – Multipurpose and Other: Government &amp; Public Administration</b>							
CEO/Executive Director	6	\$152,130			\$125,208		
<b>Public, Society Benefit – Multipurpose and Other: Public &amp; Societal Benefit N.E.C.</b>							
CEO/Executive Director	8	\$275,047			\$311,575		
<b>Public, Society Benefit – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	7	\$278,420			\$236,196		
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports</b>							
CEO/Executive Director	11	\$468,307		\$70,973	\$83,000	\$136,737	
<b>Recreation, Sports, Leisure, Athletics: Service and Other</b>							
CEO/Executive Director	6	\$113,359			\$127,663		
<b>Religion-Related, Spiritual Development: Christianity</b>							
CEO/Executive Director	12	\$79,539		\$41,202	\$49,648	\$94,670	
<b>Religion-Related, Spiritual Development: Judaism</b>							
CEO/Executive Director	5	\$177,454			\$186,461		
<b>Religion-Related, Spiritual Development: Religion-Related N.E.C.</b>							
CEO/Executive Director	7	\$100,111			\$105,482		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>San Francisco-Oakland, CA</b>							
Unknown							
CEO/Executive Director	21	\$138,847	\$34,800	\$59,176	\$97,404	\$169,673	\$294,466
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	9	\$96,855			\$76,612		
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	9	\$94,594			\$95,000		
Youth Development: Youth Development Programs							
CEO/Executive Director	43	\$114,609	\$51,895	\$77,271	\$105,809	\$143,919	\$195,197
Top Finance Position	7	\$98,260			\$102,470		
Top Operations Position	5	\$107,166			\$101,622		
<b>San Jose, CA</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	14	\$118,623		\$79,415	\$108,359	\$155,710	
Arts, Culture and Humanities: Museums							
CEO/Executive Director	9	\$184,448			\$114,093		
Top Finance Position	5	\$123,721			\$154,923		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	15	\$84,543		\$61,000	\$80,220	\$98,094	
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	5	\$140,629			\$122,975		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	5	\$80,906			\$97,932		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>San Jose, CA</b>							
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	7	\$114,525			\$93,853		
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	5	\$262,494			\$132,000		
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	8	\$100,422			\$95,698		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	63	\$151,084	\$58,308	\$83,000	\$128,575	\$170,792	\$299,862
Top Administrative Position	6	\$126,286			\$121,160		
Top Development Position	5	\$184,613			\$176,857		
Top Finance Position	15	\$144,360		\$87,591	\$117,650	\$203,570	
Top Operations Position	8	\$159,632			\$162,856		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	5	\$444,073			\$189,543		
Top Finance Position	5	\$169,031			\$115,314		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	13	\$107,573		\$38,815	\$94,500	\$127,704	
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	6	\$109,582			\$98,818		
<b>Educational Institutions and Related Activities: Vocational &amp; Technical Schools</b>							
CEO/Executive Director	5	\$192,880			\$152,435		
<b>Health – General and Rehabilitative: Hospitals</b>							
Top Operations Position	6	\$478,240			\$252,437		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>San Jose, CA</b>							
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	10	\$191,615		\$174,910	\$199,996	\$235,795	
Top Finance Position	7	\$147,084			\$138,325		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	22	\$111,660	\$26,124	\$71,925	\$109,102	\$155,459	\$182,172
Top Finance Position	5	\$135,735			\$138,669		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	17	\$135,268		\$82,776	\$107,250	\$166,303	
Top Finance Position	7	\$163,007			\$159,918		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	6	\$146,394			\$137,466		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	13	\$155,036		\$77,917	\$137,485	\$167,284	
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
CEO/Executive Director	5	\$119,145			\$98,058		
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	9	\$114,630			\$67,252		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations</b>							
CEO/Executive Director	6	\$284,392			\$154,645		
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports</b>							
CEO/Executive Director	10	\$139,108		\$61,444	\$139,185	\$178,851	
<b>Religion-Related, Spiritual Development: Christianity</b>							
CEO/Executive Director	16	\$69,149		\$41,171	\$65,267	\$86,331	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>San Jose, CA</b>							
Science and Technology Research Institutes, Services: Engineering & Technology							
CEO/Executive Director	7	\$205,569			\$244,190		
Unknown							
CEO/Executive Director	9	\$90,700			\$60,000		
Youth Development: Youth Development Programs							
CEO/Executive Director	13	\$112,779		\$78,685	\$119,477	\$134,494	
<b>San Juan, PR</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	\$107,264			\$76,550		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	\$141,576			\$143,039		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	8	\$48,115			\$47,202		
Unknown							
CEO/Executive Director	6	\$128,578			\$129,064		
<b>San LuisObispo-Atascadero-Paso Robles, CA</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	\$31,135			\$28,800		
<b>Santa Barbara-Santa Maria-Lompoc, CA</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	8	\$56,398			\$48,500		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Santa Barbara-Santa Maria-Lompoc, CA</b>							
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	7	\$86,619			\$52,611		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	8	\$125,979			\$110,884		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	12	\$149,286		\$82,511	\$137,487	\$170,589	
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	26	\$157,448	\$49,459	\$74,181	\$130,599	\$201,100	\$270,272
Top Finance Position	6	\$105,509			\$122,501		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	8	\$93,944			\$101,914		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	7	\$138,854			\$127,971		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	5	\$100,777			\$128,337		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	6	\$133,955			\$126,371		
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	8	\$173,346			\$176,279		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	5	\$121,637			\$110,839		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Santa Cruz, CA</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	10	\$127,516		\$83,728	\$132,984	\$150,290	
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	8	\$105,999			\$85,000		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	7	\$70,197			\$66,842		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	8	\$83,190			\$88,203		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	5	\$79,237			\$71,500		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	7	\$77,627			\$77,748		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$78,224			\$87,681		
<b>Santa Fe, NM</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	6	\$78,069			\$47,568		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	6	\$194,786			\$176,292		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	8	\$145,902			\$72,500		



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Santa Fe, NM</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	13	\$101,520		\$49,919	\$56,626	\$127,487	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	7	\$134,600			\$118,244		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	9	\$69,148			\$63,318		
<b>Santa Rosa, CA</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	5	\$120,135			\$116,725		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	8	\$66,170			\$70,977		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	5	\$94,832			\$102,812		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	7	\$80,963			\$35,000		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	6	\$95,115			\$99,933		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	17	\$130,256		\$79,273	\$105,968	\$164,601	
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	13	\$104,740		\$67,172	\$83,368	\$134,573	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Santa Rosa, CA</b>							
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	7	\$149,175			\$152,476		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	5	\$100,575			\$92,742		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	12	\$130,993		\$90,008	\$100,220	\$139,939	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	\$128,930			\$110,081		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	10	\$146,504		\$93,735	\$134,774	\$199,350	
Top Finance Position	5	\$99,745			\$103,216		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	5	\$123,869			\$101,932		
<b>Sarasota-Bradenton, FL</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	5	\$75,152			\$88,994		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	14	\$96,903		\$41,992	\$85,304	\$133,418	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	8	\$132,716			\$119,317		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	12	\$94,539		\$60,039	\$82,026	\$103,331	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Sarasota-Bradenton, FL</b>							
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	7	\$98,760			\$94,814		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	14	\$86,262		\$47,046	\$58,418	\$98,145	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	10	\$95,999		\$55,476	\$97,211	\$128,572	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	5	\$72,509			\$65,117		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	17	\$108,150		\$28,628	\$60,878	\$137,618	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	\$207,625			\$243,352		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	\$129,188			\$122,951		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	9	\$57,338			\$52,092		
<b>Savannah, GA</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	\$121,047			\$103,825		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	\$92,757			\$72,598		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Scranton--Wilkes-Barre--Hazleton, PA</b>							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	\$251,030			\$210,715		
Top Development Position	5	\$121,443			\$124,469		
Top Finance Position	7	\$170,961			\$130,077		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	5	\$76,597			\$92,616		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	6	\$144,233			\$104,240		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	\$62,257			\$58,782		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	13	\$94,528		\$60,000	\$93,431	\$110,265	
<b>Seattle-Everett, WA</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	12	\$71,318		\$41,300	\$65,873	\$80,739	
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	34	\$76,758	\$40,273	\$56,515	\$68,385	\$94,661	\$115,435
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	10	\$123,814		\$62,712	\$81,442	\$175,611	
Arts, Culture and Humanities: Museums							
CEO/Executive Director	14	\$173,868		\$90,119	\$144,915	\$170,965	
Top Finance Position	5	\$95,770			\$67,229		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Seattle-Everett, WA</b>							
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	45	\$102,272	\$30,787	\$51,667	\$64,011	\$94,890	\$228,454
Top Finance Position	10	\$125,171		\$86,544	\$126,381	\$158,698	
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	5	\$92,426			\$91,029		
<b>Arts, Culture and Humanities: Visual Arts</b>							
CEO/Executive Director	6	\$97,421			\$87,731		
<b>Civil Rights, Social Action, Advocacy: Civil Liberties</b>							
CEO/Executive Director	5	\$85,337			\$87,317		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	9	\$84,708			\$67,000		
<b>Civil Rights, Social Action, Advocacy: Service and Other</b>							
CEO/Executive Director	5	\$85,754			\$67,708		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	15	\$82,125		\$54,908	\$75,000	\$118,632	
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	9	\$97,478			\$82,355		
<b>Community Improvement, Capacity Building: Service and Other</b>							
CEO/Executive Director	8	\$102,020			\$109,390		
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	8	\$105,490			\$92,490		
<b>Diseases, Disorders, Medical Disciplines: Service and Other</b>							
CEO/Executive Director	5	\$325,585			\$306,037		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Seattle-Everett, WA</b>							
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	6	\$70,464			\$73,368		
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	19	\$107,702		\$60,062	\$97,872	\$130,680	
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	20	\$116,880	\$58,718	\$71,868	\$94,169	\$146,412	\$204,857
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	87	\$154,885	\$45,362	\$70,345	\$113,814	\$198,987	\$319,123
Top Business Position	6	\$118,073			\$114,007		
Top Development Position	10	\$139,198		\$127,106	\$146,662	\$158,863	
Top Finance Position	31	\$125,992	\$49,442	\$87,437	\$123,909	\$167,617	\$207,159
Top Operations Position	8	\$98,124			\$105,837		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	11	\$254,610		\$91,281	\$260,926	\$372,160	
Top Development Position	5	\$169,849			\$139,275		
Top Finance Position	5	\$183,284			\$183,399		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	24	\$147,220	\$56,864	\$86,221	\$121,579	\$176,814	\$255,325
Top Finance Position	8	\$130,065			\$102,187		
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	9	\$87,904			\$55,439		
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	7	\$126,616			\$135,169		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Seattle-Everett, WA</b>							
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	9	\$169,004			\$103,940		
<b>Environmental Quality, Protection and Beautification : Environment N.E.C.</b>							
CEO/Executive Director	7	\$115,573			\$126,001		
<b>Environmental Quality, Protection and Beautification : Environmental Education</b>							
CEO/Executive Director	6	\$65,081			\$68,194		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	29	\$73,840	\$22,720	\$51,800	\$68,471	\$94,250	\$115,927
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	9	\$92,297			\$103,372		
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	19	\$82,018		\$62,902	\$71,001	\$92,022	
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	12	\$370,435		\$132,434	\$198,759	\$226,411	
Top Finance Position	7	\$229,771			\$191,493		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	6	\$400,479			\$297,731		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	11	\$1,422,267		\$216,618	\$328,263	\$623,558	
Top Finance Position	9	\$337,644			\$265,825		
Top Operations Position	5	\$330,301			\$317,582		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	6	\$173,086			\$171,667		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Seattle-Everett, WA</b>							
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	9	\$106,126			\$88,282		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	14	\$198,136		\$53,033	\$110,096	\$257,967	
Top Finance Position	5	\$203,654			\$135,425		
<b>Housing, Shelter: Housing &amp; Shelter N.E.C.</b>							
CEO/Executive Director	7	\$115,708			\$81,715		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	15	\$87,059		\$64,570	\$80,660	\$110,134	
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	9	\$94,419			\$95,053		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	66	\$96,069	\$38,118	\$62,626	\$84,186	\$117,484	\$178,751
Top Finance Position	14	\$106,508		\$84,897	\$101,578	\$119,323	
Top Operations Position	8	\$97,313			\$95,694		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	33	\$100,375	\$59,226	\$67,438	\$80,532	\$113,450	\$173,723
Top Finance Position	6	\$84,397			\$77,301		
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	7	\$80,496			\$68,601		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	14	\$90,771		\$44,308	\$94,015	\$121,078	



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Seattle-Everett, WA</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	39	\$106,015	\$36,899	\$55,098	\$94,564	\$130,521	\$173,776
Top Finance Position	8	\$126,803			\$124,891		
Top Operations Position	5	\$169,245			\$152,310		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	13	\$155,328		\$114,528	\$142,180	\$174,173	
Top Finance Position	7	\$134,822			\$107,571		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	9	\$99,237			\$99,667		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	\$177,193			\$166,615		
Top Administrative Position	5	\$125,465			\$142,134		
Top Finance Position	5	\$117,151			\$130,526		
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	16	\$101,645		\$71,325	\$81,395	\$107,238	
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	21	\$93,984	\$25,269	\$36,000	\$58,000	\$82,287	\$100,452
International, Foreign Affairs and National Security: Promotion of International Understanding							
CEO/Executive Director	7	\$96,091			\$83,849		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	13	\$125,422		\$82,392	\$105,657	\$168,304	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	11	\$99,215		\$60,433	\$110,385	\$133,511	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Seattle-Everett, WA</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations</b>							
CEO/Executive Director	12	\$120,270			\$60,586	\$98,027	\$123,909
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other</b>							
CEO/Executive Director	5	\$142,817				\$105,000	
<b>Public, Society Benefit – Multipurpose and Other: Public &amp; Societal Benefit N.E.C.</b>							
CEO/Executive Director	5	\$160,014				\$190,899	
<b>Public, Society Benefit – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	5	\$116,321				\$133,903	
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports</b>							
CEO/Executive Director	15	\$75,458			\$50,403	\$65,220	\$85,739
Top Finance Position	5	\$36,322				\$32,700	
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions</b>							
CEO/Executive Director	6	\$94,396				\$101,594	
<b>Recreation, Sports, Leisure, Athletics: Camps</b>							
CEO/Executive Director	7	\$92,756				\$82,950	
<b>Recreation, Sports, Leisure, Athletics: Recreation &amp; Sports N.E.C.</b>							
CEO/Executive Director	6	\$68,215				\$72,880	
<b>Recreation, Sports, Leisure, Athletics: Service and Other</b>							
CEO/Executive Director	5	\$54,246				\$36,500	
<b>Religion-Related, Spiritual Development: Christianity</b>							
CEO/Executive Director	19	\$65,014			\$40,664	\$55,300	\$76,884
<b>Religion-Related, Spiritual Development: Religion-Related N.E.C.</b>							
CEO/Executive Director	7	\$48,030				\$44,872	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Seattle-Everett, WA</b>							
Unknown							
CEO/Executive Director	20	\$105,468	\$30,000	\$47,138	\$81,691	\$137,448	\$208,149
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	5	\$170,654			\$166,538		
Youth Development: Youth Development Programs							
CEO/Executive Director	31	\$86,115	\$27,768	\$54,309	\$79,722	\$109,149	\$116,218
<b>Shreveport-Bossier City, LA</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	8	\$110,151			\$94,176		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	8	\$97,082			\$103,565		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	11	\$45,308		\$33,642	\$44,400	\$47,500	
<b>Sioux Falls, SD</b>							
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$79,886			\$57,600		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	9	\$51,211			\$41,671		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>South Bend, IN</b>							
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	7	\$690,278			\$251,529		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	7	\$69,933			\$51,577		
<b>Spokane, WA</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	\$121,374			\$128,913		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	5	\$95,145			\$99,079		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	8	\$107,727			\$84,740		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	\$126,212			\$112,627		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	5	\$74,679			\$75,000		
Unknown							
CEO/Executive Director	5	\$108,178			\$122,075		
<b>Springfield, IL</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$129,056			\$143,314		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Springfield, MA</b>							
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	7	\$80,217			\$57,000		
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
CEO/Executive Director	6	\$73,862			\$74,599		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	5	\$131,193			\$112,881		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	10	\$52,954		\$30,322	\$44,468	\$69,014	
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	20	\$190,164	\$69,398	\$90,823	\$125,487	\$209,050	\$422,143
Top Finance Position	5	\$223,121			\$212,520		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	9	\$482,734			\$504,374		
Top Development Position	7	\$232,000			\$170,584		
Top Finance Position	5	\$292,914			\$289,213		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	7	\$141,699			\$91,885		
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	7	\$149,074			\$123,854		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	9	\$139,312			\$98,234		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	17	\$128,622		\$99,759	\$117,613	\$161,820	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Springfield, MA</b>							
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	11	\$70,403		\$47,424	\$56,469	\$76,233	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	17	\$122,268		\$98,257	\$116,642	\$146,154	
Top Finance Position	5	\$97,306			\$87,608		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	\$150,652			\$166,371		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	7	\$75,668			\$84,802		
<b>Springfield, MO</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	7	\$88,441			\$92,544		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	7	\$43,282			\$40,237		
<b>St. Cloud, MN</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$91,551			\$98,911		
<b>St. Louis, MO-IL</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	7	\$49,385			\$47,313		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
St. Louis, MO-IL							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	10	\$105,266		\$56,298	\$83,681	\$160,018	
Arts, Culture and Humanities: Museums							
CEO/Executive Director	8	\$124,387			\$83,336		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	25	\$104,651	\$21,780	\$34,956	\$68,248	\$134,801	\$215,013
Top Finance Position	5	\$111,073			\$119,687		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	5	\$82,230			\$80,833		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	18	\$94,426		\$49,883	\$69,649	\$100,625	
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	5	\$94,998			\$99,357		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	10	\$85,712		\$63,573	\$68,484	\$98,508	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	7	\$78,491			\$74,259		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	6	\$109,264			\$106,985		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	47	\$156,661	\$54,135	\$83,281	\$136,000	\$191,333	\$236,909
Top Business Position	6	\$108,403			\$104,937		
Top Finance Position	10	\$165,418		\$108,147	\$134,252	\$164,482	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>St. Louis, MO-IL</b>							
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	9	\$380,027			\$402,803		
Top Finance Position	9	\$177,639			\$177,319		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	9	\$107,393			\$102,050		
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	10	\$160,795		\$87,267	\$93,289	\$121,463	
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	9	\$85,440			\$57,960		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	9	\$341,906			\$318,545		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	5	\$246,038			\$214,691		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	9	\$2,274,204			\$466,423		
Top Finance Position	10	\$906,611		\$281,955	\$305,372	\$509,849	
Top Operations Position	8	\$812,699			\$305,070		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	5	\$106,193			\$100,562		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	7	\$338,870			\$139,460		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	15	\$93,278		\$71,367	\$84,915	\$121,725	



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
St. Louis, MO-IL							
Housing, Shelter: Housing Support							
CEO/Executive Director	6	\$112,292			\$122,754		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	5	\$91,874			\$66,544		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	41	\$100,630	\$38,083	\$59,407	\$96,712	\$128,080	\$179,441
Top Finance Position	9	\$105,240			\$114,635		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	34	\$101,485	\$43,848	\$59,354	\$94,188	\$145,868	\$181,429
Top Finance Position	10	\$80,067		\$49,829	\$81,429	\$106,976	
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	7	\$52,666			\$42,000		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	16	\$75,688		\$35,076	\$66,574	\$96,173	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	34	\$124,668	\$25,214	\$63,369	\$99,143	\$164,625	\$230,778
Top Finance Position	6	\$117,404			\$109,909		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	7	\$89,814			\$69,884		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	13	\$140,482		\$78,719	\$104,636	\$143,678	
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	5	\$69,638			\$76,385		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
St. Louis, MO-IL							
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	7	\$53,718			\$43,000		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	8	\$101,246			\$105,515		
Top Finance Position	6	\$76,653			\$68,676		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	6	\$103,279			\$116,657		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	12	\$74,787		\$42,373	\$59,545	\$110,505	
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	5	\$104,594			\$85,671		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	34	\$72,666	\$25,489	\$34,081	\$61,767	\$70,630	\$95,222
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	5	\$80,211			\$83,319		
Unknown							
CEO/Executive Director	6	\$444,435			\$188,285		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	7	\$105,576			\$85,764		
Youth Development: Youth Development Programs							
CEO/Executive Director	12	\$96,569		\$60,625	\$73,993	\$99,724	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Stamford, CT</b>							
<b>Animal-Related: Animal Protection &amp; Welfare</b>							
CEO/Executive Director	5	\$73,105			\$72,854		
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	6	\$90,678			\$70,092		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	5	\$78,000			\$75,000		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	26	\$313,769	\$72,975	\$131,000	\$198,638	\$425,470	\$771,311
Top Development Position	7	\$256,498			\$232,933		
Top Finance Position	7	\$253,551			\$280,927		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	7	\$135,613			\$117,116		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	6	\$114,974			\$95,023		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	11	\$180,300		\$91,842	\$205,345	\$243,987	
Top Finance Position	5	\$129,620			\$135,932		
<b>State College, PA</b>							
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	5	\$61,659			\$67,847		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Stockton-Lodi, CA</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	9	\$88,091			\$76,072		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	5	\$118,410			\$98,654		
Unknown							
CEO/Executive Director	5	\$111,638			\$113,792		
<b>Syracuse, NY</b>							
Arts, Culture and Humanities: Museums							
CEO/Executive Director	6	\$57,081			\$53,542		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	7	\$51,106			\$65,354		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	\$82,559			\$76,071		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	7	\$312,131			\$202,066		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	9	\$63,084			\$60,096		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	5	\$104,206			\$91,597		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	9	\$336,590			\$283,973		
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	6	\$174,449			\$167,046		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Syracuse, NY</b>							
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	6	\$119,730			\$128,480		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	11	\$97,619	\$46,210	\$90,015	\$143,693		
Top Finance Position	5	\$118,560		\$127,310			
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	12	\$52,660	\$44,445	\$55,230	\$62,194		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	14	\$93,313	\$58,167	\$64,742	\$115,920		
Top Finance Position	6	\$104,305		\$103,364			
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	10	\$109,814	\$64,205	\$110,879	\$129,948		
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	6	\$132,311			\$100,398		
<b>Religion-Related, Spiritual Development: Christianity</b>							
CEO/Executive Director	7	\$98,988			\$98,800		
<b>Tacoma, WA</b>							
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	5	\$143,635			\$109,005		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	7	\$87,650			\$59,534		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Tacoma, WA</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	\$133,878			\$112,075		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	6	\$175,595			\$158,352		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	6	\$78,641			\$79,924		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	10	\$71,041		\$57,031	\$66,852	\$73,225	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	\$65,732			\$50,415		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	14	\$105,734		\$68,750	\$88,154	\$103,044	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	\$58,241			\$62,250		
Youth Development: Youth Development Programs							
CEO/Executive Director	8	\$79,518			\$70,125		
<b>Tallahassee, FL</b>							
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	6	\$60,112			\$60,100		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$94,752			\$64,521		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Tallahassee, FL</b>							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	\$263,037			\$304,147		
Top Finance Position	5	\$113,396			\$107,748		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	5	\$382,709			\$123,574		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	9	\$67,091			\$55,385		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	\$181,087			\$124,954		
Top Finance Position	5	\$122,268			\$94,663		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	5	\$119,633			\$75,372		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	8	\$115,930			\$107,235		
<b>Tampa-St. Petersburg-Clearwater, FL</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	\$95,545			\$86,511		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	12	\$47,842	\$28,025		\$49,974	\$56,309	
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	9	\$111,971			\$89,875		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Tampa-St. Petersburg-Clearwater, FL</b>							
Arts, Culture and Humanities: Museums							
CEO/Executive Director	8	\$137,178			\$129,507		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	8	\$178,017			\$81,263		
Arts, Culture and Humanities: Service and Other							
CEO/Executive Director	5	\$70,828			\$60,037		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	8	\$81,066			\$55,092		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	6	\$103,648			\$77,544		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	44	\$124,205	\$42,396	\$59,688	\$79,933	\$134,238	\$253,541
Top Administrative Position	6	\$69,833			\$59,202		
Top Finance Position	9	\$83,494			\$75,508		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	7	\$325,994			\$190,000		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	7	\$158,435			\$178,403		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	5	\$145,416			\$94,414		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	9	\$242,687			\$123,976		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	8	\$804,440			\$365,974		



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Tampa-St. Petersburg-Clearwater, FL</b>							
<b>Health – General and Rehabilitative: Hospitals</b>							
Top Finance Position	7	\$283,049			\$155,768		
Top Human Resources Position	5	\$242,349			\$192,712		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	6	\$108,371			\$100,854		
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
CEO/Executive Director	6	\$59,589			\$51,861		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	7	\$216,045			\$195,390		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	11	\$105,964		\$85,422	\$111,000	\$127,987	
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	21	\$121,345	\$45,421	\$69,500	\$102,992	\$141,750	\$153,620
Top Finance Position	6	\$106,116			\$98,258		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	19	\$123,927		\$69,099	\$118,690	\$169,493	
Top Finance Position	6	\$103,404			\$94,613		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	15	\$111,941		\$60,480	\$93,328	\$128,014	
Top Finance Position	5	\$112,236			\$107,294		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	17	\$156,445		\$89,897	\$120,686	\$174,562	
Top Finance Position	8	\$127,064			\$115,766		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Tampa-St. Petersburg-Clearwater, FL</b>							
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	6	\$92,160			\$82,748		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	12	\$252,129		\$115,851	\$228,948	\$258,455	
Top Finance Position	8	\$167,813			\$139,549		
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	6	\$173,960			\$116,802		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	13	\$112,255		\$75,769	\$95,017	\$157,345	
Top Operations Position	5	\$119,554			\$116,924		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	7	\$121,982			\$135,098		
Top Finance Position	5	\$123,897			\$113,277		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	7	\$116,168			\$73,242		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	12	\$88,868		\$27,947	\$52,452	\$119,995	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	32	\$55,248	\$20,744	\$29,788	\$50,456	\$76,586	\$91,187
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	7	\$71,342			\$67,317		
Youth Development: Youth Development Programs							
CEO/Executive Director	9	\$153,685			\$63,635		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Toledo,OH</b>							
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	5	\$107,314				\$117,169	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	\$76,910				\$54,186	
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	6	\$101,477				\$78,730	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	15	\$85,541		\$49,248	\$67,269	\$123,680	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	\$107,196			\$76,031		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	8	\$64,773			\$71,440		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	10	\$84,026		\$43,688	\$49,768	\$95,564	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	\$151,932			\$157,539		
<b>Topeka,KS</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	10	\$56,927		\$39,081	\$58,062	\$72,668	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	\$86,914			\$81,765		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Trenton, NJ</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	7	\$88,342			\$80,000		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	5	\$102,533			\$74,291		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	25	\$233,618	\$66,506	\$107,576	\$156,832	\$270,396	\$475,891
Top Development Position	5	\$243,187			\$228,901		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	9	\$139,948			\$121,161		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	10	\$204,543		\$102,642	\$134,416	\$180,292	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	9	\$105,660			\$95,091		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	6	\$101,802			\$99,242		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	10	\$118,237		\$101,730	\$113,200	\$130,305	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	\$153,429			\$125,911		
<b>Tucson, AZ</b>							
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	5	\$66,725			\$42,929		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Tucson,AZ</b>							
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	6	\$62,013			\$61,925		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	\$124,461			\$80,040		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	23	\$94,633	\$43,106	\$55,350	\$87,436	\$118,174	\$156,194
Top Finance Position	6	\$68,635			\$75,337		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	7	\$87,927			\$70,000		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	9	\$96,412			\$77,842		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	5	\$152,821			\$137,891		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	14	\$112,021		\$59,940	\$98,183	\$127,483	
Top Finance Position	6	\$73,875			\$75,990		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	9	\$99,874			\$82,661		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	13	\$112,602		\$74,828	\$102,424	\$118,758	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Tucson, AZ</b>							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	5	\$178,073			\$177,085		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	\$98,418			\$110,250		
Unknown							
CEO/Executive Director	5	\$95,574			\$90,685		
<b>Tulsa, OK</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	5	\$66,037			\$68,482		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	5	\$133,981			\$92,679		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	5	\$119,240			\$92,520		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	20	\$86,525	\$39,120	\$64,100	\$73,488	\$111,376	\$130,287
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	8	\$84,421			\$77,829		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	11	\$71,747		\$45,560	\$68,936	\$94,320	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	7	\$138,196			\$102,535		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Tulsa, OK</b>							
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	11	\$169,934		\$78,085	\$92,072	\$232,446	
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	6	\$47,544			\$46,626		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	57	\$69,188	\$22,120	\$37,841	\$58,200	\$93,000	\$116,980
Top Finance Position	7	\$76,414			\$62,920		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	7	\$60,363			\$47,380		
<b>Tyler, TX</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$88,747			\$85,000		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	11	\$55,125		\$43,577	\$50,711	\$55,705	
<b>Utica-Rome, NY</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	5	\$160,999			\$197,790		
<b>Vallejo-Fairfield-Napa, CA</b>							
Arts, Culture and Humanities: Museums							
CEO/Executive Director	5	\$93,636			\$73,778		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Vallejo-Fairfield-Napa, CA</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	11	\$113,713		\$78,256	\$105,000	\$140,960	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	9	\$101,398			\$85,192		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	\$92,732			\$98,460		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	9	\$79,543			\$74,880		
<b>Ventura, CA</b>							
Arts, Culture and Humanities: Museums							
CEO/Executive Director	7	\$135,632			\$57,950		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	14	\$159,924		\$76,096	\$144,746	\$185,303	
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	5	\$65,184			\$54,996		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	7	\$143,136			\$154,356		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	7	\$103,831			\$109,149		



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Ventura, CA</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	\$159,072			\$154,177		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	8	\$89,894			\$58,599		
<b>Visalia-Tulare-Porterville, CA</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	\$100,708			\$104,625		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	\$71,281			\$72,279		
<b>Waco, TX</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	\$77,208			\$65,000		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	\$106,133			\$79,144		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	\$55,013			\$51,519		
<b>Washington, DC-MD-VA</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	27	\$107,804	\$35,042	\$48,534	\$65,231	\$111,371	\$213,793
Animal-Related: Service and Other							
CEO/Executive Director	7	\$139,898			\$100,950		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Animal-Related: Wildlife Preservation &amp; Protection</b>							
CEO/Executive Director	15	\$177,147		\$72,604	\$131,068	\$209,760	
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	68	\$112,732	\$42,930	\$59,418	\$84,255	\$142,709	\$233,567
Top Finance Position	5	\$122,426			\$127,176		
<b>Arts, Culture and Humanities: Arts, Culture &amp; Humanities N.E.C.</b>							
CEO/Executive Director	11	\$165,681		\$99,800	\$133,229	\$220,332	
<b>Arts, Culture and Humanities: Historical Organizations</b>							
CEO/Executive Director	33	\$135,243	\$56,124	\$74,537	\$103,846	\$161,137	\$257,122
Top Development Position	5	\$178,945			\$145,605		
<b>Arts, Culture and Humanities: Humanities</b>							
CEO/Executive Director	11	\$161,644		\$98,776	\$142,771	\$193,418	
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
CEO/Executive Director	47	\$208,639	\$47,135	\$95,996	\$142,692	\$250,491	\$456,753
Top Development Position	5	\$205,308			\$188,441		
Top Finance Position	14	\$218,154		\$163,393	\$190,104	\$279,348	
Top Legal Position	5	\$306,201			\$283,723		
Top Operations Position	5	\$290,272			\$334,116		
Top Technology Position	5	\$252,574			\$245,329		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	16	\$153,334		\$59,750	\$93,259	\$193,478	
Top Development Position	5	\$229,490			\$182,806		
Top Finance Position	5	\$276,037			\$234,508		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	62	\$186,849	\$27,385	\$46,460	\$75,411	\$119,780	\$158,824

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Arts, Culture and Humanities: Performing Arts</b>							
Top Development Position	6	\$201,591			\$169,544		
Top Finance Position	7	\$148,506			\$150,719		
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	28	\$196,953	\$45,218	\$102,467	\$127,217	\$220,573	\$412,058
<b>Arts, Culture and Humanities: Visual Arts</b>							
CEO/Executive Director	10	\$98,761		\$85,203	\$96,993	\$115,654	
<b>Civil Rights, Social Action, Advocacy: Civil Liberties</b>							
CEO/Executive Director	30	\$187,651	\$68,450	\$120,999	\$169,164	\$241,293	\$337,572
Top Legal Position	5	\$204,290			\$199,292		
Top Operations Position	6	\$196,766			\$210,872		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	66	\$152,183	\$70,429	\$94,122	\$141,817	\$189,898	\$240,116
Top Finance Position	14	\$148,818		\$134,275	\$141,214	\$157,655	
Top Operations Position	15	\$139,305		\$113,410	\$126,672	\$173,248	
Top PR/Communications Position	6	\$160,549			\$160,105		
<b>Civil Rights, Social Action, Advocacy: Civil Rights, Social Action &amp; Advocacy N.E.C.</b>							
CEO/Executive Director	15	\$210,206		\$119,149	\$195,505	\$289,962	
Top Finance Position	5	\$152,330			\$150,508		
<b>Civil Rights, Social Action, Advocacy: Service and Other</b>							
CEO/Executive Director	36	\$155,635	\$57,506	\$81,852	\$129,844	\$206,974	\$318,526
Top Finance Position	8	\$138,004			\$150,138		
Top Operations Position	5	\$165,420			\$161,394		
<b>Civil Rights, Social Action, Advocacy: Voter Education &amp; Registration</b>							
CEO/Executive Director	9	\$185,580			\$146,985		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Community Improvement, Capacity Building: Business &amp; Industry</b>							
CEO/Executive Director	25	\$305,035	\$92,527	\$121,997	\$235,243	\$367,886	\$678,257
Top Finance Position	8	\$211,362			\$188,520		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	33	\$107,888	\$31,045	\$56,000	\$105,924	\$136,187	\$183,384
Top Finance Position	5	\$104,125			\$120,923		
<b>Community Improvement, Capacity Building: Community Improvement &amp; Capacity Building N.E.C.</b>							
CEO/Executive Director	12	\$126,283		\$69,750	\$100,551	\$138,846	
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	28	\$160,553	\$60,662	\$90,159	\$111,764	\$231,819	\$304,269
Top Finance Position	7	\$161,406			\$187,180		
<b>Community Improvement, Capacity Building: Nonprofit Management</b>							
CEO/Executive Director	5	\$141,025			\$143,487		
<b>Community Improvement, Capacity Building: Service and Other</b>							
CEO/Executive Director	29	\$189,884	\$84,510	\$125,800	\$187,061	\$238,350	\$292,981
Top Operations Position	5	\$122,275			\$129,927		
<b>Crime, Legal-Related: Administration of Justice</b>							
CEO/Executive Director	9	\$116,067			\$119,000		
<b>Crime, Legal-Related: Crime &amp; Legal-Related N.E.C.</b>							
CEO/Executive Director	5	\$172,685			\$212,086		
<b>Crime, Legal-Related: Crime Prevention</b>							
CEO/Executive Director	7	\$126,960			\$107,630		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	20	\$183,705	\$84,247	\$124,123	\$172,405	\$239,622	\$298,526
Top Legal Position	5	\$143,560			\$128,125		
<b>Crime, Legal-Related: Protection Against Abuse</b>							
CEO/Executive Director	12	\$132,451		\$74,957	\$109,749	\$167,619	
<b>Crime, Legal-Related: Service and Other</b>							
CEO/Executive Director	16	\$146,146		\$78,012	\$107,517	\$184,995	
<b>Diseases, Disorders, Medical Disciplines: Birth Defects &amp; Genetic Diseases</b>							
CEO/Executive Director	7	\$127,661			\$139,872		
<b>Diseases, Disorders, Medical Disciplines: Cancer</b>							
CEO/Executive Director	14	\$245,563		\$130,047	\$194,715	\$348,295	
Top Finance Position	5	\$185,798			\$171,529		
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	17	\$255,182		\$91,237	\$125,039	\$229,005	
Top Operations Position	5	\$225,153			\$198,290		
<b>Diseases, Disorders, Medical Disciplines: Medical Disciplines</b>							
CEO/Executive Director	14	\$286,800		\$229,329	\$242,729	\$334,392	
Top Education Position	5	\$149,896			\$151,865		
Top Finance Position	5	\$179,837			\$162,369		
<b>Diseases, Disorders, Medical Disciplines: Service and Other</b>							
CEO/Executive Director	29	\$238,777	\$96,470	\$125,514	\$229,371	\$293,912	\$391,727
Top Finance Position	6	\$228,106			\$211,620		
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	21	\$152,044	\$45,208	\$65,216	\$125,000	\$224,542	\$259,329

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
Top Finance Position	6	\$167,679			\$185,568		
Diseases, Disorders, Medical Disciplines: Voluntary Health Associations & Medical Disciplines N.E.C							
CEO/Executive Director	5	\$195,143			\$224,980		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	24	\$121,770	\$39,007	\$51,879	\$88,773	\$174,482	\$217,494
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	42	\$171,764	\$25,200	\$56,973	\$108,653	\$186,567	\$379,692
Top Finance Position	7	\$168,263			\$135,033		
Top Operations Position	5	\$340,167			\$226,529		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	52	\$163,743	\$36,240	\$55,248	\$116,174	\$219,615	\$309,877
Top Finance Position	7	\$239,497			\$252,717		
Top Operations Position	10	\$187,879		\$159,224	\$191,901	\$223,662	
Top Program Position	7	\$156,594			\$128,899		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	217	\$179,251	\$55,149	\$95,609	\$148,329	\$233,391	\$325,609
Top Administrative Position	10	\$85,966		\$59,128	\$75,057	\$113,183	
Top Business Position	16	\$105,665		\$80,762	\$112,897	\$130,337	
Top Development Position	21	\$160,712	\$107,039	\$127,687	\$157,173	\$188,895	\$221,597
Top Education Position	11	\$146,121		\$121,551	\$152,209	\$173,395	
Top Facilities Position	7	\$130,649			\$114,626		
Top Finance Position	53	\$144,177	\$56,197	\$100,447	\$136,236	\$182,036	\$246,815
Top Human Resources Position	8	\$134,979			\$137,438		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
Top Operations Position	37	\$144,045	\$74,187	\$108,347	\$137,857	\$164,700	\$231,657
Top Program Position	7	\$120,138			\$121,045		
Top Technology Position	5	\$130,726			\$127,894		
<b>Educational Institutions and Related Activities: Graduate &amp; Professional Schools</b>							
CEO/Executive Director	6	\$263,815			\$143,670		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	29	\$417,305	\$138,435	\$216,952	\$304,856	\$495,309	\$987,952
Top Development Position	11	\$232,833		\$145,338	\$190,032	\$257,931	
Top Finance Position	17	\$234,312		\$163,678	\$176,924	\$239,286	
Top Legal Position	6	\$391,832			\$362,043		
Top Technology Position	5	\$251,571			\$163,042		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	134	\$266,447	\$69,653	\$141,409	\$206,398	\$315,680	\$477,578
Top Administrative Position	9	\$157,020			\$159,761		
Top Development Position	6	\$228,567			\$228,786		
Top Finance Position	41	\$193,292	\$77,619	\$124,211	\$159,761	\$230,022	\$289,719
Top Operations Position	21	\$209,147	\$97,244	\$152,693	\$188,936	\$238,710	\$293,210
Top PR/Communications Position	8	\$241,892			\$183,244		
Top Program Position	12	\$185,509		\$149,185	\$161,864	\$186,425	
Top Technology Position	8	\$207,577			\$182,760		
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	37	\$188,605	\$68,182	\$96,560	\$149,019	\$206,061	\$341,688
Top Finance Position	8	\$115,788			\$143,911		
Top Operations Position	5	\$154,212			\$125,538		
Top Program Position	7	\$116,148			\$124,377		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Educational Institutions and Related Activities: Vocational &amp; Technical Schools</b>							
CEO/Executive Director	6	\$226,650			\$249,177		
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	29	\$194,060	\$57,554	\$76,719	\$174,885	\$252,207	\$408,355
Top Finance Position	8	\$157,526			\$138,960		
Top Operations Position	6	\$158,449			\$136,174		
<b>Employment, Job-Related: Service and Other</b>							
CEO/Executive Director	10	\$230,182		\$71,500	\$130,082	\$207,933	
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	16	\$192,870		\$105,332	\$148,079	\$249,375	
Top Finance Position	7	\$143,511			\$109,379		
<b>Environmental Quality, Protection and Beautification : Environment N.E.C.</b>							
CEO/Executive Director	14	\$193,472		\$97,333	\$173,167	\$215,468	
Top Finance Position	5	\$186,927			\$99,302		
<b>Environmental Quality, Protection and Beautification : Environmental Education</b>							
CEO/Executive Director	11	\$102,186		\$55,542	\$84,000	\$152,762	
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	75	\$204,543	\$52,822	\$86,097	\$154,169	\$249,195	\$395,292
Top Administrative Position	5	\$155,556			\$156,172		
Top Development Position	10	\$206,642		\$161,133	\$195,398	\$267,240	
Top Finance Position	25	\$185,917	\$103,782	\$108,518	\$154,738	\$224,237	\$345,347
Top Marketing Position	5	\$214,289			\$201,623		
Top Operations Position	14	\$201,896		\$120,435	\$163,153	\$201,995	
Top PR/Communications Position	5	\$150,937			\$161,262		



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
Top Program Position	9	\$165,784			\$165,197		
Top Technology Position	5	\$193,873			\$160,694		
<b>Environmental Quality, Protection and Beautification : Pollution Abatement &amp; Control</b>							
CEO/Executive Director	6	\$203,702			\$194,327		
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	63	\$176,557	\$78,167	\$108,447	\$155,847	\$228,325	\$322,411
Top Administrative Position	5	\$169,371			\$130,402		
Top Development Position	7	\$176,356			\$184,454		
Top Finance Position	12	\$164,650		\$120,809	\$150,445	\$191,182	
Top Operations Position	11	\$175,598		\$147,050	\$180,169	\$198,930	
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	14	\$107,832		\$48,019	\$72,035	\$115,658	
<b>Food, Agriculture and Nutrition: Food, Agriculture &amp; Nutrition N.E.C.</b>							
CEO/Executive Director	8	\$157,297			\$118,595		
<b>Food, Agriculture and Nutrition: Nutrition</b>							
CEO/Executive Director	9	\$149,608			\$67,371		
<b>Food, Agriculture and Nutrition: Service and Other</b>							
CEO/Executive Director	9	\$258,707			\$200,000		
Top Finance Position	5	\$146,963			\$100,563		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	18	\$306,509		\$122,727	\$207,924	\$373,120	
Top Finance Position	11	\$249,861		\$155,700	\$184,799	\$258,076	
Top Operations Position	6	\$360,489			\$311,837		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Health – General and Rehabilitative: Health (General &amp; Financing)</b>							
CEO/Executive Director	8	\$184,228			\$98,500		
<b>Health – General and Rehabilitative: Health Care N.E.C.</b>							
CEO/Executive Director	13	\$158,806		\$68,438	\$122,276	\$220,458	
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	20	\$261,409	\$112,432	\$140,275	\$245,802	\$374,314	\$452,879
Top Finance Position	5	\$167,460			\$178,510		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	30	\$683,489	\$61,684	\$142,486	\$376,732	\$686,984	\$1,162,329
Top Finance Position	17	\$351,911		\$195,221	\$329,397	\$421,518	
Top Human Resources Position	6	\$225,047			\$221,329		
Top Operations Position	16	\$337,746		\$180,277	\$262,435	\$391,914	
Top Technology Position	5	\$369,713			\$367,301		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	9	\$185,423			\$155,878		
Top Finance Position	7	\$152,935			\$145,055		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	23	\$217,843	\$62,546	\$102,065	\$158,782	\$279,837	\$409,670
Top Operations Position	7	\$213,216			\$169,309		
<b>Health – General and Rehabilitative: Rehabilitative Care</b>							
CEO/Executive Director	7	\$213,797			\$99,109		
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
CEO/Executive Director	9	\$98,230			\$74,423		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	64	\$260,649	\$73,730	\$148,419	\$191,200	\$332,163	\$505,351
Top Administrative Position	5	\$185,491			\$171,810		
Top Finance Position	20	\$189,582	\$107,217	\$128,581	\$165,529	\$222,217	\$299,182
Top Operations Position	14	\$255,263		\$133,672	\$176,818	\$308,514	
Top PR/Communications Position	5	\$179,831			\$170,421		
Top Technology Position	9	\$188,489			\$163,939		
<b>Housing, Shelter: Housing &amp; Shelter N.E.C.</b>							
CEO/Executive Director	10	\$152,677		\$73,562	\$122,532	\$166,392	
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	46	\$151,853	\$42,984	\$77,863	\$130,278	\$207,296	\$271,542
Top Administrative Position	7	\$124,342			\$120,165		
Top Finance Position	13	\$150,966		\$125,000	\$143,956	\$159,115	
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	14	\$96,816		\$62,424	\$106,446	\$116,976	
<b>Housing, Shelter: Service and Other</b>							
CEO/Executive Director	11	\$209,575		\$121,347	\$202,332	\$256,731	
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	19	\$85,574		\$55,534	\$79,376	\$101,265	
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	91	\$139,959	\$55,847	\$76,868	\$120,263	\$168,342	\$250,000
Top Development Position	5	\$143,582			\$118,277		
Top Finance Position	24	\$136,498	\$82,621	\$93,413	\$124,183	\$158,963	\$211,183
Top Operations Position	8	\$142,041			\$132,070		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
Top Program Position	7	\$118,371			\$115,960		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	87	\$118,856	\$41,094	\$65,256	\$93,062	\$153,374	\$214,043
Top Finance Position	12	\$117,487		\$85,380	\$113,198	\$140,750	
Top Program Position	6	\$113,585			\$120,426		
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	20	\$103,208	\$38,444	\$64,637	\$88,157	\$122,598	\$164,349
Top Finance Position	6	\$121,068			\$104,204		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	31	\$98,486	\$37,200	\$56,142	\$80,258	\$134,660	\$176,997
Top Finance Position	6	\$81,316			\$82,324		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	79	\$133,192	\$44,252	\$66,006	\$97,844	\$144,826	\$214,645
Top Finance Position	13	\$137,187		\$83,549	\$128,907	\$161,424	
Top Operations Position	7	\$151,012			\$161,214		
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
CEO/Executive Director	18	\$145,657		\$68,045	\$100,001	\$146,506	
<b>Human Services – Multipurpose and Other: Personal Social Services</b>							
CEO/Executive Director	10	\$173,875		\$89,229	\$136,114	\$223,654	
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	32	\$167,296	\$55,878	\$96,066	\$126,633	\$191,702	\$305,761
Top Finance Position	14	\$144,799		\$75,626	\$120,132	\$189,051	
Top Operations Position	5	\$181,252			\$129,773		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Human Services – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	26	\$173,442	\$47,964	\$92,244	\$147,235	\$239,191	\$291,026
Top Finance Position	6	\$107,812			\$109,382		
<b>International, Foreign Affairs and National Security: International Affairs, Foreign Policy, &amp; Glob</b>							
CEO/Executive Director	9	\$213,045			\$156,580		
<b>International, Foreign Affairs and National Security: International Development</b>							
CEO/Executive Director	107	\$179,319	\$39,344	\$76,573	\$144,311	\$253,513	\$369,602
Top Administrative Position	6	\$163,435			\$138,411		
Top Development Position	7	\$166,864			\$171,361		
Top Finance Position	28	\$193,816	\$95,852	\$147,628	\$194,804	\$229,514	\$301,844
Top Human Resources Position	6	\$214,663			\$219,354		
Top Legal Position	5	\$263,355			\$289,942		
Top Operations Position	16	\$231,352		\$151,859	\$202,458	\$330,648	
Top PR/Communications Position	5	\$155,575			\$177,236		
Top Program Position	6	\$162,889			\$169,448		
<b>International, Foreign Affairs and National Security: International Human Rights</b>							
CEO/Executive Director	24	\$161,564	\$62,910	\$100,500	\$157,502	\$206,709	\$294,788
Top Finance Position	8	\$151,428			\$144,914		
<b>International, Foreign Affairs and National Security: International Peace &amp; Security</b>							
CEO/Executive Director	35	\$209,462	\$78,556	\$118,153	\$168,050	\$279,752	\$430,405
Top Finance Position	6	\$148,120			\$156,739		
Top Operations Position	7	\$179,150			\$139,143		
<b>International, Foreign Affairs and National Security: International, Foreign Affairs &amp; National Sec</b>							
CEO/Executive Director	5	\$342,383			\$393,538		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>International, Foreign Affairs and National Security: Promotion of International Understanding</b>							
CEO/Executive Director	41	\$166,051	\$61,800	\$110,854	\$156,900	\$207,441	\$265,200
Top Finance Position	9	\$146,679			\$141,848		
Top Operations Position	5	\$183,896			\$180,486		
<b>International, Foreign Affairs and National Security: Service and Other</b>							
CEO/Executive Director	57	\$197,727	\$69,574	\$108,693	\$160,416	\$250,629	\$333,825
Top Administrative Position	6	\$113,855			\$108,845		
Top Development Position	6	\$181,515			\$168,929		
Top Finance Position	16	\$134,437		\$110,018	\$121,394	\$168,221	
Top Operations Position	8	\$172,583			\$183,444		
Top Program Position	5	\$166,183			\$143,323		
<b>Medical Research: Medical Disciplines Research</b>							
CEO/Executive Director	5	\$298,390			\$167,634		
<b>Medical Research: Medical Research N.E.C.</b>							
CEO/Executive Director	10	\$407,031		\$69,083	\$259,763	\$396,940	
<b>Medical Research: Service and Other</b>							
CEO/Executive Director	14	\$316,202		\$212,374	\$325,827	\$401,042	
Top Finance Position	7	\$160,472			\$140,719		
<b>Medical Research: Specifically Named Diseases Research</b>							
CEO/Executive Director	5	\$293,156			\$322,705		
<b>Mental Health, Crisis Intervention: Counseling</b>							
CEO/Executive Director	6	\$126,455			\$83,666		
<b>Mental Health, Crisis Intervention: Mental Health &amp; Crisis Intervention N.E.C.</b>							
CEO/Executive Director	7	\$133,955			\$90,003		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Mental Health, Crisis Intervention: Mental Health Associations</b>							
CEO/Executive Director	7	\$148,810			\$159,086		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	25	\$182,106	\$85,401	\$96,897	\$143,787	\$215,800	\$336,650
Top Finance Position	8	\$123,589			\$120,494		
Top Operations Position	6	\$163,829			\$135,757		
<b>Mental Health, Crisis Intervention: Service and Other</b>							
CEO/Executive Director	19	\$208,862		\$109,818	\$148,257	\$246,332	
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	15	\$194,771		\$73,141	\$103,846	\$246,580	
<b>Mutual/Membership Benefit Organizations, Other: Service and Other</b>							
CEO/Executive Director	21	\$264,155	\$105,872	\$127,188	\$186,208	\$408,752	\$498,897
Top Finance Position	8	\$162,385			\$158,662		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs</b>							
CEO/Executive Director	6	\$108,807			\$73,454		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Charity &amp; Voluntarism Promotio</b>							
CEO/Executive Director	14	\$217,216		\$70,118	\$234,420	\$334,738	
Top Finance Position	6	\$149,434			\$153,145		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Voluntarism &amp; Grantmaking Foun</b>							
CEO/Executive Director	7	\$283,016			\$271,612		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Private Grantmaking Foundations</b>							
CEO/Executive Director	8	\$177,420			\$144,766		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations</b>							
CEO/Executive Director	21	\$156,617	\$36,458	\$70,500	\$139,809	\$205,569	\$304,942
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other</b>							
CEO/Executive Director	16	\$182,390		\$83,500	\$177,685	\$221,706	
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Voluntarism Promotion</b>							
CEO/Executive Director	8	\$96,638			\$85,417		
<b>Public Safety, Disaster Preparedness and Relief: Disaster Preparedness &amp; Relief Services</b>							
CEO/Executive Director	6	\$199,830			\$126,750		
<b>Public Safety, Disaster Preparedness and Relief: Safety Education</b>							
CEO/Executive Director	11	\$285,067		\$170,094	\$194,038	\$356,202	
<b>Public Safety, Disaster Preparedness and Relief: Service and Other</b>							
CEO/Executive Director	8	\$209,155			\$210,465		
<b>Public, Society Benefit – Multipurpose and Other: Consumer Protection</b>							
CEO/Executive Director	10	\$168,829		\$142,831	\$154,825	\$204,876	
<b>Public, Society Benefit – Multipurpose and Other: Government &amp; Public Administration</b>							
CEO/Executive Director	35	\$242,139	\$86,011	\$122,243	\$210,375	\$272,600	\$372,858
Top Finance Position	8	\$167,010			\$158,645		
Top Legal Position	5	\$203,882			\$164,115		
Top Operations Position	6	\$145,076			\$152,105		
<b>Public, Society Benefit – Multipurpose and Other: Leadership Development</b>							
CEO/Executive Director	21	\$200,648	\$42,000	\$60,962	\$105,887	\$180,200	\$315,114



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Public, Society Benefit – Multipurpose and Other: Military &amp; Veterans Organizations</b>							
CEO/Executive Director	33	\$146,927	\$56,068	\$65,000	\$135,942	\$195,194	\$278,735
Top Finance Position	7	\$167,264			\$160,866		
<b>Public, Society Benefit – Multipurpose and Other: Public &amp; Societal Benefit N.E.C.</b>							
CEO/Executive Director	26	\$248,624	\$93,124	\$153,290	\$196,539	\$279,706	\$418,450
Top Finance Position	6	\$187,828			\$150,106		
<b>Public, Society Benefit – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	72	\$253,487	\$106,385	\$138,124	\$201,337	\$298,380	\$415,483
Top Development Position	6	\$177,464			\$137,150		
Top Finance Position	12	\$214,970		\$160,524	\$196,702	\$243,737	
Top Operations Position	11	\$177,665		\$113,465	\$151,120	\$241,674	
Top PR/Communications Position	9	\$167,406			\$159,099		
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports</b>							
CEO/Executive Director	39	\$98,018	\$36,690	\$62,763	\$86,650	\$131,183	\$159,021
<b>Recreation, Sports, Leisure, Athletics: Camps</b>							
CEO/Executive Director	5	\$186,602			\$192,000		
<b>Recreation, Sports, Leisure, Athletics: Physical Fitness &amp; Community Recreational Facilities</b>							
CEO/Executive Director	6	\$167,049			\$144,636		
<b>Recreation, Sports, Leisure, Athletics: Recreation &amp; Sports N.E.C.</b>							
CEO/Executive Director	5	\$103,971			\$83,366		
<b>Recreation, Sports, Leisure, Athletics: Recreational Clubs</b>							
CEO/Executive Director	8	\$90,969			\$87,240		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	64	\$91,533	\$26,548	\$50,830	\$68,069	\$105,314	\$213,997
Top Finance Position	11	\$101,973		\$45,178	\$53,634	\$159,680	
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	5	\$248,408			\$271,350		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	8	\$126,470			\$104,375		
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	5	\$179,050			\$147,812		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	11	\$114,699		\$57,806	\$101,002	\$164,975	
Science and Technology Research Institutes, Services: Biological & Life Sciences							
CEO/Executive Director	9	\$388,595			\$190,056		
Science and Technology Research Institutes, Services: Engineering & Technology							
CEO/Executive Director	15	\$536,575		\$141,365	\$287,612	\$415,307	
Top Finance Position	5	\$336,519			\$274,890		
Science and Technology Research Institutes, Services: General Science							
CEO/Executive Director	8	\$440,611			\$325,519		
Science and Technology Research Institutes, Services: Physical & Earth Sciences							
CEO/Executive Director	17	\$350,805		\$201,935	\$276,010	\$443,024	
Top Finance Position	7	\$263,706			\$196,313		
Science and Technology Research Institutes, Services: Science & Technology N.E.C.							
CEO/Executive Director	12	\$248,359		\$195,959	\$219,372	\$317,376	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Science and Technology Research Institutes, Services: Service and Other</b>							
CEO/Executive Director	27	\$282,915	\$64,604	\$129,993	\$273,470	\$349,342	\$592,573
Top Finance Position	10	\$220,621		\$156,217	\$172,031	\$317,514	
Top Technology Position	6	\$236,469			\$205,170		
<b>Social Science Research Institutes, Services: Service and Other</b>							
CEO/Executive Director	13	\$327,568		\$226,171	\$301,838	\$375,797	
Top Finance Position	10	\$210,180		\$141,581	\$149,641	\$227,558	
<b>Social Science Research Institutes, Services: Social Science</b>							
CEO/Executive Director	34	\$314,453	\$154,240	\$201,189	\$259,498	\$392,729	\$557,024
Top Finance Position	15	\$206,615		\$138,841	\$182,367	\$229,440	
<b>Social Science Research Institutes, Services: Social Science N.E.C.</b>							
CEO/Executive Director	5	\$275,768			\$262,500		
<b>Unknown</b>							
CEO/Executive Director	15	\$211,522		\$79,371	\$198,408	\$329,120	
<b>Youth Development: Adult &amp; Child Matching Programs</b>							
CEO/Executive Director	5	\$89,244			\$107,144		
<b>Youth Development: Service and Other</b>							
CEO/Executive Director	16	\$122,526		\$56,960	\$100,046	\$157,528	
<b>Youth Development: Youth Centers &amp; Clubs</b>							
CEO/Executive Director	11	\$129,236		\$69,584	\$77,795	\$118,482	
<b>Youth Development: Youth Development N.E.C.</b>							
CEO/Executive Director	8	\$261,726			\$183,852		
<b>Youth Development: Youth Development Programs</b>							
CEO/Executive Director	68	\$129,363	\$40,265	\$63,702	\$95,528	\$152,725	\$263,766

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
Youth Development: Youth Development Programs							
Top Finance Position	10	\$112,305		\$76,759	\$116,005	\$138,389	
Top Operations Position	8	\$149,186			\$150,440		
Top Program Position	5	\$100,546			\$115,685		
<b>Waterbury, CT</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	\$225,965			\$165,756		
<b>West Palm Beach-Boca Raton, FL</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	10	\$109,246		\$52,735	\$76,752	\$133,518	
Top Finance Position	5	\$79,298			\$55,000		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	8	\$136,268			\$83,250		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	12	\$126,292		\$45,988	\$84,358	\$146,236	
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	6	\$116,784			\$123,672		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	29	\$147,078	\$62,154	\$75,884	\$119,720	\$160,574	\$245,496
Top Finance Position	6	\$132,336			\$140,458		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	7	\$249,134			\$120,065		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>West Palm Beach-Boca Raton, FL</b>							
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	6	\$744,436			\$742,148		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	7	\$103,782			\$97,437		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	11	\$122,180		\$80,999	\$124,991	\$151,745	
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	10	\$107,272		\$54,100	\$87,347	\$122,595	
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	13	\$108,247		\$61,100	\$106,083	\$123,150	
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	6	\$166,268			\$158,459		
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	7	\$91,906			\$71,413		
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports</b>							
CEO/Executive Director	5	\$66,124			\$61,800		
<b>Religion-Related, Spiritual Development: Christianity</b>							
CEO/Executive Director	12	\$65,663		\$28,505	\$53,500	\$76,510	
<b>Youth Development: Youth Development Programs</b>							
CEO/Executive Director	7	\$83,843			\$67,100		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Wichita,KS</b>							
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	5	\$105,606			\$92,000		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	8	\$105,658			\$105,259		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	7	\$119,007			\$121,527		
<b>Health – General and Rehabilitative: Hospitals</b>							
Top Administrative Position	7	\$126,134			\$140,310		
<b>Health – General and Rehabilitative: Nursing</b>							
Top Administrative Position	5	\$77,806			\$64,626		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	7	\$107,634			\$112,533		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	6	\$71,283			\$52,330		
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	5	\$197,884			\$206,051		
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	7	\$84,642			\$94,474		
<b>Religion-Related, Spiritual Development: Christianity</b>							
CEO/Executive Director	10	\$55,917		\$23,914	\$48,493	\$71,185	

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Wilmington, DE-NJ-MD</b>							
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	6	\$81,662			\$79,750		
<b>Arts, Culture and Humanities: Historical Organizations</b>							
CEO/Executive Director	5	\$85,524			\$89,486		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	5	\$125,660			\$93,802		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	6	\$80,497			\$89,792		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	28	\$142,695	\$54,621	\$84,027	\$110,282	\$185,042	\$242,646
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	5	\$111,717			\$94,736		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	5	\$175,693			\$189,001		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population</b>							
CEO/Executive Director	13	\$66,428		\$57,596	\$65,520	\$71,481	
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	9	\$81,473			\$60,674		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	14	\$107,692		\$68,228	\$80,439	\$102,061	
<b>Religion-Related, Spiritual Development: Christianity</b>							
CEO/Executive Director	7	\$47,807			\$41,100		

## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Wilmington, DE-NJ-MD</b>							
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	5	\$91,821			\$75,000		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	\$81,316			\$63,055		
<b>Wilmington, NC</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	\$77,651			\$58,318		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	5	\$56,903			\$52,000		
<b>Worcester, MA</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	\$178,263			\$172,504		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	\$491,114			\$476,341		
Top Development Position	5	\$294,700			\$279,045		
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	6	\$209,518			\$147,662		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	9	\$292,178			\$187,313		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	\$90,891			\$104,861		



## 501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Worcester, MA</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	9	\$118,552			\$125,354		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	\$116,362			\$89,768		
<b>York, PA</b>							
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	5	\$83,483			\$75,715		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	\$69,414			\$57,215		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Population							
CEO/Executive Director	9	\$68,304			\$47,848		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	7	\$125,079			\$113,991		
Top Finance Position	5	\$90,306			\$80,485		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	10	\$48,303		\$26,421	\$33,900	\$63,924	
<b>Youngstown-Warren, OH</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	10	\$79,519		\$61,129	\$71,353	\$102,330	

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Akron, OH</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	\$39,117			\$31,503		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	10	\$56,527		\$37,999	\$46,066	\$66,348	
<b>Albany-Schenectady-Troy, NY</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$129,714		\$68,409	\$128,623	\$188,704	
Top Business Position	7	\$200,593			\$180,147		
Top Finance Position	5	\$112,063			\$129,551		
Greater than \$5 million							
CEO/Executive Director	7	\$218,558			\$227,665		
Top Finance Position	5	\$197,505			\$193,038		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	22	\$88,405	\$58,426	\$71,672	\$90,138	\$108,302	\$115,615
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$132,265	\$75,000	\$98,448	\$121,461	\$151,287	\$203,497
Between \$1 million and \$5 million							
CEO/Executive Director	31	\$231,663	\$91,345	\$126,517	\$171,958	\$298,745	\$433,933
Greater than \$5 million							
CEO/Executive Director	5	\$276,097			\$261,890		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Albuquerque, NM</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$95,485			\$88,459		
Top Business Position	5	\$84,945			\$85,870		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	24	\$68,681	\$30,873	\$37,488	\$68,814	\$87,843	\$106,590
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$113,889		\$88,158	\$107,059	\$117,522	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$190,898		\$143,303	\$166,197	\$217,970	
<b>Allentown-Bethlehem-Easton, PA</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	\$51,052			\$46,152		
<b>Amarillo, TX</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	7	\$85,795			\$87,179		
<b>Anchorage, AK</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$168,876			\$163,211		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Anchorage, AK</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	15	\$70,601		\$46,102	\$60,021	\$94,792	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$153,492			\$137,398		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$149,698		\$103,432	\$152,371	\$196,983	
<b>Ann Arbor, MI</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	13	\$75,194		\$58,662	\$67,200	\$78,705	
Greater than \$5 million							
CEO/Executive Director	5	\$439,116			\$450,956		
<b>Appleton-Oshkosh-Neenah, WI</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$171,620			\$130,056		
Greater than \$5 million							
CEO/Executive Director	5	\$668,737			\$577,664		
Top Finance Position	5	\$208,317			\$182,124		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Atlanta,GA</b>							
<b>501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$192,310			\$108,987		
Greater than \$5 million							
CEO/Executive Director	8	\$293,064			\$253,422		
Top Finance Position	5	\$193,346			\$211,509		
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$59,107			\$65,483		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$114,693			\$99,703		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$85,156			\$79,149		
Top Business Position	6	\$112,554			\$121,650		
Top Finance Position	6	\$86,711			\$88,609		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	59	\$86,329	\$39,985	\$50,455	\$82,175	\$102,917	\$136,400
Between \$500 thousand and \$1 million							
CEO/Executive Director	38	\$131,043	\$92,664	\$96,876	\$125,968	\$155,051	\$183,741
Between \$1 million and \$5 million							
CEO/Executive Director	52	\$191,275	\$106,072	\$140,424	\$169,677	\$224,466	\$322,514
Top Finance Position	5	\$91,619			\$87,510		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Atlanta,GA</b>							
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
Greater than \$5 million							
CEO/Executive Director	27	\$559,718	\$225,850	\$268,041	\$417,567	\$629,814	\$1,176,184
Top Business Position	5	\$206,279			\$191,015		
Top Finance Position	13	\$228,429		\$144,082	\$185,734	\$273,285	
Top Operations Position	9	\$222,735			\$222,250		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$113,420			\$120,911		
Greater than \$5 million							
CEO/Executive Director	9	\$291,250			\$271,830		
Top Administrative Position	8	\$307,631			\$292,670		
Top Finance Position	6	\$155,575			\$161,444		
<b>501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies</b>							
Greater than \$5 million							
CEO/Executive Director	10	\$748,637		\$460,665	\$526,344	\$664,270	
Top Finance Position	6	\$461,893			\$413,534		
Top Operations Position	5	\$334,271			\$268,356		
<b>501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds</b>							
Greater than \$5 million							
CEO/Executive Director	11	\$548,740		\$209,371	\$471,509	\$792,884	
Top Finance Position	9	\$273,888			\$288,411		
Top Operations Position	5	\$473,925			\$375,330		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Austin-San Marcos, TX</b>							
<b>501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees</b>							
\$500 thousand or less							
CEO/Executive Director	14	\$62,784		\$38,639	\$53,650	\$72,248	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$228,751			\$281,002		
Greater than \$5 million							
CEO/Executive Director	5	\$345,171			\$323,773		
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$77,500			\$75,952		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	56	\$82,816	\$41,830	\$49,590	\$73,125	\$101,152	\$145,323
Between \$500 thousand and \$1 million							
CEO/Executive Director	49	\$140,624	\$82,479	\$93,356	\$120,400	\$168,073	\$218,856
Between \$1 million and \$5 million							
CEO/Executive Director	72	\$220,718	\$120,609	\$156,462	\$209,211	\$261,161	\$350,072
Top Finance Position	11	\$167,922		\$113,461	\$141,861	\$203,217	
Top Legal Position	5	\$175,260			\$159,570		
Top Operations Position	7	\$149,383			\$153,892		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Austin-San Marcos, TX</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	24	\$443,784	\$241,187	\$285,177	\$417,250	\$519,860	\$625,016
Top Finance Position	8	\$156,185			\$158,543		
Top Legal Position	7	\$223,784			\$217,192		
Top Marketing Position	5	\$197,367			\$221,342		
Top Operations Position	10	\$231,206		\$170,520	\$183,593	\$258,247	
Top PR/Communications Position	6	\$155,573			\$137,251		
501(c)(07) - Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$189,008			\$179,219		
Top Administrative Position	6	\$188,404			\$175,929		
<b>Baltimore, MD</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	5	\$60,149			\$72,262		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	11	\$66,338		\$48,159	\$51,750	\$90,494	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$125,444		\$85,238	\$131,099	\$145,779	
Top Finance Position	8	\$115,688			\$126,336		
Greater than \$5 million							
CEO/Executive Director	10	\$348,166		\$216,837	\$322,305	\$427,351	



## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Baltimore, MD</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	38	\$78,245	\$36,554	\$53,549	\$80,976	\$101,208	\$123,218
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$127,992	\$79,322	\$88,029	\$114,082	\$146,243	\$188,456
Between \$1 million and \$5 million							
CEO/Executive Director	30	\$223,879	\$129,621	\$149,353	\$197,923	\$257,505	\$317,624
Greater than \$5 million							
CEO/Executive Director	11	\$443,032		\$319,238	\$340,885	\$515,855	
501(c)(07) - Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$136,255			\$120,000		
Greater than \$5 million							
CEO/Executive Director	8	\$269,976			\$218,550		
Top Administrative Position	7	\$283,264			\$248,678		
Top Finance Position	5	\$113,146			\$122,905		
<b>Barnstable-Yarmouth, MA</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$64,673			\$59,000		
<b>Baton Rouge, LA</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	24	\$82,349	\$30,000	\$46,555	\$68,111	\$94,897	\$155,007

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Baton Rouge, LA</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	\$122,206		\$92,196	\$110,048	\$137,472	
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$261,431		\$177,924	\$248,674	\$321,920	
<b>Beaumont-Port Arthur, TX</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	10	\$60,796		\$50,543	\$54,560	\$66,454	
<b>Bellingham, WA</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$66,349			\$70,084		
<b>Bergen-Passaic</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	\$64,007			\$78,000		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$218,819			\$189,299		
Top Finance Position	6	\$117,349			\$134,803		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	7	\$57,671			\$60,873		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Bergen-Passaic</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$141,153			\$146,176		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$257,552		\$180,798	\$222,773	\$312,792	
501(c)(07) - Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	8	\$221,100			\$216,181		
Top Administrative Position	8	\$221,100			\$216,181		
Top Facilities Position	9	\$220,074			\$178,779		
Top Finance Position	5	\$139,343			\$138,124		
<b>Birmingham, AL</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
Top Business Position	5	\$141,478			\$141,329		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	21	\$72,632	\$28,500	\$36,000	\$56,183	\$84,425	\$132,000
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$146,038			\$143,993		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$188,485			\$145,682		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
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### Birmingham, AL

#### 501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds

Greater than \$5 million

CEO/Executive Director	7	\$298,995			\$329,620		
Top Finance Position	5	\$182,004			\$126,693		
Top Operations Position	5	\$154,225			\$169,711		
Top Technology Position	5	\$155,122			\$167,813		

### Bismarck, ND

#### 501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less

CEO/Executive Director	12	\$89,877		\$69,281	\$90,499	\$112,172	
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Between \$500 thousand and \$1 million

CEO/Executive Director	10	\$137,023		\$90,581	\$131,567	\$153,419	
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Between \$1 million and \$5 million

CEO/Executive Director	8	\$222,298			\$223,017		
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### Boise City, ID

#### 501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less

CEO/Executive Director	17	\$70,816		\$47,864	\$71,247	\$95,000	
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Between \$500 thousand and \$1 million

CEO/Executive Director	15	\$120,833		\$90,000	\$117,689	\$147,525	
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Between \$1 million and \$5 million

CEO/Executive Director	9	\$167,352			\$141,887		
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## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Boston, MA</b>							
<b>501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$83,810			\$53,191		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$247,407		\$194,300	\$238,702	\$293,211	
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$68,739			\$86,377		
Top Business Position	6	\$128,384			\$121,755		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$108,254			\$94,009		
Top Finance Position	5	\$112,713			\$100,015		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$111,364		\$75,495	\$114,017	\$135,062	
Top Business Position	13	\$170,352		\$113,806	\$176,434	\$208,403	
Top Finance Position	12	\$161,501		\$114,277	\$130,633	\$195,902	
Greater than \$5 million							
CEO/Executive Director	12	\$220,274		\$183,264	\$199,852	\$270,911	
Top Business Position	10	\$221,626		\$179,079	\$211,948	\$240,197	
Top Finance Position	9	\$224,901			\$230,575		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	64	\$80,162	\$38,480	\$48,958	\$68,419	\$94,900	\$129,023
Between \$500 thousand and \$1 million							
CEO/Executive Director	42	\$149,970	\$83,583	\$101,378	\$127,108	\$176,650	\$285,509

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Boston, MA</b>							
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	40	\$294,993	\$169,044	\$191,529	\$229,649	\$353,578	\$488,329
Top Finance Position	5	\$136,554			\$148,492		
Greater than \$5 million							
CEO/Executive Director	21	\$591,426	\$176,958	\$295,296	\$423,104	\$511,600	\$721,766
Top Finance Position	14	\$183,546		\$144,136	\$170,766	\$206,099	
Top Legal Position	8	\$261,900			\$242,406		
Top Operations Position	6	\$340,462			\$279,645		
<b>501(c)(07) - Social and Recreational Clubs</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$39,088			\$30,060		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$190,977		\$173,785	\$197,992	\$212,840	
Top Administrative Position	14	\$190,977		\$173,785	\$197,992	\$212,840	
Top Facilities Position	9	\$155,551			\$150,651		
Greater than \$5 million							
CEO/Executive Director	15	\$271,094		\$200,643	\$278,184	\$329,567	
Top Administrative Position	15	\$271,094		\$200,643	\$278,184	\$329,567	
Top Facilities Position	14	\$196,886		\$158,832	\$203,927	\$216,012	
Top Finance Position	14	\$149,270		\$131,833	\$142,547	\$157,926	
<b>501(c)(13) - Cemetery Companies</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$205,236			\$183,649		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Boston, MA</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$324,450			\$211,787		
Greater than \$5 million							
CEO/Executive Director	12	\$417,095		\$274,453	\$318,246	\$495,634	
Top Finance Position	12	\$173,571		\$126,949	\$164,111	\$191,893	
Top Operations Position	5	\$254,604			\$191,873		
<b>Boulder-Longmont</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	\$73,344			\$73,076		
<b>Bremerton, WA</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	9	\$78,266			\$78,396		
<b>Brownsville-Harlingen-San Benito, TX</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	\$55,168			\$51,625		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Buffalo-Niagara Falls, NY</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	\$44,708			\$43,890		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$86,252			\$86,055		
Top Business Position	5	\$119,062			\$108,821		
Top Finance Position	5	\$82,889			\$80,113		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$116,744			\$119,731		
Top Business Position	6	\$150,014			\$158,241		
Top Finance Position	7	\$130,339			\$150,220		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	15	\$66,386		\$46,279	\$64,890	\$73,482	
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$215,795			\$189,500		
501(c)(07) - Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$161,813			\$135,198		
Top Administrative Position	7	\$163,610			\$152,193		
<b>Burlington, VT</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	7	\$71,350			\$65,000		



## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Canton-Massillon, OH</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	\$48,330			\$49,097		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$133,020			\$136,604		
<b>Casper,WY</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$66,984			\$65,403		
<b>Charleston, WV</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	19	\$88,685		\$56,597	\$81,720	\$114,619	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$159,117			\$153,565		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$257,538		\$148,900	\$181,521	\$250,363	
<b>Charleston-North Charleston, SC</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$90,580			\$71,000		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Charlotte-Gastonia-Rock Hill, NC-SC</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	17	\$80,743		\$60,000	\$79,660	\$98,563	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$116,774		\$87,503	\$105,650	\$143,039	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$182,008			\$180,978		
501(c)(07) - Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$228,627			\$175,419		
Greater than \$5 million							
CEO/Executive Director	5	\$313,921			\$390,829		
Top Finance Position	5	\$132,297			\$159,378		
<b>Chattanooga, TN-GA</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$98,156			\$87,945		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$85,710			\$81,426		
<b>Cheyenne, WY</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$149,805			\$150,114		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
<b>501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$68,012			\$53,710		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$185,509		\$105,270	\$170,000	\$220,911	
Greater than \$5 million							
CEO/Executive Director	11	\$968,081		\$208,401	\$328,880	\$545,721	
Top Legal Position	5	\$300,214			\$223,233		
Top Technology Position	5	\$360,930			\$405,539		
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$56,859		\$40,576	\$59,569	\$76,077	
Top Finance Position	6	\$28,579			\$24,595		
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$108,252		\$70,735	\$98,828	\$137,207	
Top Business Position	8	\$191,385			\$203,406		
Top Finance Position	7	\$107,622			\$118,363		
Between \$1 million and \$5 million							
CEO/Executive Director	43	\$202,492	\$98,213	\$140,287	\$189,372	\$259,914	\$301,194
Top Business Position	29	\$228,714	\$178,715	\$187,333	\$226,662	\$249,350	\$273,241
Top Education Position	5	\$179,933			\$179,843		
Top Finance Position	40	\$199,048	\$86,974	\$136,092	\$199,649	\$265,356	\$292,561
Greater than \$5 million							
CEO/Executive Director	20	\$243,155	\$169,471	\$195,687	\$221,173	\$279,812	\$341,100
Top Business Position	20	\$258,375	\$146,850	\$178,626	\$214,311	\$319,921	\$383,493
Top Finance Position	17	\$238,607		\$174,759	\$200,289	\$290,030	
Top Legal Position	5	\$208,250			\$170,717		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	106	\$74,714	\$33,220	\$51,313	\$66,380	\$92,313	\$123,817
Between \$500 thousand and \$1 million							
CEO/Executive Director	47	\$130,620	\$60,634	\$90,102	\$123,831	\$173,125	\$186,778
Between \$1 million and \$5 million							
CEO/Executive Director	115	\$226,440	\$115,415	\$155,946	\$220,525	\$274,511	\$319,990
Top Administrative Position	6	\$151,355			\$139,136		
Top Finance Position	19	\$135,616		\$115,648	\$141,412	\$159,247	
Top Operations Position	9	\$170,970			\$181,321		
Greater than \$5 million							
CEO/Executive Director	82	\$568,436	\$222,649	\$302,039	\$436,546	\$674,190	\$1,089,305
Top Administrative Position	5	\$171,007			\$159,523		
Top Business Position	9	\$249,753			\$236,750		
Top Education Position	8	\$187,146			\$184,089		
Top Finance Position	50	\$251,326	\$123,828	\$170,539	\$222,980	\$293,267	\$410,386
Top Human Resources Position	11	\$246,436		\$152,375	\$173,671	\$230,002	
Top Legal Position	16	\$379,158		\$304,250	\$351,307	\$455,396	
Top Marketing Position	19	\$251,431		\$167,104	\$209,543	\$255,741	
Top Operations Position	22	\$383,724	\$181,141	\$273,560	\$321,685	\$477,473	\$611,203
Top PR/Communications Position	16	\$240,786		\$155,027	\$192,215	\$297,685	
Top Technology Position	19	\$223,324		\$154,337	\$218,965	\$262,733	
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$179,449		\$133,879	\$185,307	\$231,925	
Top Administrative Position	11	\$191,693		\$136,799	\$190,726	\$238,449	
Top Facilities Position	6	\$154,562			\$139,409		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
<b>501(c)(07) - Social and Recreational Clubs</b>							
Greater than \$5 million							
CEO/Executive Director	42	\$243,780	\$151,807	\$178,377	\$230,615	\$297,077	\$330,091
Top Administrative Position	39	\$262,075	\$170,570	\$192,072	\$250,176	\$316,173	\$337,623
Top Facilities Position	23	\$213,891	\$156,001	\$184,605	\$221,103	\$256,099	\$267,589
Top Finance Position	31	\$144,460	\$100,072	\$118,394	\$131,715	\$152,504	\$168,062
Top Legal Position	5	\$147,995			\$157,083		
<b>501(c)(08) - Fraternal Beneficiary Societies and Associations</b>							
Greater than \$5 million							
CEO/Executive Director	9	\$221,925			\$188,992		
Top Finance Position	6	\$142,553			\$138,456		
<b>501(c)(09) - Voluntary Employees Beneficiary Associations</b>							
Greater than \$5 million							
Top Administrative Position	7	\$237,411			\$182,158		
<b>501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$61,005			\$64,365		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$171,073		\$134,685	\$154,538	\$176,829	
Greater than \$5 million							
CEO/Executive Director	16	\$505,008		\$324,662	\$374,255	\$478,784	
Top Finance Position	12	\$202,532		\$127,521	\$139,903	\$259,082	
Top Operations Position	6	\$202,101			\$186,550		
Top Technology Position	5	\$187,500			\$156,558		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Cincinnati, OH-KY-IN</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$60,462			\$65,516		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$76,355			\$85,026		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$110,700			\$130,444		
Top Finance Position	6	\$107,529			\$118,966		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	19	\$74,165		\$53,594	\$78,735	\$91,868	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$115,344			\$124,800		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$207,562		\$128,560	\$203,782	\$236,042	
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$205,387			\$203,788		
Top Administrative Position	6	\$205,387			\$203,788		
<b>501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds</b>							
Greater than \$5 million							
CEO/Executive Director	5	\$418,366			\$285,294		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Cleveland, OH</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$54,000		\$24,000	\$31,275	\$70,421	
Top Finance Position	5	\$56,032			\$64,104		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$83,393			\$85,081		
Top Finance Position	8	\$87,028			\$95,176		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$153,283		\$112,453	\$146,063	\$165,511	
Top Business Position	6	\$168,193			\$160,801		
Top Finance Position	13	\$165,439		\$116,945	\$149,349	\$171,998	
Greater than \$5 million							
CEO/Executive Director	6	\$203,609			\$190,335		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	31	\$63,306	\$30,652	\$44,851	\$56,738	\$74,920	\$109,850
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$122,223			\$111,841		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$197,954		\$141,684	\$190,540	\$218,667	
Top Finance Position	6	\$177,247			\$136,225		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$104,623			\$105,659		
Top Administrative Position	5	\$109,674			\$124,095		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Cleveland, OH</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$78,455			\$72,188		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$138,470			\$131,368		
Top Finance Position	7	\$84,793			\$97,894		
<b>ColoradoSprings, CO</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	8	\$72,487			\$64,235		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$162,185			\$157,741		
<b>Columbia, SC</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	18	\$89,539		\$53,856	\$70,515	\$102,226	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$117,861		\$93,978	\$113,761	\$131,452	
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$260,671		\$145,119	\$226,063	\$279,407	



## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Columbus, OH</b>							
<b>501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$77,542			\$73,999		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$130,156			\$125,874		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$172,499			\$159,467		
Greater than \$5 million							
CEO/Executive Director	5	\$449,443			\$297,796		
Top Finance Position	5	\$171,708			\$179,912		
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$68,531			\$72,040		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$128,576		\$72,797	\$132,591	\$172,942	
Top Business Position	5	\$150,849			\$176,677		
Top Finance Position	8	\$119,045			\$101,546		
Greater than \$5 million							
CEO/Executive Director	8	\$164,929			\$169,850		
Top Finance Position	5	\$104,589			\$117,439		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	38	\$83,105	\$46,047	\$56,388	\$76,476	\$115,413	\$139,708
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	\$146,263	\$84,551	\$106,108	\$147,299	\$168,638	\$207,202

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Columbus, OH</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	46	\$287,465	\$138,802	\$182,677	\$217,601	\$253,645	\$475,172
Top Finance Position	6	\$163,826			\$95,832		
Greater than \$5 million							
CEO/Executive Director	9	\$348,221			\$268,701		
501(c)(07) - Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	6	\$197,023			\$183,521		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	5	\$375,906			\$259,774		
<b>Corpus Christi, TX</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	\$72,839			\$74,795		
<b>Dallas-Fort Worth, TX</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	5	\$49,486			\$40,200		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Dallas-Fort Worth, TX</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$170,375			\$123,750		
Top Finance Position	5	\$131,953			\$90,583		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	42	\$62,765	\$32,843	\$43,246	\$63,048	\$75,931	\$96,209
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$143,430		\$84,965	\$122,752	\$165,417	
Between \$1 million and \$5 million							
CEO/Executive Director	41	\$221,581	\$94,792	\$136,818	\$202,860	\$268,306	\$351,571
Top Finance Position	10	\$111,286		\$72,561	\$98,671	\$161,528	
Greater than \$5 million							
CEO/Executive Director	13	\$476,640		\$357,621	\$402,009	\$662,855	
Top Finance Position	9	\$246,505			\$193,916		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Greater than \$5 million							
CEO/Executive Director	8	\$340,952			\$328,826		
Top Administrative Position	8	\$346,470			\$328,826		
Top Facilities Position	5	\$219,379			\$211,426		
Top Finance Position	6	\$165,147			\$143,483		
<b>501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$119,131			\$119,577		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Dallas-Fort Worth, TX</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	10	\$503,176		\$235,317	\$393,036	\$539,189	
Top Finance Position	8	\$176,655			\$146,150		
Top Operations Position	6	\$176,253			\$144,296		
<b>Davenport-Moline-Rock Island, IA-IL</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$88,229			\$97,826		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	5	\$425,464			\$481,355		
<b>DaytonaBeach, FL</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	10	\$72,249		\$53,947	\$72,857	\$90,026	
<b>Dayton-Springfield, OH</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	5	\$74,407			\$65,049		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Dayton-Springfield, OH</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
Top Business Position	5	\$98,268			\$107,863		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	16	\$58,972		\$37,819	\$52,650	\$68,091	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$241,036			\$228,820		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	6	\$385,020			\$333,416		
Top Finance Position	5	\$200,564			\$158,391		
<b>Denver-Boulder, CO</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	5	\$67,088			\$60,000		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$159,347			\$164,217		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	11	\$63,600		\$33,275	\$69,097	\$83,224	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$65,370			\$79,657		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Denver-Boulder, CO</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$134,336		\$111,111	\$124,809	\$157,994	
Top Business Position	9	\$130,559			\$113,255		
Top Finance Position	6	\$117,966			\$101,667		
Greater than \$5 million							
CEO/Executive Director	5	\$190,087			\$199,092		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	44	\$76,258	\$37,981	\$50,475	\$70,750	\$84,541	\$127,353
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	\$135,556	\$78,518	\$92,495	\$133,634	\$166,241	\$200,289
Between \$1 million and \$5 million							
CEO/Executive Director	47	\$233,622	\$125,545	\$169,637	\$226,990	\$297,412	\$348,222
Top Finance Position	5	\$117,736			\$133,536		
Top Operations Position	7	\$201,805			\$179,892		
Greater than \$5 million							
CEO/Executive Director	13	\$464,981		\$357,844	\$431,482	\$503,265	
Top Finance Position	9	\$226,298			\$204,021		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Greater than \$5 million							
CEO/Executive Director	9	\$200,212			\$172,642		
Top Administrative Position	8	\$210,067			\$180,518		
Top Finance Position	5	\$141,432			\$142,229		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Denver-Boulder, CO</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$182,427			\$186,086		
Top Finance Position	5	\$93,361			\$102,489		
Greater than \$5 million							
CEO/Executive Director	10	\$583,910		\$311,570	\$386,928	\$551,379	
Top Finance Position	11	\$234,410		\$161,048	\$214,853	\$253,390	
Top Marketing Position	5	\$140,046			\$142,984		
Top Operations Position	8	\$175,538			\$196,022		
<b>Des Moines, IA</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	7	\$93,990			\$74,370		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$172,141			\$175,188		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
Top Business Position	5	\$156,379			\$156,791		
Greater than \$5 million							
CEO/Executive Director	6	\$326,371			\$356,014		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	22	\$79,370	\$44,605	\$61,121	\$76,724	\$99,778	\$112,542
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$156,017		\$113,333	\$139,135	\$207,792	

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Des Moines, IA</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$215,182	\$150,963	\$167,094	\$209,910	\$255,150	\$304,399
<b>Detroit, MI</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	7	\$52,156			\$50,000		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	17	\$67,999		\$28,987	\$55,464	\$84,504	
Top Finance Position	6	\$46,523			\$45,923		
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$82,333		\$40,513	\$67,379	\$101,153	
Top Finance Position	8	\$77,249			\$69,865		
Between \$1 million and \$5 million							
CEO/Executive Director	35	\$91,000	\$30,286	\$40,071	\$69,922	\$142,280	\$176,720
Top Business Position	11	\$144,979		\$102,645	\$123,085	\$180,163	
Top Finance Position	34	\$115,152	\$45,724	\$78,527	\$111,708	\$150,044	\$184,964
Greater than \$5 million							
CEO/Executive Director	8	\$200,171			\$240,112		
Top Finance Position	8	\$182,877			\$170,137		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	35	\$68,877	\$31,520	\$41,265	\$60,000	\$87,320	\$115,812



## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Detroit, MI</b>							
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$110,327		\$75,206	\$112,896	\$128,903	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$201,639		\$146,108	\$192,112	\$235,925	
Greater than \$5 million							
CEO/Executive Director	8	\$394,994			\$345,826		
Top Finance Position	5	\$173,604			\$165,806		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$134,338		\$107,843	\$129,340	\$156,747	
Top Administrative Position	12	\$134,338		\$107,843	\$129,340	\$156,747	
Top Finance Position	6	\$92,653			\$89,859		
Greater than \$5 million							
CEO/Executive Director	9	\$235,915			\$221,054		
Top Administrative Position	8	\$202,066			\$206,573		
Top Facilities Position	6	\$153,195			\$145,117		
<b>501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$134,516		\$106,979	\$140,592	\$151,667	
Top Finance Position	6	\$88,040			\$84,951		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Detroit, MI</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	24	\$454,086	\$177,472	\$259,072	\$387,724	\$505,713	\$697,872
Top Finance Position	20	\$197,847	\$95,717	\$119,036	\$176,481	\$265,780	\$329,361
Top Human Resources Position	7	\$191,989			\$219,257		
Top Operations Position	13	\$168,993		\$125,364	\$137,468	\$204,208	
Top Technology Position	5	\$218,703			\$240,114		

## Duluth-Superior, MN-WI

### 501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

#### \$500 thousand or less

CEO/Executive Director	10	\$86,568		\$54,781	\$64,650	\$95,610
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#### Between \$500 thousand and \$1 million

CEO/Executive Director	5	\$103,124			\$105,573	
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### 501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds

#### Between \$1 million and \$5 million

CEO/Executive Director	6	\$145,516			\$149,078	
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## El Paso, TX

### 501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

#### \$500 thousand or less

CEO/Executive Director	6	\$54,384			\$46,670	
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## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Eugene-Springfield, OR</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	\$69,356			\$72,759		
<b>Evansville-Henderson, IN-KY</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$78,132			\$86,932		
<b>Flagstaff, AZ-UT</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	8	\$59,967			\$48,324		
<b>Flint, MI</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	7	\$54,837			\$37,368		
<b>Fort Lauderdale-Hollywood, FL</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	18	\$74,502		\$61,021	\$77,587	\$97,161	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$128,832			\$138,000		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Fort Lauderdale-Hollywood, FL</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$188,223			\$196,838		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	5	\$394,516			\$376,599		
<b>Fort Myers-Cape Coral, FL</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	8	\$69,106			\$55,669		
501(c)(07) - Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	6	\$295,897			\$212,869		
Top Administrative Position	6	\$295,897			\$212,869		
<b>Fort Pierce-Port St. Lucie, FL</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$83,258			\$76,539		
<b>Fort Wayne, IN</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	18	\$62,698		\$50,485	\$57,044	\$68,296	

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Fort Worth, TX</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$58,081			\$53,394		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	21	\$66,881	\$27,530	\$55,415	\$70,175	\$80,000	\$97,500
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$122,428			\$107,470		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$210,359		\$154,398	\$211,214	\$251,021	
Greater than \$5 million							
CEO/Executive Director	7	\$369,936			\$330,027		
Top Finance Position	6	\$155,760			\$122,738		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	6	\$535,034			\$439,838		
Top Finance Position	5	\$228,916			\$256,515		
<b>Fresno, CA</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	6	\$62,710			\$57,685		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	8	\$130,818			\$111,666		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Fresno, CA</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$160,300			\$152,064		
<b>Gary-Hammond-East Chicago, IN</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	6	\$74,744			\$71,543		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$182,031			\$136,812		
Top Finance Position	5	\$190,799			\$196,159		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	7	\$69,219			\$64,000		
<b>Grand Junction, CO</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$75,124			\$65,000		
<b>Grand Rapids-Muskegon-Holland, MI</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	\$62,206			\$71,715		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Grand Rapids-Muskegon-Holland, MI</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	11	\$59,725		\$45,908	\$55,955	\$66,628	
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$167,815		\$122,727	\$173,649	\$197,242	
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$111,705		\$105,149	\$117,181	\$122,367	
Top Finance Position	6	\$65,955			\$65,728		
Greater than \$5 million							
CEO/Executive Director	5	\$197,968			\$197,341		
<b>Greensboro--Winston-Salem--High Point, NC</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	17	\$84,183		\$62,083	\$74,337	\$102,033	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$84,578			\$87,084		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$181,445			\$165,820		
<b>Greenville-Spartanburg-Anderson, SC</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$96,427			\$95,053		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Hamilton-Middletown, OH</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$69,224			\$51,143		
<b>Harrisburg-Lebanon-Carlisle, PA</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$86,937			\$95,000		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
Top Finance Position	5	\$158,219			\$155,793		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	32	\$91,179	\$50,386	\$57,096	\$87,889	\$104,177	\$137,222
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$131,366	\$91,045	\$109,920	\$135,362	\$154,316	\$167,778
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$234,294	\$133,545	\$150,787	\$223,934	\$291,592	\$381,247
Greater than \$5 million							
CEO/Executive Director	6	\$380,623			\$299,535		
<b>Hartford, CT</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$84,323			\$84,740		



## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Hartford, CT</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$136,353			\$146,001		
Top Business Position	7	\$186,398			\$182,552		
Greater than \$5 million							
CEO/Executive Director	5	\$163,682			\$153,108		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	19	\$66,044		\$51,046	\$60,000	\$69,002	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$165,808		\$99,830	\$151,593	\$199,159	
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$242,006		\$158,809	\$243,889	\$293,165	
Top Operations Position	5	\$152,069			\$140,235		
<b>Hickory-Morganton-Lenoir, NC</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$52,271			\$49,780		
<b>Honolulu, HI</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$200,549		\$149,850	\$185,210	\$224,528	
Top Business Position	5	\$216,413			\$216,189		
Top Finance Position	6	\$226,475			\$180,656		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Honolulu, HI</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Greater than \$5 million							
CEO/Executive Director	5	\$167,951			\$144,492		
Top Finance Position	5	\$196,709			\$149,156		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	21	\$82,903	\$39,480	\$55,316	\$71,789	\$115,250	\$136,570
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$133,188			\$104,774		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$208,122			\$176,703		
501(c)(07) - Social and Recreational Clubs							
Greater than \$5 million							
Top Administrative Position	5	\$239,840			\$236,446		
Top Finance Position	5	\$124,921			\$123,314		
<b>Houston, TX</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$104,564			\$108,984		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$77,042			\$85,872		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Houston, TX</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$124,721		\$97,823	\$132,596	\$166,723	
Top Business Position	9	\$113,637			\$114,001		
Top Finance Position	9	\$93,494			\$102,668		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	38	\$74,591	\$32,566	\$44,000	\$71,247	\$97,639	\$111,086
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$130,984		\$97,229	\$121,533	\$145,535	
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$236,761	\$139,470	\$159,033	\$226,182	\$291,637	\$353,798
Greater than \$5 million							
CEO/Executive Director	8	\$441,999			\$381,008		
Top Finance Position	5	\$221,684			\$214,473		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$178,543			\$145,828		
Top Administrative Position	5	\$178,543			\$145,828		
Greater than \$5 million							
CEO/Executive Director	9	\$266,132			\$255,465		
Top Administrative Position	10	\$291,966		\$223,523	\$280,506	\$335,178	
Top Facilities Position	5	\$216,531			\$228,674		
<b>501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$132,291			\$122,480		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Houston, TX</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	8	\$383,869			\$386,009		
Top Finance Position	6	\$215,633			\$177,996		
<b>Huntsville, AL</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	10	\$73,564		\$36,992	\$67,635	\$100,332	
<b>Indianapolis, IN</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	5	\$54,688			\$61,890		
Greater than \$5 million							
CEO/Executive Director	5	\$817,834			\$357,260		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	\$86,099			\$70,981		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$122,662			\$151,903		
Top Finance Position	6	\$125,743			\$133,979		
Greater than \$5 million							
Top Finance Position	5	\$187,862			\$173,109		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indianapolis, IN</b>							
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	41	\$84,389	\$41,917	\$57,263	\$81,997	\$104,500	\$128,819
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	\$141,629	\$84,930	\$100,133	\$133,350	\$176,048	\$212,076
Between \$1 million and \$5 million							
CEO/Executive Director	30	\$226,519	\$84,480	\$121,662	\$197,327	\$298,543	\$353,532
Top Finance Position	5	\$127,470			\$99,014		
Greater than \$5 million							
CEO/Executive Director	10	\$602,922		\$318,268	\$375,706	\$654,195	
Top Finance Position	5	\$191,918			\$182,945		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$160,045		\$106,914	\$164,838	\$206,329	
Greater than \$5 million							
CEO/Executive Director	11	\$151,064		\$104,754	\$133,165	\$205,180	
<b>501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies</b>							
Greater than \$5 million							
CEO/Executive Director	6	\$431,554			\$389,842		
<b>501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$199,619			\$139,228		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Jackson,MS</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	29	\$76,900	\$31,348	\$37,000	\$74,168	\$102,000	\$144,226
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$134,364		\$98,426	\$115,105	\$154,576	
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$195,929		\$156,477	\$172,305	\$264,942	
<b>Jacksonville, FL</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$80,738			\$73,700		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$132,211		\$114,838	\$119,641	\$147,308	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$155,485		\$117,972	\$150,260	\$175,786	
Greater than \$5 million							
CEO/Executive Director	5	\$647,333			\$381,180		
501(c)(07) - Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	5	\$225,573			\$200,077		
Top Administrative Position	5	\$225,573			\$200,077		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	6	\$503,308			\$439,497		
Top Finance Position	5	\$231,536			\$255,126		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Jersey City, NJ</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	6	\$50,327			\$41,402		
<b>JohnsonCity-Kingsport-Bristol, TN-VA</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$50,343			\$52,737		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$124,004			\$113,011		
<b>Kalamazoo-Battle Creek, MI</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	\$52,647			\$53,516		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	6	\$714,184			\$393,676		
Top Finance Position	6	\$198,248			\$210,191		
<b>Kansas City, MO-KS</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	5	\$105,771			\$128,346		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas City, MO-KS</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	10	\$66,899		\$31,654	\$63,486	\$82,808	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$104,152			\$100,397		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$129,557		\$113,353	\$121,915	\$150,898	
Top Business Position	15	\$132,650		\$100,400	\$132,493	\$161,972	
Top Finance Position	8	\$108,120			\$110,164		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	28	\$62,674	\$22,420	\$41,502	\$57,939	\$77,977	\$94,398
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$131,707		\$95,942	\$132,661	\$161,839	
Between \$1 million and \$5 million							
CEO/Executive Director	27	\$177,804	\$92,010	\$115,650	\$158,435	\$241,893	\$278,157
Greater than \$5 million							
CEO/Executive Director	10	\$530,517		\$358,622	\$431,712	\$713,157	
Top Finance Position	5	\$213,261			\$183,658		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$123,597			\$121,410		
Greater than \$5 million							
CEO/Executive Director	7	\$249,095			\$273,029		
Top Administrative Position	7	\$249,095			\$273,029		
Top Finance Position	5	\$106,700			\$111,095		



## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas City, MO-KS</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
\$500 thousand or less							
CEO/Executive Director	8	\$68,443			\$68,375		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$102,820			\$109,377		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$130,247			\$130,305		
<b>Killeen-Temple, TX</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	7	\$72,207			\$57,115		
<b>Knoxville, TN</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	11	\$79,124		\$40,759	\$59,095	\$123,003	
<b>La Crosse, WI-MN</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$65,668			\$60,524		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Lakeland-Winter Haven, FL</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	10	\$71,735		\$47,438	\$66,758	\$87,325	
<b>Lansing-East Lansing, MI</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$69,029		\$47,057	\$51,076	\$93,471	
Top Finance Position	7	\$140,395			\$139,728		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	19	\$85,300		\$54,531	\$86,800	\$99,028	
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$161,473	\$98,085	\$129,629	\$153,474	\$173,916	\$226,075
Between \$1 million and \$5 million							
CEO/Executive Director	35	\$211,551	\$124,563	\$168,869	\$195,383	\$233,822	\$295,747
Top Finance Position	5	\$135,323			\$102,050		
Greater than \$5 million							
CEO/Executive Director	5	\$434,959			\$312,845		
<b>Las Vegas, NV-AZ</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
Top Finance Position	5	\$71,169			\$53,199		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Las Vegas, NV-AZ</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$139,454			\$132,060		
Top Business Position	6	\$159,700			\$141,030		
Top Finance Position	6	\$148,468			\$141,418		
Greater than \$5 million							
CEO/Executive Director	6	\$186,020			\$150,516		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	20	\$84,983	\$41,838	\$57,694	\$74,081	\$94,926	\$151,145
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$175,626		\$108,559	\$172,358	\$222,516	
<b>Lexington, KY</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	10	\$72,593		\$47,088	\$74,498	\$99,140	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$183,524			\$178,718		
Greater than \$5 million							
CEO/Executive Director	5	\$530,815			\$480,715		
Top Finance Position	5	\$222,695			\$150,560		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Lincoln, NE</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	16	\$83,231		\$57,354	\$87,708	\$110,711	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$110,047		\$93,072	\$104,181	\$131,449	
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$204,325		\$140,000	\$188,347	\$237,156	
<b>Little Rock-North Little Rock, AR</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	28	\$78,967	\$46,913	\$51,364	\$78,416	\$94,158	\$114,914
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$130,130			\$111,927		
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$193,783		\$139,838	\$186,950	\$233,594	
<b>Los Angeles-Long Beach, CA</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	9	\$73,479			\$63,945		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$207,030			\$129,718		
Greater than \$5 million							
CEO/Executive Director	6	\$288,881			\$271,115		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	8	\$78,105			\$65,825		
Top Finance Position	8	\$75,826			\$61,118		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$96,948			\$87,949		
Between \$1 million and \$5 million							
CEO/Executive Director	35	\$147,350	\$65,327	\$110,100	\$147,682	\$191,842	\$212,215
Top Administrative Position	8	\$177,170			\$173,956		
Top Business Position	26	\$187,921	\$114,051	\$152,342	\$178,095	\$224,971	\$257,656
Top Finance Position	24	\$140,588	\$96,468	\$115,293	\$140,286	\$155,134	\$201,108
Greater than \$5 million							
CEO/Executive Director	33	\$248,854	\$84,863	\$122,246	\$214,688	\$263,939	\$350,274
Top Administrative Position	5	\$171,466			\$181,313		
Top Business Position	22	\$240,122	\$136,296	\$166,331	\$238,706	\$308,706	\$375,218
Top Finance Position	22	\$236,490	\$131,783	\$188,196	\$222,243	\$283,700	\$358,948
Top Legal Position	7	\$208,599			\$187,902		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	70	\$73,511	\$39,435	\$50,397	\$68,022	\$92,888	\$120,058
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	\$158,544	\$89,790	\$94,390	\$120,787	\$225,200	\$259,951
Between \$1 million and \$5 million							
CEO/Executive Director	41	\$226,946	\$116,760	\$132,000	\$188,295	\$273,561	\$366,099

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Los Angeles-Long Beach, CA</b>							
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
Greater than \$5 million							
CEO/Executive Director	26	\$896,085	\$249,452	\$350,474	\$475,210	\$941,886	\$1,748,692
Top Business Position	5	\$280,075			\$248,849		
Top Finance Position	18	\$238,035		\$180,196	\$209,871	\$264,582	
Top Legal Position	5	\$483,879			\$442,026		
Top Marketing Position	9	\$301,902			\$274,397		
Top Operations Position	8	\$377,207			\$255,207		
Top Technology Position	5	\$305,465			\$293,746		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$132,235			\$121,500		
Greater than \$5 million							
CEO/Executive Director	13	\$290,519		\$218,354	\$271,306	\$317,655	
Top Administrative Position	13	\$291,623		\$218,354	\$271,306	\$317,655	
Top Finance Position	11	\$163,067		\$124,397	\$140,736	\$192,439	
<b>501(c)(09) - Voluntary Employees Beneficiary Associations</b>							
Greater than \$5 million							
CEO/Executive Director	5	\$239,994			\$216,467		
<b>501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$164,723			\$154,393		
Top Administrative Position	7	\$141,043			\$154,393		
<b>501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$298,889			\$151,333		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Los Angeles-Long Beach, CA</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	15	\$1,488,796		\$326,474	\$577,688	\$1,035,325	
Top Finance Position	12	\$319,006		\$205,231	\$276,768	\$370,794	
Top Marketing Position	8	\$169,482			\$144,922		
Top Operations Position	6	\$409,457			\$349,006		
Top Technology Position	9	\$173,540			\$178,922		
<b>Louisville, KY-IN</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	\$44,889			\$52,691		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	13	\$80,262		\$59,023	\$84,678	\$105,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$137,798		\$100,049	\$141,982	\$161,684	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$269,716		\$154,321	\$202,340	\$250,082	
<b>Madison, WI</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	5	\$65,048			\$68,373		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Madison, WI</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	8	\$66,623			\$57,525		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$168,421			\$163,370		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	26	\$74,987	\$30,916	\$51,063	\$80,708	\$89,875	\$114,905
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$144,998	\$99,677	\$125,093	\$148,449	\$174,987	\$198,078
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$234,986	\$164,940	\$182,532	\$226,931	\$270,340	\$321,899
Greater than \$5 million							
CEO/Executive Director	9	\$399,413			\$361,528		
Top Finance Position	5	\$187,734			\$180,913		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	5	\$515,720			\$391,961		
<b>Manchester, NH</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	10	\$90,017		\$52,220	\$87,430	\$115,267	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$134,209		\$111,905	\$120,632	\$146,483	



## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Manchester, NH</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$211,411			\$194,564		
<b>Memphis, TN-AR-MS</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$103,945			\$94,068		
Top Finance Position	5	\$102,977			\$113,750		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	17	\$67,132		\$51,798	\$72,000	\$82,500	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$208,048			\$201,195		
<b>Miami, FL</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$95,328			\$85,675		
Top Finance Position	7	\$116,798			\$82,187		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	19	\$68,414		\$36,870	\$67,985	\$79,650	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$108,782			\$88,120		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Miami, FL</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$295,873		\$187,114	\$257,962	\$293,119	
Greater than \$5 million							
CEO/Executive Director	5	\$444,213			\$324,744		
<b>Middlesex-Somerset-Hunterdon, NJ</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$141,186			\$157,219		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	10	\$71,019		\$41,314	\$57,674	\$108,305	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$142,157		\$101,150	\$138,181	\$170,556	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$319,122			\$346,833		
<b>Milwaukee, WI</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$90,444			\$82,175		
Top Finance Position	5	\$117,194			\$77,096		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Milwaukee, WI</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$137,565		\$128,425	\$143,438	\$163,835	
Top Business Position	13	\$173,577		\$155,343	\$167,825	\$186,076	
Top Finance Position	10	\$155,311		\$135,593	\$155,493	\$185,387	
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	22	\$69,818	\$26,151	\$40,994	\$64,625	\$85,582	\$115,611
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$117,626			\$120,857		
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$182,971	\$62,792	\$115,907	\$182,930	\$229,362	\$255,308
Greater than \$5 million							
CEO/Executive Director	6	\$393,284			\$381,147		
501(c)(07) - Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$159,842			\$159,689		
Top Administrative Position	6	\$163,233			\$169,639		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$152,272			\$155,570		
<b>Minneapolis-St. Paul, MN-WI</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	11	\$77,283		\$37,773	\$78,000	\$103,584	

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minneapolis-St. Paul, MN-WI</b>							
<b>501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$105,482			\$101,460		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$168,124			\$138,447		
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	13	\$60,381		\$27,112	\$47,371	\$99,764	
Top Finance Position	5	\$70,371			\$67,528		
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$92,663		\$39,817	\$95,583	\$112,386	
Top Finance Position	7	\$127,384			\$132,915		
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$125,552	\$92,683	\$99,219	\$118,533	\$157,135	\$181,817
Top Business Position	17	\$169,995		\$131,047	\$173,195	\$197,426	
Top Finance Position	13	\$136,578		\$92,981	\$140,060	\$179,762	
Greater than \$5 million							
CEO/Executive Director	13	\$182,074		\$165,104	\$167,733	\$217,103	
Top Business Position	11	\$189,738		\$161,903	\$186,234	\$220,744	
Top Finance Position	9	\$196,157			\$186,234		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	62	\$74,299	\$34,448	\$43,397	\$73,017	\$99,915	\$116,531
Between \$500 thousand and \$1 million							
CEO/Executive Director	37	\$137,139	\$92,256	\$109,260	\$123,173	\$164,577	\$176,070

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minneapolis-St. Paul, MN-WI</b>							
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	39	\$216,793	\$125,273	\$162,298	\$213,746	\$268,325	\$331,723
Top Finance Position	6	\$125,008			\$114,294		
Greater than \$5 million							
CEO/Executive Director	20	\$345,077	\$181,694	\$216,518	\$275,516	\$444,594	\$675,845
Top Finance Position	9	\$144,927			\$121,586		
Top Operations Position	5	\$147,434			\$142,337		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$154,318			\$151,950		
Top Administrative Position	6	\$162,144			\$163,768		
Greater than \$5 million							
CEO/Executive Director	5	\$248,479			\$246,350		
Top Administrative Position	6	\$251,461			\$255,654		
<b>501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies</b>							
Greater than \$5 million							
CEO/Executive Director	7	\$415,952			\$371,730		
Top Finance Position	5	\$309,742			\$304,790		
<b>501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds</b>							
\$500 thousand or less							
CEO/Executive Director	8	\$68,029			\$69,965		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$133,972		\$102,174	\$126,323	\$161,862	

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minneapolis-St. Paul, MN-WI</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	8	\$317,863			\$282,826		
Top Finance Position	9	\$175,397			\$155,961		
<b>Mobile,AL</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	7	\$58,541			\$50,681		
<b>Monmouth-Ocean, NJ</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$127,861			\$113,952		
Top Business Position	5	\$190,480			\$178,846		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	11	\$58,425		\$42,687	\$56,234	\$76,019	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$176,172			\$149,577		
501(c)(07) - Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	6	\$251,301			\$258,331		
Top Administrative Position	6	\$251,301			\$258,331		
Top Facilities Position	5	\$178,627			\$181,126		
Top Finance Position	5	\$139,825			\$143,861		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Montgomery, AL</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	16	\$76,902		\$46,621	\$75,556	\$98,156	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$153,134		\$102,779	\$134,716	\$180,621	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$255,561		\$160,371	\$191,596	\$286,143	
<b>Naples, FL</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	\$68,502			\$70,614		
501(c)(07) - Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	11	\$231,164		\$189,015	\$242,655	\$264,439	
Top Administrative Position	12	\$233,163		\$195,524	\$245,197	\$262,964	
Top Facilities Position	6	\$183,470			\$184,670		
Top Finance Position	11	\$126,148		\$102,531	\$136,555	\$156,311	
<b>Nashville, TN</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	\$69,005			\$66,116		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$131,473			\$114,191		
Top Business Position	5	\$140,731			\$150,246		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nashville, TN</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	40	\$79,642	\$34,552	\$44,167	\$73,367	\$100,553	\$138,193
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	\$135,345	\$80,068	\$101,235	\$121,343	\$152,654	\$188,186
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$189,946	\$103,333	\$144,073	\$169,618	\$216,786	\$276,018
Greater than \$5 million							
CEO/Executive Director	10	\$602,445		\$319,258	\$535,928	\$723,769	
501(c)(07) - Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$106,642			\$105,525		
Greater than \$5 million							
CEO/Executive Director	5	\$233,172			\$207,622		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
\$500 thousand or less							
CEO/Executive Director	5	\$70,043			\$65,912		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$129,459			\$97,516		
Greater than \$5 million							
CEO/Executive Director	6	\$290,097			\$279,642		
<b>Nassau-Suffolk, NY</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	13	\$63,853		\$25,000	\$29,057	\$77,910	



## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nassau-Suffolk, NY</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$78,316		\$19,925	\$38,774	\$111,900	
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$131,903	\$18,400	\$60,651	\$117,100	\$162,758	\$240,505
Top Business Position	7	\$184,994			\$170,644		
Top Finance Position	16	\$145,489		\$98,534	\$125,479	\$152,845	
Greater than \$5 million							
CEO/Executive Director	9	\$223,966			\$231,037		
Top Finance Position	7	\$175,043			\$202,685		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	20	\$96,847	\$51,567	\$57,471	\$84,429	\$111,108	\$166,267
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$128,908			\$104,500		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$302,812			\$319,773		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$193,494		\$136,928	\$169,486	\$247,025	
Top Administrative Position	17	\$193,494		\$136,928	\$169,486	\$247,025	
Top Facilities Position	6	\$174,114			\$157,100		
Top Finance Position	6	\$132,380			\$129,481		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nassau-Suffolk, NY</b>							
501(c)(07) - Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	35	\$276,014	\$189,437	\$216,243	\$248,574	\$327,998	\$382,303
Top Administrative Position	33	\$276,487	\$188,556	\$215,846	\$247,684	\$331,035	\$385,117
Top Facilities Position	27	\$227,572	\$148,336	\$174,232	\$203,668	\$244,141	\$341,005
Top Finance Position	21	\$153,016	\$116,952	\$124,688	\$147,939	\$174,200	\$222,942
<b>New Haven-Meriden, CT</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	\$54,163			\$37,861		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$106,661			\$120,375		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	11	\$74,423		\$42,750	\$62,073	\$92,736	
501(c)(07) - Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$134,368			\$136,522		
<b>New Orleans, LA</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$89,424			\$90,777		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Orleans, LA</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$104,203			\$89,253		
Top Business Position	5	\$123,088			\$104,710		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	10	\$78,073		\$54,414	\$67,500	\$79,419	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	\$118,378		\$107,300	\$121,454	\$138,460	
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$239,870		\$154,052	\$208,744	\$244,137	
<b>New York, NY-NJ</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	8	\$100,536			\$85,063		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$119,757			\$131,537		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$202,907		\$148,916	\$203,052	\$259,572	
Greater than \$5 million							
CEO/Executive Director	10	\$523,978		\$285,561	\$474,235	\$700,032	
Top Finance Position	6	\$333,834			\$292,708		
Top Operations Position	6	\$261,350			\$238,049		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	18	\$96,142		\$49,825	\$82,257	\$122,721	
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	\$93,949	\$40,207	\$62,909	\$99,267	\$120,805	\$140,159
Top Business Position	9	\$183,764			\$164,988		
Top Finance Position	14	\$76,477		\$45,181	\$71,884	\$106,193	
Between \$1 million and \$5 million							
CEO/Executive Director	61	\$146,683	\$50,743	\$86,389	\$135,690	\$185,512	\$248,183
Top Business Position	29	\$243,137	\$129,688	\$158,524	\$252,402	\$313,583	\$377,930
Top Finance Position	47	\$151,907	\$53,167	\$89,529	\$149,262	\$200,864	\$242,703
Greater than \$5 million							
CEO/Executive Director	55	\$312,635	\$103,477	\$145,724	\$238,852	\$338,501	\$495,223
Top Administrative Position	10	\$189,678		\$158,710	\$185,560	\$212,283	
Top Business Position	22	\$297,855	\$175,803	\$247,870	\$294,755	\$367,106	\$427,451
Top Finance Position	46	\$221,496	\$77,630	\$126,804	\$201,020	\$304,272	\$390,662
Top Legal Position	13	\$277,098		\$181,724	\$243,014	\$326,032	
Top Technology Position	5	\$215,014			\$211,847		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	38	\$85,785	\$36,221	\$58,875	\$72,058	\$109,850	\$143,708
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	\$160,410	\$77,800	\$109,124	\$146,329	\$167,042	\$246,201

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	80	\$296,738	\$147,664	\$187,900	\$237,568	\$338,525	\$537,119
Top Administrative Position	5	\$138,108			\$123,532		
Top Finance Position	10	\$133,972		\$118,843	\$141,785	\$162,040	
Top Marketing Position	6	\$156,985			\$125,685		
Top Operations Position	7	\$202,980			\$166,150		
Greater than \$5 million							
CEO/Executive Director	47	\$761,561	\$300,099	\$447,736	\$591,180	\$992,606	\$1,246,509
Top Administrative Position	6	\$455,682			\$374,324		
Top Finance Position	24	\$291,168	\$155,527	\$169,310	\$279,174	\$356,738	\$484,080
Top Legal Position	10	\$382,542		\$262,677	\$324,207	\$413,382	
Top Operations Position	14	\$447,551		\$252,787	\$327,320	\$560,664	
Top PR/Communications Position	7	\$195,823			\$183,311		
Top Technology Position	8	\$254,446			\$227,399		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$205,615		\$146,538	\$211,562	\$241,221	
Top Administrative Position	11	\$222,282		\$168,833	\$236,029	\$242,722	
Greater than \$5 million							
CEO/Executive Director	49	\$315,411	\$204,856	\$244,310	\$314,438	\$357,567	\$437,880
Top Administrative Position	52	\$311,227	\$201,906	\$235,098	\$310,777	\$361,827	\$436,018
Top Facilities Position	17	\$235,642		\$181,124	\$234,899	\$267,467	
Top Finance Position	45	\$185,719	\$110,252	\$141,586	\$161,410	\$215,212	\$304,987
Top Operations Position	5	\$204,174			\$143,873		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>501(c)(09) - Voluntary Employees Beneficiary Associations</b>							
Greater than \$5 million							
CEO/Executive Director	6	\$323,459			\$308,967		
Top Administrative Position	9	\$219,621			\$243,626		
Top Finance Position	9	\$213,862			\$211,030		
Top Technology Position	5	\$235,572			\$243,721		
<b>501(c)(13) - Cemetery Companies</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$159,343		\$134,318	\$144,576	\$192,697	
Top Administrative Position	5	\$124,300			\$140,885		
Greater than \$5 million							
CEO/Executive Director	8	\$330,988			\$325,689		
Top Finance Position	7	\$208,723			\$216,893		
<b>Newark, NJ</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
Top Finance Position	5	\$47,251			\$27,158		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$119,305			\$141,428		
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$187,548		\$121,030	\$193,031	\$220,089	
Top Business Position	8	\$190,920			\$180,458		
Top Finance Position	11	\$173,891		\$105,891	\$177,065	\$225,642	
Greater than \$5 million							
Top Business Position	6	\$312,439			\$317,414		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Newark, NJ</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	12	\$82,338		\$61,981	\$75,150	\$104,644	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$180,224			\$186,339		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$248,960			\$222,847		
501(c)(07) - Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$147,553			\$148,412		
Greater than \$5 million							
CEO/Executive Director	14	\$254,830		\$187,215	\$228,990	\$263,469	
Top Administrative Position	14	\$254,830		\$187,215	\$228,990	\$263,469	
Top Facilities Position	11	\$191,945		\$169,381	\$188,332	\$202,075	
Top Finance Position	12	\$138,319		\$119,670	\$124,577	\$142,250	
<b>Norfolk-Virginia Beach-Newport News, VA-NC</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	9	\$80,321			\$72,100		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	12	\$68,775		\$49,368	\$65,665	\$71,342	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$129,722			\$116,364		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Norfolk-Virginia Beach-Newport News, VA-NC</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$198,317			\$181,479		
<b>Oakland, CA</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$244,796			\$210,259		
Greater than \$5 million							
CEO/Executive Director	5	\$391,177			\$294,233		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	10	\$62,536		\$32,642	\$56,595	\$79,724	
Between \$500 thousand and \$1 million							
Top Finance Position	5	\$127,241			\$127,591		
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$126,838		\$84,906	\$118,863	\$165,249	
Top Business Position	11	\$177,730		\$127,242	\$164,287	\$183,648	
Top Finance Position	7	\$154,341			\$181,131		
Greater than \$5 million							
CEO/Executive Director	18	\$228,405		\$183,347	\$206,496	\$265,118	
Top Business Position	10	\$223,011		\$158,528	\$219,851	\$282,530	
Top Finance Position	9	\$194,157			\$165,188		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	28	\$83,537	\$39,798	\$53,479	\$84,814	\$103,363	\$123,500



## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oakland, CA</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$144,030		\$97,753	\$122,713	\$180,326	
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$251,750	\$126,944	\$146,607	\$231,453	\$341,188	\$380,312
501(c)(07) - Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	7	\$230,966			\$229,686		
Top Administrative Position	7	\$230,966			\$229,686		
Top Finance Position	5	\$142,337			\$133,431		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	6	\$703,916			\$666,741		
Top Finance Position	6	\$263,503			\$248,395		
<b>OklahomaCity, OK</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	\$74,383			\$70,262		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	39	\$82,141	\$42,208	\$62,424	\$82,500	\$100,098	\$124,573
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$116,035		\$89,681	\$111,728	\$150,529	
Between \$1 million and \$5 million							
CEO/Executive Director	16	\$187,074		\$129,910	\$159,462	\$204,585	

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>OklahomaCity, OK</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	6	\$313,018			\$304,976		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	6	\$345,092			\$305,944		
<b>Olympia, WA</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	14	\$128,488		\$83,406	\$124,498	\$145,985	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$122,265			\$120,000		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$220,983		\$177,329	\$207,163	\$270,002	
<b>Omaha, NE-IA</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	\$61,995			\$60,308		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	15	\$72,703		\$52,257	\$69,308	\$85,813	

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Orange County, CA</b>							
<b>501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees</b>							
Greater than \$5 million							
CEO/Executive Director	6	\$203,749			\$195,564		
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$59,506			\$70,000		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$122,931			\$121,902		
Top Business Position	6	\$185,445			\$180,958		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	22	\$91,110	\$39,173	\$45,835	\$71,924	\$135,498	\$144,543
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$157,930		\$108,428	\$145,881	\$190,992	
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$211,073		\$156,625	\$205,811	\$250,375	
Greater than \$5 million							
CEO/Executive Director	7	\$252,681			\$264,587		
<b>501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds</b>							
Greater than \$5 million							
CEO/Executive Director	8	\$955,703			\$635,209		
Top Finance Position	7	\$353,683			\$258,623		
Top Operations Position	6	\$265,907			\$277,079		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Orlando,FL</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$101,720		\$69,694	\$101,703	\$136,469	
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	18	\$60,865		\$39,004	\$58,903	\$74,562	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$119,740			\$124,778		
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$180,672	\$108,132	\$129,483	\$182,254	\$200,500	\$288,380
Top Operations Position	5	\$130,244			\$122,067		
Greater than \$5 million							
CEO/Executive Director	6	\$537,480			\$593,915		
Top Finance Position	5	\$199,482			\$175,969		
<b>Pensacola, FL</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$53,617			\$44,361		
<b>Peoria-Pekin, IL</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$113,213			\$131,104		
Top Business Position	6	\$176,376			\$167,316		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Peoria-Pekin, IL</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
\$500 thousand or less							
CEO/Executive Director	6	\$64,238			\$62,605		
<b>Philadelphia, PA-NJ</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$166,858			\$168,525		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	29	\$64,269	\$20,504	\$26,996	\$68,331	\$91,436	\$103,427
Top Business Position	6	\$83,200			\$79,355		
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	\$132,422	\$76,999	\$92,524	\$119,124	\$152,300	\$195,366
Top Finance Position	9	\$98,020			\$94,231		
Between \$1 million and \$5 million							
CEO/Executive Director	33	\$165,979	\$102,788	\$128,269	\$167,294	\$192,086	\$234,201
Top Business Position	20	\$217,280	\$140,155	\$185,836	\$225,289	\$245,234	\$300,938
Top Finance Position	20	\$161,986	\$85,035	\$118,011	\$162,876	\$210,796	\$225,665
Greater than \$5 million							
CEO/Executive Director	11	\$221,214		\$129,137	\$171,117	\$316,228	
Top Business Position	6	\$280,248			\$284,276		
Top Finance Position	10	\$193,602		\$159,488	\$208,320	\$235,383	
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	35	\$77,696	\$27,248	\$48,649	\$62,522	\$104,122	\$117,670

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	\$140,524		\$109,674	\$140,351	\$156,380	
Between \$1 million and \$5 million							
CEO/Executive Director	33	\$212,466	\$110,364	\$138,527	\$183,778	\$251,054	\$336,203
Top Finance Position	5	\$138,691			\$137,969		
Greater than \$5 million							
CEO/Executive Director	13	\$597,940		\$297,600	\$497,268	\$707,177	
Top Finance Position	8	\$216,937			\$214,370		
Top Technology Position	6	\$184,971			\$167,483		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$130,011		\$118,420	\$120,713	\$160,470	
Top Administrative Position	16	\$134,877		\$119,135	\$129,411	\$160,036	
Top Facilities Position	8	\$171,319			\$151,959		
Greater than \$5 million							
CEO/Executive Director	11	\$291,384		\$172,718	\$232,676	\$370,331	
Top Administrative Position	11	\$291,384		\$172,718	\$232,676	\$370,331	
Top Finance Position	5	\$160,734			\$157,723		
<b>501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$155,163			\$126,178		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Phoenix-Mesa, AZ</b>							
<b>501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$81,039			\$57,745		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$134,610		\$104,578	\$125,024	\$164,950	
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$71,185			\$51,630		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$94,693			\$94,043		
Top Finance Position	5	\$174,578			\$173,050		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	48	\$82,052	\$42,599	\$58,248	\$79,799	\$101,572	\$118,630
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	\$140,311	\$78,914	\$99,147	\$134,106	\$176,776	\$213,440
Between \$1 million and \$5 million							
CEO/Executive Director	36	\$209,031	\$109,550	\$148,213	\$191,572	\$255,179	\$305,733
Top Operations Position	6	\$180,732			\$178,195		
Greater than \$5 million							
CEO/Executive Director	12	\$342,108		\$240,733	\$358,995	\$420,288	
<b>501(c)(07) - Social and Recreational Clubs</b>							
Greater than \$5 million							
Top Administrative Position	6	\$405,582			\$312,568		
Top Finance Position	6	\$133,493			\$133,415		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Phoenix-Mesa, AZ</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	10	\$503,115		\$255,628	\$474,467	\$538,738	
Top Finance Position	9	\$177,071			\$156,079		
Top Operations Position	6	\$244,994			\$186,114		
Top Technology Position	6	\$177,159			\$128,008		
<b>Pittsburgh, PA</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	16	\$66,483		\$48,389	\$53,906	\$75,514	
Top Business Position	7	\$91,602			\$92,670		
Top Finance Position	6	\$40,677			\$31,937		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$80,330			\$83,986		
Top Finance Position	6	\$93,030			\$73,688		
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$130,090		\$94,588	\$123,881	\$160,446	
Top Business Position	12	\$155,025		\$117,628	\$151,107	\$171,925	
Top Finance Position	7	\$141,315			\$144,692		
Greater than \$5 million							
CEO/Executive Director	8	\$192,815			\$178,104		
Top Business Position	5	\$227,011			\$203,648		
Top Finance Position	6	\$148,780			\$146,901		



## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pittsburgh, PA</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	29	\$65,379	\$35,806	\$40,204	\$48,835	\$95,000	\$117,833
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	\$109,742		\$89,248	\$103,000	\$122,630	
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$162,403		\$114,900	\$160,818	\$198,339	
Greater than \$5 million							
CEO/Executive Director	7	\$384,193			\$395,858		
501(c)(07) - Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$112,005			\$112,352		
Top Administrative Position	5	\$111,395			\$109,650		
Greater than \$5 million							
CEO/Executive Director	5	\$284,977			\$206,260		
Top Administrative Position	7	\$270,642			\$228,098		
Top Facilities Position	7	\$213,065			\$201,291		
Top Finance Position	7	\$135,524			\$131,633		
501(c)(08) - Fraternal Beneficiary Societies and Associations							
Greater than \$5 million							
CEO/Executive Director	5	\$295,621			\$273,456		

## Portland, ME

501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	14	\$78,381		\$51,603	\$60,785	\$84,958	

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Portland, ME</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$185,483			\$178,474		
<b>Portland, OR-WA</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	6	\$65,043			\$63,311		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$132,585			\$125,495		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	11	\$78,916		\$42,461	\$68,852	\$108,124	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$91,933			\$96,371		
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$109,577		\$96,119	\$115,757	\$135,276	
Top Business Position	8	\$157,066			\$153,326		
Top Finance Position	9	\$128,965			\$149,919		
Greater than \$5 million							
CEO/Executive Director	8	\$178,878			\$172,244		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	48	\$69,253	\$37,330	\$49,838	\$66,047	\$86,526	\$105,567
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	\$144,319	\$73,057	\$90,968	\$129,120	\$197,136	\$239,776

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Portland, OR-WA</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	34	\$249,697	\$97,932	\$150,321	\$195,418	\$246,649	\$307,614
Top Finance Position	8	\$151,488			\$121,925		
501(c)(07) - Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$108,530			\$73,333		
Top Administrative Position	7	\$108,530			\$73,333		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	8	\$1,212,175			\$544,653		
Top Finance Position	7	\$383,592			\$259,790		

## Portsmouth-Dover-Rochester, NH-ME

501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less

CEO/Executive Director	8	\$69,736			\$79,385		
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## Providence-Fall River-Warwick, RI-MA

501(c)(05) - Labor, Agricultural, and Horticultural Organizations

\$500 thousand or less

CEO/Executive Director	8	\$72,183			\$68,981		
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Between \$500 thousand and \$1 million

CEO/Executive Director	6	\$92,796			\$78,073		
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## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Providence-Fall River-Warwick, RI-MA</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$131,690			\$135,256		
Top Business Position	5	\$181,767			\$170,132		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	23	\$67,766	\$33,675	\$41,392	\$55,038	\$81,178	\$103,299
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$138,913		\$116,816	\$127,799	\$145,060	
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$218,490		\$178,952	\$220,103	\$260,015	
501(c)(07) - Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$175,193			\$163,516		
Top Administrative Position	6	\$175,193			\$163,516		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	8	\$516,838			\$398,105		
Top Operations Position	5	\$310,832			\$220,393		
<b>Raleigh-Durham-Chapel Hill, NC</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	5	\$69,371			\$56,200		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$86,564			\$76,733		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Raleigh-Durham-Chapel Hill, NC</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$130,958			\$128,594		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	35	\$83,987	\$39,216	\$50,673	\$70,202	\$117,152	\$140,279
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$131,342		\$91,240	\$130,495	\$169,713	
Between \$1 million and \$5 million							
CEO/Executive Director	28	\$276,272	\$112,682	\$174,509	\$239,747	\$342,928	\$472,850
Greater than \$5 million							
CEO/Executive Director	13	\$473,928		\$284,322	\$425,799	\$605,557	
Top Finance Position	5	\$200,457			\$184,916		
Top Operations Position	6	\$291,653			\$309,852		
<b>Reno, NV</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	7	\$66,939			\$66,842		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$93,224			\$109,756		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$255,054			\$230,426		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Richland-Kennewick-Pasco, WA</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$79,741			\$85,109		
<b>Richmond-Petersburg, VA</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	6	\$72,648			\$68,339		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	29	\$83,454	\$29,240	\$55,000	\$75,000	\$113,133	\$132,332
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	\$167,696		\$134,906	\$156,249	\$209,015	
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$232,457	\$121,357	\$149,359	\$223,821	\$282,006	\$354,778
Greater than \$5 million							
CEO/Executive Director	6	\$340,767			\$302,134		
501(c)(07) - Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	5	\$265,569			\$202,046		
<b>Riverside-San Bernardino-Ontario, CA</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	\$81,152			\$74,858		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Riverside-San Bernardino-Ontario, CA</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$140,536		\$97,577	\$125,829	\$168,407	
Top Business Position	7	\$138,267			\$125,954		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	13	\$58,648		\$42,971	\$51,500	\$78,817	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$107,537		\$91,440	\$103,748	\$123,347	
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$196,240			\$212,221		
501(c)(07) - Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$135,819			\$136,692		
Top Administrative Position	5	\$138,959			\$138,136		
Greater than \$5 million							
CEO/Executive Director	10	\$245,351		\$166,305	\$207,664	\$302,365	
Top Administrative Position	10	\$250,103		\$166,305	\$210,931	\$312,613	
Top Finance Position	6	\$121,373			\$116,949		
<b>Rochester, NY</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	8	\$59,327			\$64,826		
Between \$1 million and \$5 million							
Top Business Position	5	\$143,549			\$143,711		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Rochester, NY</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	9	\$68,135			\$63,565		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$122,915			\$120,160		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$160,735		\$86,580	\$161,576	\$199,759	
<b>Rockford, IL</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	8	\$64,277			\$55,797		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$166,137			\$178,598		
<b>Sacramento, CA</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	10	\$92,995		\$58,604	\$83,799	\$107,027	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$170,978			\$148,267		
Greater than \$5 million							
CEO/Executive Director	5	\$408,700			\$200,151		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	7	\$49,320			\$35,088		



## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Sacramento, CA</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$130,513		\$81,696	\$108,572	\$162,792	
Between \$1 million and \$5 million							
CEO/Executive Director	15	\$167,242		\$109,815	\$159,620	\$200,178	
Top Business Position	6	\$125,338			\$118,250		
Greater than \$5 million							
CEO/Executive Director	8	\$186,202			\$231,524		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	41	\$78,909	\$50,365	\$56,875	\$69,903	\$92,040	\$107,500
Between \$500 thousand and \$1 million							
CEO/Executive Director	32	\$147,752	\$78,180	\$88,926	\$133,540	\$163,518	\$254,900
Between \$1 million and \$5 million							
CEO/Executive Director	84	\$226,788	\$110,067	\$148,044	\$194,698	\$271,560	\$381,462
Top Finance Position	7	\$120,115			\$123,136		
Greater than \$5 million							
CEO/Executive Director	14	\$558,056		\$318,837	\$445,414	\$775,430	
Top Finance Position	5	\$222,039			\$186,722		
<b>501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds</b>							
Greater than \$5 million							
CEO/Executive Director	7	\$591,278			\$304,171		
Top Finance Position	6	\$225,475			\$203,737		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Saginaw-Bay City-Midland, MI</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$120,549			\$128,848		
Greater than \$5 million							
CEO/Executive Director	9	\$361,256			\$357,956		
Top Finance Position	8	\$177,616			\$147,358		
<b>Salem, OR</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	10	\$89,089		\$44,527	\$59,000	\$96,283	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$160,779			\$170,477		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$195,018			\$170,475		
<b>Salinas, CA</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	8	\$116,561			\$97,249		
<b>Salt Lake City-Ogden, UT</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	8	\$80,443			\$81,431		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Salt Lake City-Ogden, UT</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	29	\$69,981	\$33,282	\$43,830	\$64,615	\$88,608	\$113,227
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	\$176,546		\$118,200	\$177,600	\$203,923	
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$232,172	\$117,582	\$146,259	\$213,934	\$254,096	\$385,652
501(c)(07) - Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$143,641			\$115,365		
<b>San Antonio, TX</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$100,904			\$103,558		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	12	\$72,714		\$54,503	\$67,078	\$80,897	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$132,803		\$96,428	\$131,167	\$154,902	
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$234,953			\$277,464		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Diego, CA</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$61,006			\$53,690		
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$127,690			\$116,768		
Top Business Position	5	\$165,021			\$143,827		
Top Finance Position	7	\$122,370			\$106,012		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	36	\$83,268	\$42,611	\$54,750	\$78,500	\$109,421	\$123,610
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	\$123,991	\$81,076	\$92,060	\$108,000	\$138,940	\$172,877
Between \$1 million and \$5 million							
CEO/Executive Director	17	\$242,064		\$191,461	\$207,435	\$298,333	
Greater than \$5 million							
CEO/Executive Director	7	\$553,548			\$538,467		
<b>501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds</b>							
Greater than \$5 million							
CEO/Executive Director	6	\$876,276			\$527,724		
Top Finance Position	6	\$287,991			\$300,540		
<b>San Francisco-Oakland, CA</b>							
<b>501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees</b>							
\$500 thousand or less							
CEO/Executive Director	6	\$72,509			\$45,488		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Francisco-Oakland, CA</b>							
<b>501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$292,793			\$195,295		
Greater than \$5 million							
CEO/Executive Director	6	\$2,660,157			\$316,885		
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$112,577			\$101,783		
Between \$1 million and \$5 million							
CEO/Executive Director	18	\$143,427		\$101,204	\$131,567	\$190,191	
Top Business Position	10	\$174,857		\$155,676	\$173,668	\$203,727	
Top Finance Position	9	\$158,988			\$162,974		
Greater than \$5 million							
CEO/Executive Director	8	\$187,267			\$162,700		
Top Business Position	5	\$241,507			\$270,259		
Top Finance Position	7	\$167,230			\$150,510		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	27	\$80,752	\$43,178	\$54,967	\$79,361	\$95,128	\$136,068
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$174,764			\$167,000		
Between \$1 million and \$5 million							
CEO/Executive Director	22	\$213,860	\$102,673	\$172,379	\$217,300	\$253,709	\$322,186

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Francisco-Oakland, CA</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	8	\$572,811			\$405,653		
Top Finance Position	6	\$246,867			\$179,823		
Top Technology Position	5	\$269,822			\$224,927		
501(c)(07) - Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$160,637		\$125,824	\$163,316	\$200,522	
Top Administrative Position	9	\$154,589			\$142,626		
Greater than \$5 million							
CEO/Executive Director	17	\$304,002		\$243,112	\$270,493	\$313,661	
Top Administrative Position	17	\$311,380		\$243,112	\$270,493	\$313,661	
Top Facilities Position	7	\$179,643			\$166,404		
Top Finance Position	13	\$160,821		\$138,516	\$152,958	\$178,093	
<b>San Jose, CA</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	6	\$41,797			\$29,387		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	\$100,529			\$71,994		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	18	\$89,314		\$57,244	\$69,013	\$114,441	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$119,657			\$103,833		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Jose, CA</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$245,531		\$202,006	\$215,050	\$284,731	
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	8	\$613,980			\$589,448		
Top Finance Position	7	\$290,923			\$271,712		
<b>San LuisObispo-Atascadero-Paso Robles, CA</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	7	\$59,247			\$62,856		
<b>Santa Barbara-Santa Maria-Lompoc, CA</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	10	\$63,905		\$46,039	\$62,239	\$80,267	
<b>Santa Cruz, CA</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	9	\$66,197			\$62,000		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Santa Fe, NM</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$207,759			\$182,524		
<b>Santa Rosa, CA</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	11	\$74,231		\$52,963	\$65,000	\$86,343	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$137,019			\$126,527		
<b>Sarasota-Bradenton, FL</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	14	\$71,202		\$52,489	\$64,294	\$90,231	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$112,541			\$97,076		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$198,238			\$211,618		
501(c)(07) - Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$115,481			\$110,013		
Top Administrative Position	6	\$115,481			\$110,013		
Greater than \$5 million							
CEO/Executive Director	6	\$223,826			\$219,244		
Top Administrative Position	5	\$222,495			\$227,395		



## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Savannah, GA</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	\$81,087			\$67,325		
<b>Scranton--Wilkes-Barre--Hazleton, PA</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
Top Business Position	7	\$116,966			\$112,878		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	9	\$60,514			\$54,720		
<b>Seattle-Everett, WA</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	5	\$80,774			\$75,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$101,579			\$83,097		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$130,000		\$106,733	\$128,916	\$144,201	
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	18	\$89,617		\$53,865	\$110,073	\$121,557	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$121,108			\$96,938		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Seattle-Everett, WA</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$140,442	\$47,421	\$102,351	\$140,682	\$177,745	\$231,707
Top Business Position	7	\$162,273			\$162,189		
Top Finance Position	13	\$130,319		\$110,178	\$136,155	\$152,566	
Greater than \$5 million							
CEO/Executive Director	15	\$203,474		\$171,678	\$189,937	\$221,571	
Top Business Position	7	\$190,031			\$194,843		
Top Finance Position	10	\$179,363		\$149,926	\$184,842	\$200,563	
Top Legal Position	6	\$196,105			\$182,163		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	46	\$84,109	\$44,432	\$54,747	\$77,681	\$96,920	\$150,343
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	\$126,778	\$67,828	\$99,099	\$129,710	\$163,711	\$175,499
Between \$1 million and \$5 million							
CEO/Executive Director	33	\$192,474	\$117,926	\$144,286	\$177,112	\$225,826	\$293,654
Top Finance Position	5	\$119,554			\$121,853		
Greater than \$5 million							
CEO/Executive Director	7	\$479,065			\$340,124		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	\$108,665			\$119,191		
Top Administrative Position	6	\$110,206			\$121,350		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Seattle-Everett, WA</b>							
501(c)(07) - Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	8	\$278,606			\$189,317		
Top Administrative Position	8	\$265,132			\$189,317		
Top Finance Position	5	\$119,673			\$118,824		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$168,328			\$138,670		
Greater than \$5 million							
CEO/Executive Director	7	\$567,412			\$503,775		
Top Finance Position	6	\$236,985			\$203,874		
<b>Sioux Falls, SD</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$217,435			\$198,704		
<b>South Bend, IN</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$67,136			\$44,179		
<b>Spokane, WA</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	\$63,218			\$53,683		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Spokane, WA</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$130,108			\$104,854		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$188,936			\$179,557		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$127,762			\$122,635		
<b>Springfield, IL</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$198,230			\$185,522		
Top Business Position	7	\$187,586			\$192,542		
Top Finance Position	5	\$217,630			\$207,782		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	16	\$92,922		\$67,813	\$81,971	\$114,473	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	\$193,768		\$126,801	\$146,300	\$225,734	
Between \$1 million and \$5 million							
CEO/Executive Director	19	\$245,153		\$169,923	\$234,593	\$298,222	

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Springfield, MA</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	9	\$63,145			\$55,202		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$132,901			\$121,543		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	5	\$264,671			\$306,274		
<b>Springfield, MO</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	\$76,953			\$78,819		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$146,786			\$118,206		
<b>St. Louis, MO-IL</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$152,991			\$145,109		
Greater than \$5 million							
CEO/Executive Director	5	\$345,063			\$219,947		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	8	\$59,046			\$61,896		
Top Business Position	10	\$91,603		\$60,610	\$83,426	\$122,050	
Top Finance Position	10	\$78,372		\$56,534	\$76,488	\$106,069	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	\$127,758			\$116,449		
Top Business Position	8	\$140,780			\$128,659		
Top Finance Position	8	\$118,485			\$116,550		
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$110,244	\$51,221	\$61,216	\$105,641	\$150,721	\$175,909
Top Business Position	18	\$157,531		\$130,264	\$156,126	\$184,389	
Top Finance Position	18	\$131,763		\$95,421	\$132,344	\$166,814	
Greater than \$5 million							
CEO/Executive Director	7	\$217,843			\$183,134		
Top Business Position	6	\$180,857			\$170,359		
Top Finance Position	6	\$133,699			\$122,804		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	46	\$72,734	\$32,574	\$42,516	\$71,136	\$95,562	\$121,956
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	\$110,255		\$87,984	\$103,001	\$124,987	
Between \$1 million and \$5 million							
CEO/Executive Director	21	\$186,516	\$93,410	\$131,166	\$193,249	\$224,767	\$276,343
Top Finance Position	5	\$131,637			\$118,008		
Greater than \$5 million							
CEO/Executive Director	6	\$450,250			\$479,180		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>St. Louis, MO-IL</b>							
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$193,814			\$198,876		
Greater than \$5 million							
CEO/Executive Director	9	\$239,976			\$272,124		
Top Administrative Position	9	\$248,930			\$272,124		
Top Finance Position	8	\$126,610			\$121,663		
<b>501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$75,032			\$73,217		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$115,775			\$116,883		
Greater than \$5 million							
CEO/Executive Director	11	\$596,412		\$297,390	\$500,873	\$866,947	
Top Finance Position	8	\$254,524			\$214,689		
Top Marketing Position	5	\$133,810			\$130,955		
Top Operations Position	6	\$151,882			\$131,862		
<b>Stamford, CT</b>							
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$84,315			\$75,000		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$150,512			\$160,000		
Top Administrative Position	7	\$150,512			\$160,000		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Stamford, CT</b>							
501(c)(07) - Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	20	\$292,381	\$176,842	\$270,011	\$301,628	\$333,056	\$373,645
Top Administrative Position	20	\$292,381	\$176,842	\$270,011	\$301,628	\$333,056	\$373,645
Top Facilities Position	11	\$212,434		\$146,173	\$227,828	\$266,580	
Top Finance Position	14	\$166,924		\$149,231	\$161,071	\$178,466	
<b>Stockton-Lodi, CA</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	\$86,832			\$75,341		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$111,997			\$86,231		
<b>Syracuse, NY</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
Top Business Position	6	\$166,753			\$167,995		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	9	\$72,807			\$80,681		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$95,051			\$82,403		



## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tacoma, WA</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	\$105,676			\$114,054		
Between \$1 million and \$5 million							
Top Finance Position	6	\$138,888			\$142,257		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	10	\$69,660		\$44,693	\$70,193	\$86,433	
<b>Tallahassee, FL</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$142,472			\$103,780		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	19	\$91,283		\$61,669	\$76,000	\$106,626	
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	\$149,391	\$96,351	\$109,200	\$135,205	\$180,802	\$204,136
Between \$1 million and \$5 million							
CEO/Executive Director	26	\$266,715	\$107,922	\$154,949	\$234,820	\$361,878	\$493,178
Top Finance Position	6	\$143,807			\$147,494		
Greater than \$5 million							
CEO/Executive Director	10	\$409,071		\$338,585	\$404,448	\$475,840	
Top Finance Position	11	\$192,088		\$136,799	\$153,524	\$239,852	

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tampa-St. Petersburg-Clearwater, FL</b>							
<b>501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees</b>							
\$500 thousand or less							
CEO/Executive Director	5	\$69,783			\$45,893		
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$52,491			\$48,520		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$93,884			\$92,860		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	25	\$63,333	\$35,492	\$46,007	\$58,775	\$72,272	\$93,160
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	\$108,444		\$88,989	\$105,035	\$116,902	
Between \$1 million and \$5 million							
CEO/Executive Director	20	\$250,302	\$108,159	\$137,892	\$179,438	\$321,358	\$547,709
Top Finance Position	7	\$107,631			\$109,095		
Greater than \$5 million							
CEO/Executive Director	7	\$613,829			\$517,963		
Top Finance Position	6	\$236,030			\$206,378		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$118,857			\$117,227		
Top Administrative Position	5	\$114,756			\$117,227		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Toledo, OH</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	7	\$70,736			\$72,571		
Between \$1 million and \$5 million							
Top Business Position	6	\$160,346			\$158,103		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	9	\$58,141			\$56,557		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$163,932			\$184,103		
<b>Topeka, KS</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	22	\$70,772	\$30,874	\$43,323	\$64,833	\$82,042	\$125,606
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$141,520			\$144,789		
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$215,457		\$134,219	\$183,795	\$260,770	
<b>Trenton, NJ</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	13	\$193,586		\$139,388	\$174,643	\$223,632	

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Trenton, NJ</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	12	\$103,576		\$74,179	\$101,454	\$116,290	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$210,300			\$202,444		
Between \$1 million and \$5 million							
CEO/Executive Director	23	\$240,230	\$160,841	\$196,950	\$222,737	\$280,539	\$319,674
Greater than \$5 million							
CEO/Executive Director	6	\$764,660			\$471,541		
<b>Tucson, AZ</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	11	\$61,793		\$48,597	\$65,000	\$75,028	
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$170,839			\$142,344		
<b>Tulsa, OK</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
Top Business Position	5	\$86,312			\$87,892		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	14	\$62,925		\$35,551	\$40,244	\$62,595	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$156,521			\$106,867		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tyler, TX</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	\$68,621			\$66,606		
<b>Vallejo-Fairfield-Napa, CA</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	11	\$66,295		\$43,680	\$69,872	\$81,871	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$106,387			\$110,000		
<b>Ventura, CA</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	7	\$116,548			\$124,500		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$140,548			\$105,000		
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$134,120			\$131,375		
<b>Visalia-Tulare-Porterville, CA</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$41,644			\$39,788		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees</b>							
\$500 thousand or less							
CEO/Executive Director	32	\$103,486	\$50,353	\$63,200	\$91,836	\$144,686	\$168,034
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	\$159,068	\$67,217	\$91,456	\$144,821	\$201,415	\$245,398
Between \$1 million and \$5 million							
CEO/Executive Director	42	\$242,856	\$68,500	\$139,648	\$188,904	\$316,668	\$463,952
Top PR/Communications Position	6	\$128,975			\$118,388		
Greater than \$5 million							
CEO/Executive Director	54	\$395,684	\$122,380	\$188,293	\$258,212	\$452,723	\$731,156
Top Administrative Position	7	\$214,172			\$170,507		
Top Development Position	7	\$227,408			\$195,848		
Top Finance Position	23	\$264,156	\$128,046	\$155,416	\$202,992	\$286,331	\$462,363
Top Human Resources Position	6	\$217,347			\$227,690		
Top Legal Position	11	\$355,134		\$169,918	\$411,979	\$487,691	
Top Operations Position	9	\$355,073			\$262,229		
Top PR/Communications Position	10	\$148,614		\$125,311	\$136,348	\$147,508	
Top Technology Position	7	\$210,664			\$215,726		
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	12	\$91,150		\$65,446	\$76,057	\$107,027	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	\$142,074		\$83,790	\$97,578	\$202,863	

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	36	\$166,131	\$54,199	\$91,328	\$140,013	\$193,788	\$343,965
Top Business Position	10	\$153,189		\$135,000	\$146,051	\$186,310	
Top Finance Position	12	\$131,275		\$108,380	\$127,758	\$155,216	
Top Legal Position	5	\$166,347			\$162,337		
Greater than \$5 million							
CEO/Executive Director	44	\$436,815	\$171,763	\$229,186	\$313,049	\$485,798	\$683,447
Top Administrative Position	9	\$550,895			\$531,178		
Top Business Position	5	\$161,306			\$169,283		
Top Finance Position	35	\$249,858	\$135,100	\$175,323	\$223,081	\$336,094	\$404,508
Top Legal Position	23	\$308,736	\$190,839	\$228,415	\$262,324	\$331,641	\$502,487
Top Technology Position	6	\$209,259			\$175,073		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	104	\$111,704	\$44,160	\$61,843	\$96,325	\$145,525	\$210,518
Between \$500 thousand and \$1 million							
CEO/Executive Director	99	\$184,418	\$96,923	\$122,326	\$182,744	\$231,071	\$283,774

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	381	\$301,606	\$140,892	\$194,540	\$266,514	\$378,006	\$504,116
Top Administrative Position	24	\$159,573	\$110,125	\$127,720	\$161,302	\$176,507	\$234,287
Top Business Position	9	\$135,677			\$127,021		
Top Education Position	7	\$149,839			\$129,854		
Top Finance Position	57	\$160,338	\$106,795	\$123,543	\$148,312	\$182,237	\$229,466
Top Legal Position	10	\$248,706		\$180,180	\$264,713	\$296,170	
Top Marketing Position	12	\$154,034		\$122,594	\$136,708	\$148,399	
Top Operations Position	34	\$193,225	\$116,760	\$148,330	\$182,830	\$223,258	\$279,893
Top PR/Communications Position	21	\$163,464	\$115,180	\$133,312	\$141,000	\$180,178	\$222,407
Top Program Position	7	\$139,910			\$134,407		
Top Technology Position	15	\$161,065		\$131,135	\$139,940	\$176,197	
Greater than \$5 million							
CEO/Executive Director	292	\$980,008	\$286,586	\$405,502	\$637,315	\$1,168,670	\$2,371,587
Top Administrative Position	40	\$281,271	\$156,917	\$194,477	\$218,819	\$295,470	\$581,231
Top Business Position	20	\$199,691	\$143,550	\$165,521	\$191,435	\$209,869	\$310,938
Top Education Position	15	\$201,993		\$163,062	\$177,728	\$210,225	
Top Finance Position	171	\$286,162	\$147,780	\$193,247	\$242,398	\$310,232	\$442,423
Top Human Resources Position	16	\$237,773		\$184,481	\$231,128	\$282,942	
Top Legal Position	99	\$400,879	\$188,623	\$247,188	\$352,374	\$487,068	\$685,630
Top Marketing Position	28	\$219,403	\$135,645	\$170,569	\$205,838	\$248,524	\$338,736
Top Operations Position	94	\$380,545	\$182,647	\$230,207	\$296,097	\$424,766	\$640,404
Top PR/Communications Position	70	\$253,540	\$132,805	\$155,766	\$204,619	\$285,826	\$489,534
Top Program Position	5	\$257,695			\$204,622		
Top Technology Position	40	\$209,884	\$145,053	\$156,543	\$185,392	\$241,832	\$279,228



## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$133,449			\$122,960		
Greater than \$5 million							
CEO/Executive Director	20	\$303,024	\$216,807	\$247,158	\$296,766	\$335,701	\$403,425
Top Administrative Position	23	\$302,599	\$219,776	\$250,736	\$298,653	\$333,978	\$393,561
Top Facilities Position	10	\$197,009		\$153,733	\$180,975	\$228,678	
Top Finance Position	19	\$157,111		\$124,989	\$143,228	\$175,066	
<b>501(c)(08) - Fraternal Beneficiary Societies and Associations</b>							
\$500 thousand or less							
Top Administrative Position	5	\$37,098			\$26,850		
<b>501(c)(09) - Voluntary Employees Beneficiary Associations</b>							
Greater than \$5 million							
CEO/Executive Director	5	\$333,988			\$303,125		
<b>501(c)(19) - Post or Organization of Past or Present Members of the Armed Forces</b>							
Greater than \$5 million							
CEO/Executive Director	5	\$235,916			\$285,223		
<b>West Palm Beach-Boca Raton, FL</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	7	\$68,785			\$79,234		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	9	\$73,844			\$75,250		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>West Palm Beach-Boca Raton, FL</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$158,349			\$158,509		
Between \$1 million and \$5 million							
CEO/Executive Director	10	\$193,236		\$158,842	\$187,764	\$204,454	
501(c)(07) - Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$153,417			\$141,289		
Top Administrative Position	7	\$153,417			\$141,289		
Greater than \$5 million							
CEO/Executive Director	32	\$353,065	\$163,183	\$255,124	\$330,011	\$413,056	\$571,752
Top Administrative Position	35	\$381,717	\$164,224	\$270,320	\$341,829	\$425,463	\$603,310
Top Facilities Position	17	\$198,647		\$160,586	\$179,245	\$243,353	
Top Finance Position	27	\$160,991	\$102,688	\$113,853	\$161,762	\$197,022	\$226,776

## Wichita,KS

### 501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less							
CEO/Executive Director	6	\$47,750			\$46,543		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$111,758			\$123,182		

## WichitaFalls, TX

### 501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less							
CEO/Executive Director	5	\$37,415			\$39,237		

## Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wilmington, DE-NJ-MD</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	10	\$87,163		\$55,012	\$67,006	\$127,410	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$106,515			\$117,392		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$148,010			\$145,209		
<b>Worcester, MA</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$241,117			\$226,655		
<b>Yolo, CA</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	\$76,794			\$77,865		
<b>Youngstown-Warren, OH</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	5	\$64,125			\$58,515		

## All Organizations Incumbent Compensation Increases National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
\$250 thousand or less							
CEO/Executive Director	7,287	1.8%	-8.8%	-1.4%	0.7%	6.1%	13.7%
Top Administrative Position	199	1.1%	-9.5%	-1.5%	0.0%	4.3%	11.2%
Top Business Position	57	0.5%	-5.9%	-0.3%	1.6%	3.1%	5.3%
Top Development Position	9	0.3%			0.0%		
Top Education Position	17	2.1%		-0.6%	0.4%	2.6%	
Top Finance Position	238	1.3%	-9.5%	-0.6%	0.3%	5.3%	11.6%
Top Operations Position	38	1.0%	-6.9%	-3.2%	0.0%	2.8%	11.7%
Top Program Position	98	1.5%	-8.1%	-2.3%	1.1%	5.7%	11.1%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8,829	2.7%	-6.3%	-0.2%	2.0%	6.8%	13.1%
Top Administrative Position	296	3.2%	-3.3%	0.0%	2.6%	6.3%	12.8%
Top Business Position	138	3.0%	-4.2%	0.0%	3.0%	7.3%	11.8%
Top Development Position	13	7.3%		3.0%	6.6%	8.3%	
Top Education Position	50	4.0%	-2.6%	1.1%	3.1%	6.0%	12.8%
Top Facilities Position	6	4.4%			3.2%		
Top Finance Position	354	1.9%	-7.8%	-0.5%	1.4%	5.3%	12.8%
Top Legal Position	9	1.9%			3.3%		
Top Marketing Position	6	4.5%			3.6%		
Top Operations Position	99	2.0%	-8.2%	-0.4%	1.9%	6.6%	13.2%
Top Program Position	79	2.6%	-8.5%	-1.4%	2.1%	7.1%	15.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	10,339	3.1%	-5.1%	0.0%	2.5%	7.0%	13.1%
Top Administrative Position	320	2.9%	-6.0%	-0.3%	2.6%	6.6%	12.7%
Top Business Position	266	2.9%	-4.3%	0.7%	2.6%	5.1%	10.6%
Top Development Position	27	3.1%	-4.0%	0.0%	3.2%	5.7%	12.4%
Top Education Position	49	2.9%	-2.3%	0.0%	2.3%	4.5%	7.4%
Top Facilities Position	15	3.1%		0.1%	2.7%	4.8%	

## All Organizations Incumbent Compensation Increases National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$500 thousand and \$1 million							
Top Finance Position	637	2.5%	-7.0%	0.0%	2.5%	6.2%	12.0%
Top Legal Position	10	2.1%		0.0%	2.3%	3.0%	
Top Marketing Position	6	0.9%			1.8%		
Top Operations Position	199	3.2%	-7.3%	0.0%	2.9%	8.4%	14.0%
Top Program Position	102	2.6%	-4.1%	0.0%	1.7%	6.1%	12.2%
Top Technology Position	9	3.0%			2.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	12,784	3.3%	-4.9%	-0.1%	2.7%	7.3%	13.4%
Top Administrative Position	565	3.1%	-5.1%	-0.1%	2.8%	6.7%	12.5%
Top Business Position	432	3.5%	-2.0%	0.9%	3.0%	6.0%	10.7%
Top Development Position	84	3.4%	-4.6%	-0.4%	2.0%	7.3%	15.0%
Top Education Position	69	4.4%	-1.0%	1.5%	2.8%	6.1%	14.2%
Top Facilities Position	14	4.7%		-0.1%	2.2%	5.1%	
Top Finance Position	1,502	3.2%	-4.9%	-0.1%	2.8%	7.1%	12.9%
Top Human Resources Position	16	3.5%		0.9%	3.2%	7.8%	
Top Legal Position	64	3.0%	-0.6%	0.6%	2.9%	5.2%	8.4%
Top Marketing Position	13	0.8%		-1.5%	0.3%	5.0%	
Top Operations Position	448	3.7%	-4.6%	0.0%	3.3%	8.5%	14.2%
Top PR/Communications Position	16	3.0%		-1.0%	1.9%	4.1%	
Top Program Position	128	2.3%	-7.0%	-0.6%	2.0%	6.5%	11.8%
Top Technology Position	25	4.3%	-4.6%	-2.1%	4.1%	8.4%	15.4%
Between \$2.5 million and \$5 million							
CEO/Executive Director	7,603	3.5%	-5.1%	0.0%	3.0%	7.6%	13.6%
Top Administrative Position	630	3.5%	-4.0%	-0.2%	3.0%	7.2%	13.0%
Top Business Position	280	3.4%	-2.7%	0.6%	2.7%	5.8%	11.5%
Top Development Position	151	2.6%	-6.8%	-1.0%	2.1%	6.6%	11.7%
Top Education Position	64	4.3%	-1.5%	2.3%	3.7%	7.1%	9.9%

## All Organizations Incumbent Compensation Increases National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$2.5 million and \$5 million							
Top Facilities Position	86	2.2%	-6.1%	-1.1%	2.3%	5.3%	9.4%
Top Finance Position	1,834	3.8%	-4.4%	0.0%	3.5%	7.8%	13.1%
Top Human Resources Position	32	5.2%	-1.6%	1.2%	4.6%	7.1%	11.5%
Top Legal Position	96	3.1%	-2.7%	0.4%	3.0%	6.1%	11.0%
Top Marketing Position	50	2.9%	-5.0%	-0.8%	2.5%	6.3%	9.6%
Top Operations Position	579	4.4%	-3.0%	0.2%	3.7%	8.8%	14.4%
Top PR/Communications Position	64	3.1%	-4.0%	0.0%	3.4%	5.4%	9.2%
Top Program Position	118	2.6%	-6.1%	-0.2%	2.7%	6.9%	11.3%
Top Technology Position	65	2.2%	-3.8%	-0.3%	2.8%	6.0%	10.0%
Between \$5 million and \$10 million							
CEO/Executive Director	5,707	3.7%	-4.7%	0.0%	3.2%	7.7%	13.7%
Top Administrative Position	734	3.6%	-4.5%	0.0%	3.1%	7.2%	13.4%
Top Business Position	224	3.6%	-4.3%	0.5%	3.2%	6.7%	12.2%
Top Development Position	218	4.1%	-5.1%	0.6%	4.2%	9.0%	13.6%
Top Education Position	58	4.7%	-5.8%	0.2%	3.1%	10.8%	16.5%
Top Facilities Position	181	3.5%	-3.9%	0.1%	4.0%	7.4%	10.6%
Top Finance Position	2,465	4.1%	-4.1%	0.4%	3.7%	8.1%	13.3%
Top Human Resources Position	68	3.9%	-5.6%	-0.4%	3.0%	8.1%	16.6%
Top Legal Position	128	3.8%	-2.0%	1.3%	3.6%	7.1%	10.5%
Top Marketing Position	68	5.6%	-1.6%	0.8%	3.6%	11.9%	16.3%
Top Operations Position	693	4.6%	-3.7%	0.3%	4.1%	8.8%	14.8%
Top PR/Communications Position	89	3.8%	-2.8%	1.7%	4.2%	7.1%	10.4%
Top Program Position	138	3.6%	-3.7%	-0.4%	2.9%	6.9%	13.8%
Top Technology Position	111	3.7%	-2.8%	0.9%	3.0%	7.5%	12.8%
Between \$10 million and \$25 million							
CEO/Executive Director	4,896	4.0%	-4.6%	0.0%	3.5%	8.2%	14.2%
Top Administrative Position	621	4.1%	-4.6%	0.1%	3.8%	7.8%	13.5%

## All Organizations Incumbent Compensation Increases National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$10 million and \$25 million							
Top Business Position	200	3.8%	-3.9%	0.9%	3.5%	8.0%	12.6%
Top Development Position	416	3.6%	-3.7%	0.0%	3.4%	7.3%	12.3%
Top Education Position	85	1.8%	-4.3%	-0.3%	2.4%	5.1%	9.1%
Top Facilities Position	111	3.8%	-6.1%	0.4%	3.8%	7.4%	12.0%
Top Finance Position	3,012	4.5%	-3.5%	0.3%	4.0%	8.5%	14.0%
Top Human Resources Position	246	3.7%	-3.8%	-0.4%	3.4%	7.8%	12.8%
Top Legal Position	135	4.2%	-2.3%	0.6%	3.2%	6.8%	14.1%
Top Marketing Position	184	5.2%	-3.1%	1.6%	4.6%	8.9%	14.0%
Top Operations Position	1,073	4.2%	-4.4%	0.0%	4.0%	8.3%	14.5%
Top PR/Communications Position	132	3.3%	-4.2%	-0.5%	3.2%	7.3%	12.2%
Top Program Position	165	4.9%	-2.1%	0.1%	3.5%	9.3%	14.7%
Top Technology Position	271	3.6%	-3.3%	0.1%	3.6%	7.7%	12.2%
Between \$25 million and \$50 million							
CEO/Executive Director	1,899	4.9%	-4.3%	0.3%	4.3%	9.7%	15.6%
Top Administrative Position	258	4.5%	-3.6%	0.7%	4.2%	8.6%	14.4%
Top Business Position	83	3.3%	-5.4%	-1.2%	3.2%	7.6%	13.6%
Top Development Position	276	4.9%	-3.3%	1.4%	4.0%	8.4%	13.5%
Top Education Position	35	5.6%	-1.1%	1.9%	5.3%	8.9%	14.9%
Top Facilities Position	56	3.8%	-8.1%	0.5%	4.0%	8.4%	13.1%
Top Finance Position	1,398	4.6%	-3.2%	0.6%	4.3%	8.2%	13.9%
Top Human Resources Position	207	4.7%	-2.1%	0.6%	4.0%	7.7%	13.6%
Top Legal Position	97	5.5%	-1.8%	1.4%	4.0%	11.0%	15.6%
Top Marketing Position	124	3.3%	-5.3%	-0.4%	3.7%	7.7%	11.1%
Top Operations Position	557	4.6%	-4.0%	0.3%	4.5%	9.0%	14.8%
Top PR/Communications Position	46	4.5%	-1.8%	1.6%	3.4%	7.9%	11.2%
Top Program Position	76	4.8%	-1.7%	1.3%	3.7%	8.0%	14.0%
Top Technology Position	228	5.2%	-1.8%	0.8%	4.9%	8.7%	14.7%

## All Organizations Incumbent Compensation Increases National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greater than \$50 million							
CEO/Executive Director	1,773	4.3%	-5.9%	0.0%	4.2%	9.1%	15.1%
Top Administrative Position	291	4.9%	-3.6%	1.4%	4.8%	8.8%	14.3%
Top Business Position	111	4.9%	-5.2%	1.3%	3.8%	10.4%	15.0%
Top Development Position	324	4.2%	-4.0%	0.7%	3.4%	7.7%	13.6%
Top Education Position	34	5.0%	-6.1%	1.6%	5.8%	8.8%	13.8%
Top Facilities Position	64	3.4%	-3.5%	-0.2%	3.1%	5.7%	14.8%
Top Finance Position	1,473	4.9%	-3.4%	1.0%	4.5%	9.0%	15.0%
Top Human Resources Position	371	5.2%	-3.1%	0.9%	4.7%	9.8%	15.4%
Top Legal Position	323	5.4%	-2.1%	1.7%	5.0%	10.1%	15.0%
Top Marketing Position	115	4.9%	-4.5%	0.6%	4.5%	10.4%	15.4%
Top Operations Position	603	4.8%	-5.1%	1.0%	4.7%	9.4%	15.9%
Top PR/Communications Position	78	5.1%	-2.3%	1.4%	4.3%	7.8%	16.1%
Top Program Position	64	3.2%	-5.0%	0.4%	3.3%	7.1%	11.3%
Top Technology Position	356	4.2%	-2.9%	0.7%	3.6%	7.6%	12.6%



## All Organizations Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
\$250 thousand or less								
CEO/Executive Director								
	F	3,920	2.3%	-7.2%	-0.3%	1.3%	6.2%	13.4%
	M	2,814	1.2%	-11.4%	-3.0%	0.0%	5.9%	14.1%
	U	553	1.8%	-9.6%	-0.8%	0.2%	6.2%	14.1%
Top Administrative Position								
	F	115	0.9%	-8.8%	-1.3%	0.1%	4.2%	7.7%
	M	65	1.3%	-9.0%	-2.1%	0.0%	4.0%	13.0%
	U	19	1.6%		0.0%	1.7%	5.7%	
Top Business Position								
	F	8	-0.3%			0.7%		
	M	46	1.0%	-5.2%	0.0%	1.8%	3.2%	6.3%
Top Development Position								
	F	6	2.5%			0.2%		
Top Education Position								
	F	5	2.3%			0.0%		
	M	10	0.6%		0.1%	1.5%	2.6%	
Top Finance Position								
	F	136	1.5%	-8.9%	-0.5%	1.0%	4.9%	11.5%
	M	80	1.3%	-13.8%	-1.5%	0.0%	7.0%	14.5%
	U	22	0.3%	-8.2%	-0.7%	0.0%	4.5%	9.5%
Top Operations Position								
	F	17	1.8%		0.0%	0.0%	2.8%	
	M	18	0.4%		-6.4%	-0.6%	8.0%	

## All Organizations Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
\$250 thousand or less								
Top Program Position								
	F	71	2.1%	-8.3%	-0.9%	1.3%	6.5%	13.2%
	M	22	-0.2%	-8.0%	-5.2%	0.1%	4.2%	7.1%
	U	5	0.3%			3.6%		
Between \$250 thousand and \$500 thousand								
CEO/Executive Director								
	F	4,700	3.1%	-5.4%	0.0%	2.5%	7.2%	13.3%
	M	3,534	2.2%	-7.5%	-0.7%	1.6%	6.3%	12.9%
	U	595	2.6%	-7.0%	-0.1%	1.6%	6.7%	13.6%
Top Administrative Position								
	F	165	3.4%	-2.9%	0.0%	2.7%	6.1%	13.6%
	M	114	3.1%	-3.7%	0.0%	2.2%	6.3%	12.0%
	U	17	2.4%		0.0%	2.6%	5.3%	
Top Business Position								
	F	15	3.3%		-0.5%	2.5%	6.6%	
	M	114	3.1%	-2.6%	0.2%	3.2%	7.3%	10.6%
	U	9	1.9%			2.4%		
Top Development Position								
	F	5	5.2%			5.9%		
	M	6	6.2%			4.8%		
Top Education Position								
	F	18	3.3%		0.2%	3.3%	6.0%	
	M	29	5.0%	0.5%	2.3%	3.4%	6.4%	15.5%

## All Organizations Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$250 thousand and \$500 thousand								
Top Finance Position								
	F	193	2.0%	-7.0%	-0.7%	1.2%	5.3%	13.5%
	M	144	2.1%	-5.0%	0.0%	2.0%	5.7%	10.7%
	U	17	-0.3%		-7.5%	0.0%	4.8%	
Top Operations Position								
	F	55	1.1%	-8.1%	-1.0%	1.2%	5.9%	8.8%
	M	36	2.5%	-9.2%	-0.1%	3.3%	9.0%	14.0%
	U	8	6.5%			3.2%		
Top Program Position								
	F	43	3.3%	-7.9%	-1.4%	3.5%	8.8%	16.1%
	M	27	2.6%	-7.9%	0.0%	2.7%	6.2%	11.5%
	U	9	-0.6%			0.0%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	5,231	3.3%	-4.7%	0.0%	2.8%	7.2%	13.1%
	M	4,405	2.9%	-5.7%	-0.2%	2.3%	6.7%	13.2%
	U	703	3.2%	-4.2%	0.0%	2.5%	7.4%	12.8%
Top Administrative Position								
	F	177	2.9%	-5.5%	0.0%	2.9%	6.4%	12.7%
	M	126	2.8%	-5.1%	-0.8%	2.4%	6.9%	11.1%
	U	17	4.1%		-2.4%	1.9%	11.3%	
Top Business Position								
	F	35	2.1%	-7.1%	-0.6%	1.9%	5.3%	11.7%
	M	224	3.0%	-2.9%	1.0%	2.7%	5.1%	10.5%
	U	7	1.8%			2.0%		

## All Organizations Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$500 thousand and \$1 million								
Top Development Position								
	F	13	2.6%		0.0%	4.1%	4.8%	
	M	12	3.7%		0.0%	2.9%	7.6%	
Top Education Position								
	F	11	5.5%		1.4%	3.3%	7.4%	
	M	35	2.1%	-2.4%	0.0%	1.9%	3.6%	5.3%
Top Facilities Position								
	M	8	3.3%			2.8%		
Top Finance Position								
	F	317	2.7%	-9.2%	0.0%	2.9%	6.6%	12.8%
	M	268	2.2%	-4.2%	0.0%	1.9%	4.9%	10.4%
	U	52	3.3%	-9.3%	-0.6%	2.7%	11.4%	15.2%
Top Legal Position								
	M	7	2.0%			1.9%		
Top Operations Position								
	F	98	4.0%	-5.1%	-0.1%	3.2%	9.1%	14.6%
	M	85	2.3%	-10.6%	0.0%	2.6%	8.3%	13.8%
	U	16	2.9%		0.0%	2.0%	5.1%	
Top Program Position								
	F	56	4.3%	-0.6%	0.2%	2.6%	8.2%	16.4%
	M	36	0.4%	-10.6%	-1.2%	1.2%	4.9%	8.1%
	U	10	0.8%		0.0%	0.0%	4.8%	
Top Technology Position								
	M	7	3.4%			2.0%		

## All Organizations Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$1 million and \$2.5 million								
CEO/Executive Director								
	F	5,902	3.6%	-4.5%	0.0%	2.9%	7.7%	13.7%
	M	6,080	3.1%	-5.1%	-0.2%	2.5%	6.9%	12.9%
	U	802	3.5%	-6.1%	-0.3%	2.5%	8.5%	14.3%
Top Administrative Position								
	F	208	3.8%	-3.4%	0.3%	3.6%	7.2%	12.5%
	M	321	2.6%	-6.8%	-0.4%	2.4%	6.0%	12.7%
	U	36	2.3%	-4.0%	0.4%	1.8%	5.9%	9.5%
Top Business Position								
	F	79	4.2%	-3.9%	0.3%	4.2%	7.7%	14.7%
	M	337	3.3%	-1.5%	1.1%	2.8%	5.5%	9.6%
	U	16	5.1%		0.7%	4.9%	7.6%	
Top Development Position								
	F	55	4.5%	-4.5%	0.1%	2.9%	8.9%	16.1%
	M	24	2.9%	-2.9%	-0.5%	2.1%	6.7%	9.5%
	U	5	-5.4%			-0.8%		
Top Education Position								
	F	21	4.6%	0.2%	1.5%	3.0%	5.9%	10.9%
	M	43	4.2%	0.0%	1.7%	2.5%	5.3%	13.4%
	U	5	5.0%			3.6%		
Top Facilities Position								
	M	14	4.7%		-0.1%	2.2%	5.1%	
Top Finance Position								
	F	755	3.2%	-5.4%	-0.9%	2.7%	7.8%	13.1%
	M	639	3.3%	-4.0%	0.0%	2.8%	6.5%	11.9%
	U	108	3.3%	-7.2%	-0.1%	2.9%	7.0%	15.3%

## All Organizations Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$1 million and \$2.5 million								
Top Human Resources Position								
	F	9	2.9%			3.3%		
	M	5	4.2%			3.1%		
Top Legal Position								
	F	18	3.6%		1.0%	2.3%	5.2%	
	M	43	2.6%	-1.0%	0.1%	3.0%	4.4%	7.8%
Top Marketing Position								
	M	6	0.4%			0.3%		
Top Operations Position								
	F	239	3.4%	-5.4%	-0.1%	3.2%	7.5%	12.8%
	M	181	4.7%	-2.9%	0.0%	4.1%	10.0%	14.8%
	U	28	-0.4%	-8.6%	-3.1%	0.2%	4.1%	9.2%
Top PR/Communications Position								
	M	12	2.6%		-2.1%	0.9%	3.6%	
Top Program Position								
	F	77	2.2%	-8.8%	-1.5%	2.9%	6.5%	12.4%
	M	42	2.6%	-3.5%	0.0%	1.4%	6.5%	11.9%
	U	9	2.3%			0.7%		
Top Technology Position								
	M	21	3.7%	-5.3%	-3.0%	3.8%	8.4%	15.1%
Between \$2.5 million and \$5 million								
CEO/Executive Director								
	F	3,108	3.6%	-4.9%	0.0%	3.1%	7.9%	13.6%
	M	4,026	3.4%	-5.2%	-0.1%	2.9%	7.4%	13.5%
	U	469	3.7%	-4.8%	0.0%	3.3%	7.8%	13.9%

## All Organizations Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$2.5 million and \$5 million								
Top Administrative Position								
	F	242	4.1%	-3.8%	0.0%	3.2%	8.2%	13.7%
	M	357	3.1%	-4.5%	-0.4%	2.9%	6.6%	11.8%
	U	31	2.9%	-3.4%	-1.3%	1.3%	6.1%	9.3%
Top Business Position								
	F	76	4.7%	-1.9%	0.3%	3.0%	8.6%	14.8%
	M	184	3.2%	-1.9%	1.0%	2.7%	5.3%	8.8%
	U	20	1.1%	-5.7%	-3.7%	0.8%	2.6%	9.3%
Top Development Position								
	F	86	3.3%	-3.6%	0.1%	2.5%	6.6%	10.5%
	M	47	3.1%	-8.1%	-0.5%	2.7%	7.8%	13.5%
	U	18	-1.9%		-4.8%	-1.7%	0.8%	
Top Education Position								
	F	22	2.8%	-3.5%	0.2%	3.1%	5.3%	8.0%
	M	37	5.1%	-1.0%	2.6%	4.6%	7.4%	10.0%
	U	5	5.1%			7.0%		
Top Facilities Position								
	M	83	2.2%	-5.6%	-1.0%	2.3%	5.2%	9.2%
Top Finance Position								
	F	910	4.2%	-3.9%	0.6%	4.0%	8.4%	13.3%
	M	802	3.3%	-4.6%	0.0%	3.0%	7.1%	12.8%
	U	122	3.3%	-4.2%	-0.4%	2.7%	7.4%	11.6%
Top Human Resources Position								
	F	22	4.7%	0.3%	1.4%	4.1%	6.5%	10.1%
	M	8	5.1%			5.5%		

## All Organizations Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$2.5 million and \$5 million								
Top Legal Position								
	F	31	4.7%	0.0%	2.1%	3.8%	8.5%	11.8%
	M	55	2.2%	-4.6%	-0.1%	2.4%	6.0%	9.6%
	U	10	3.5%		2.5%	3.1%	4.3%	
Top Marketing Position								
	F	29	4.3%	-3.5%	0.2%	3.6%	8.6%	12.0%
	M	19	1.2%		-0.6%	0.8%	3.9%	
Top Operations Position								
	F	305	4.6%	-2.1%	0.6%	3.8%	9.1%	14.2%
	M	234	4.3%	-4.1%	0.0%	3.7%	9.2%	15.0%
	U	40	4.5%	-0.5%	1.1%	3.6%	5.9%	15.1%
Top PR/Communications Position								
	F	36	3.1%	-4.1%	-0.1%	3.5%	6.6%	10.5%
	M	25	2.7%	-2.8%	-0.1%	3.3%	3.9%	6.3%
Top Program Position								
	F	67	2.3%	-6.6%	0.0%	2.3%	6.2%	10.7%
	M	39	3.7%	-3.7%	-0.6%	3.1%	7.5%	11.9%
	U	12	1.2%		-1.1%	2.0%	7.9%	
Top Technology Position								
	F	6	-0.5%			-1.1%		
	M	54	2.5%	-2.3%	0.0%	2.9%	5.7%	10.1%
	U	5	2.1%			3.0%		



## All Organizations Incumbent Compensation Increases National by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$5 million and \$10 million							
CEO/Executive Director							
F	2,066	3.8%	-4.4%	-0.1%	3.3%	8.0%	13.7%
M	3,307	3.7%	-4.8%	0.0%	3.2%	7.5%	13.7%
U	334	3.5%	-4.5%	-0.1%	2.8%	7.2%	13.3%
Top Administrative Position							
F	222	3.5%	-4.3%	0.1%	2.8%	6.8%	12.5%
M	470	3.9%	-4.4%	0.0%	3.3%	7.8%	13.7%
U	42	1.3%	-13.2%	-1.6%	1.9%	5.7%	12.2%
Top Business Position							
F	77	4.9%	-3.5%	1.1%	3.9%	8.0%	17.8%
M	139	3.4%	-4.3%	1.1%	3.2%	6.5%	10.2%
U	8	-5.6%			-2.7%		
Top Development Position							
F	125	4.5%	-3.4%	1.1%	4.1%	8.8%	13.0%
M	80	4.2%	-11.1%	1.0%	4.6%	9.0%	15.2%
U	13	-1.1%		-2.0%	0.6%	9.0%	
Top Education Position							
F	30	5.1%	-5.7%	-0.1%	3.4%	12.2%	17.4%
M	23	4.5%	-5.2%	1.3%	2.9%	7.7%	15.6%
U	5	3.1%			3.3%		
Top Facilities Position							
F	5	3.8%			2.4%		
M	174	3.5%	-3.7%	0.1%	3.9%	7.1%	10.5%

## All Organizations Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$5 million and \$10 million								
Top Finance Position								
	F	1,199	4.3%	-3.7%	0.4%	3.8%	7.9%	13.3%
	M	1,088	3.9%	-4.6%	0.2%	3.6%	8.0%	13.4%
	U	178	4.8%	-2.5%	1.0%	4.6%	8.6%	13.1%
Top Human Resources Position								
	F	49	5.2%	-3.1%	0.2%	3.8%	9.1%	17.4%
	M	16	0.1%		-5.2%	-1.2%	3.8%	
Top Legal Position								
	F	46	3.5%	-1.5%	0.9%	2.6%	5.7%	10.6%
	M	71	3.6%	-3.5%	1.2%	4.1%	6.9%	10.4%
	U	11	5.8%		2.9%	5.8%	8.2%	
Top Marketing Position								
	F	41	7.2%	-1.1%	2.2%	5.0%	12.8%	20.1%
	M	22	2.7%	-2.4%	-0.8%	2.1%	6.6%	12.9%
	U	5	5.2%			13.0%		
Top Operations Position								
	F	349	4.2%	-4.3%	0.4%	3.8%	8.2%	13.4%
	M	291	4.9%	-3.1%	0.2%	4.4%	9.3%	15.7%
	U	53	5.4%	-3.2%	-0.2%	4.5%	9.0%	16.7%
Top PR/Communications Position								
	F	44	4.2%	-3.2%	2.3%	4.1%	7.1%	11.7%
	M	38	3.1%	-2.8%	1.7%	4.6%	6.8%	7.9%
	U	7	5.3%			4.0%		

## All Organizations Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$5 million and \$10 million								
Top Program Position								
	F	76	3.9%	-3.7%	-0.2%	3.0%	7.3%	14.6%
	M	49	3.8%	-2.8%	0.2%	3.0%	6.2%	11.1%
	U	13	1.4%		-2.6%	-0.6%	5.9%	
Top Technology Position								
	F	9	0.3%			1.8%		
	M	90	4.2%	-2.7%	0.9%	3.4%	7.5%	12.9%
	U	12	2.7%		0.6%	2.2%	5.3%	
Between \$10 million and \$25 million								
CEO/Executive Director								
	F	1,578	4.4%	-3.8%	0.0%	3.9%	8.8%	14.3%
	M	3,039	3.8%	-4.9%	0.0%	3.4%	7.9%	14.2%
	U	279	4.1%	-4.8%	0.0%	3.9%	8.8%	13.9%
Top Administrative Position								
	F	213	4.8%	-3.7%	0.0%	4.2%	8.0%	14.2%
	M	368	3.8%	-4.6%	0.3%	3.6%	7.5%	13.0%
	U	40	2.3%	-5.1%	-1.9%	2.2%	4.6%	12.1%
Top Business Position								
	F	65	3.8%	-4.3%	1.2%	3.7%	8.2%	12.7%
	M	125	3.8%	-2.8%	0.9%	3.5%	8.0%	12.4%
	U	10	3.5%		2.4%	3.6%	5.6%	
Top Development Position								
	F	264	4.0%	-3.0%	0.6%	3.6%	7.0%	12.4%
	M	133	2.5%	-5.8%	-1.3%	2.3%	7.0%	12.9%
	U	19	4.7%		2.7%	5.1%	7.7%	

## All Organizations Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$10 million and \$25 million								
Top Education Position								
	F	48	1.7%	-6.1%	-0.6%	1.9%	5.4%	9.7%
	M	32	2.0%	-4.2%	-0.4%	2.8%	5.0%	7.0%
	U	5	2.2%			2.3%		
Top Facilities Position								
	M	106	3.6%	-6.1%	0.3%	3.7%	7.3%	11.8%
Top Finance Position								
	F	1,314	5.0%	-2.9%	0.8%	4.4%	9.0%	14.4%
	M	1,500	4.1%	-3.9%	0.1%	3.7%	8.2%	13.2%
	U	198	4.3%	-3.9%	-0.1%	3.2%	8.3%	14.8%
Top Human Resources Position								
	F	181	3.9%	-2.7%	0.0%	3.5%	7.5%	12.7%
	M	46	2.4%	-7.7%	-1.0%	3.1%	7.7%	11.6%
	U	19	4.7%		0.0%	2.6%	9.8%	
Top Legal Position								
	F	42	3.3%	-1.4%	0.1%	2.5%	5.1%	9.6%
	M	77	4.2%	-3.5%	0.5%	3.3%	7.6%	14.8%
	U	16	6.4%		2.6%	5.0%	11.4%	
Top Marketing Position								
	F	102	5.1%	-2.0%	1.4%	4.4%	8.8%	13.1%
	M	73	4.8%	-3.3%	1.1%	4.1%	7.7%	13.7%
	U	9	9.3%			8.9%		
Top Operations Position								
	F	492	4.1%	-4.4%	-0.2%	4.0%	7.9%	13.7%
	M	509	4.6%	-4.1%	0.5%	4.1%	8.8%	14.6%
	U	72	2.5%	-10.5%	-0.7%	2.6%	7.4%	12.6%

## All Organizations Incumbent Compensation Increases National by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$10 million and \$25 million							
Top PR/Communications Position							
F	61	2.6%	-3.3%	-0.5%	3.1%	6.8%	9.5%
M	64	3.7%	-4.4%	-1.2%	3.1%	7.9%	14.0%
U	7	6.4%			7.2%		
Top Program Position							
F	89	4.9%	-1.9%	0.1%	3.4%	8.9%	14.6%
M	63	4.4%	-2.9%	0.0%	3.9%	8.0%	14.4%
U	13	7.3%		0.6%	3.5%	14.7%	
Top Technology Position							
F	37	4.9%	-0.8%	1.8%	4.2%	8.0%	11.2%
M	201	3.4%	-4.0%	-0.1%	3.2%	7.7%	12.6%
U	33	3.9%	-1.7%	1.4%	4.1%	7.2%	11.4%
Between \$25 million and \$50 million							
CEO/Executive Director							
F	528	4.8%	-4.5%	0.1%	4.3%	9.8%	15.4%
M	1,245	4.9%	-4.2%	0.4%	4.4%	9.7%	16.0%
U	126	4.4%	-3.0%	0.3%	4.3%	9.0%	14.2%
Top Administrative Position							
F	77	5.1%	-2.9%	0.4%	4.1%	9.9%	15.4%
M	165	4.2%	-3.7%	1.3%	4.2%	7.6%	13.0%
U	16	5.2%		-0.3%	4.5%	10.6%	
Top Business Position							
F	33	3.2%	-5.8%	-2.2%	3.2%	9.4%	14.0%
M	45	3.6%	-4.4%	-0.6%	4.6%	7.6%	11.0%
U	5	0.7%			-0.1%		

## All Organizations Incumbent Compensation Increases National by Budget Size and Gender

Gender		Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$25 million and \$50 million								
Top Development Position								
	F	143	5.2%	-1.8%	1.4%	4.1%	9.3%	14.0%
	M	111	4.4%	-3.7%	1.2%	3.9%	7.1%	12.8%
	U	22	6.1%	-3.7%	2.7%	6.8%	11.2%	12.9%
Top Education Position								
	F	16	2.6%		0.4%	3.7%	6.8%	
	M	15	7.0%		3.8%	5.7%	8.3%	
Top Facilities Position								
	F	8	1.9%			1.1%		
	M	46	4.1%	-8.7%	0.8%	4.5%	8.6%	13.1%
Top Finance Position								
	F	501	4.7%	-2.7%	0.7%	4.0%	8.2%	14.0%
	M	800	4.5%	-3.8%	0.6%	4.3%	8.2%	13.9%
	U	97	4.9%	-1.9%	0.6%	4.7%	8.3%	13.2%
Top Human Resources Position								
	F	142	5.7%	-1.7%	1.2%	4.6%	8.6%	15.0%
	M	48	2.1%	-4.5%	-1.2%	2.7%	6.3%	10.6%
	U	17	3.9%		0.0%	4.5%	7.1%	
Top Legal Position								
	F	44	6.1%	-1.9%	1.2%	4.9%	12.4%	16.9%
	M	53	5.0%	-0.3%	1.5%	3.8%	9.7%	14.6%
Top Marketing Position								
	F	69	2.9%	-5.6%	-1.0%	3.2%	7.8%	10.9%
	M	47	3.7%	-3.9%	0.7%	4.1%	6.9%	11.0%
	U	8	4.1%			6.8%		

## All Organizations Incumbent Compensation Increases National by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between \$25 million and \$50 million							
Top Operations Position							
F	224	4.2%	-5.0%	-0.3%	4.4%	9.0%	15.0%
M	304	4.7%	-3.7%	0.6%	4.0%	8.7%	14.2%
U	29	7.1%	-0.1%	4.6%	6.7%	10.5%	15.6%
Top PR/Communications Position							
F	30	4.6%	-2.2%	0.7%	3.8%	8.7%	14.8%
M	14	4.1%		2.3%	3.2%	6.5%	
Top Program Position							
F	38	5.0%	-2.5%	0.2%	3.3%	9.2%	15.2%
M	31	4.6%	-0.2%	1.8%	3.7%	5.9%	10.7%
U	7	4.2%			4.6%		
Top Technology Position							
F	36	4.8%	-3.1%	2.7%	4.9%	7.7%	15.3%
M	169	5.2%	-1.5%	0.6%	4.3%	8.6%	14.1%
U	23	5.4%	-3.3%	-0.6%	5.6%	10.3%	16.6%
Greater than \$50 million							
CEO/Executive Director							
F	374	3.8%	-7.1%	-0.5%	4.0%	8.5%	13.7%
M	1,285	4.4%	-5.4%	0.1%	4.2%	9.1%	15.0%
U	114	4.8%	-6.8%	0.0%	4.3%	10.4%	17.8%
Top Administrative Position							
F	69	5.6%	-3.8%	1.4%	5.6%	9.8%	14.9%
M	201	4.6%	-3.3%	1.4%	4.4%	8.1%	13.6%
U	21	5.0%	0.0%	2.6%	4.8%	8.4%	15.1%

## All Organizations Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greater than \$50 million								
Top Business Position								
	F	34	3.9%	-8.7%	1.1%	3.4%	9.4%	13.9%
	M	69	5.1%	-4.6%	1.4%	3.8%	10.3%	15.3%
	U	8	7.2%			4.4%		
Top Development Position								
	F	130	5.0%	-3.4%	1.1%	4.2%	8.4%	16.4%
	M	177	3.7%	-3.6%	0.6%	3.2%	7.2%	11.7%
	U	17	2.9%		-3.3%	1.5%	9.7%	
Top Education Position								
	F	19	6.4%		1.9%	8.0%	11.9%	
	M	13	2.7%		0.2%	4.4%	5.4%	
Top Facilities Position								
	F	7	3.8%			2.5%		
	M	55	3.4%	-3.5%	-0.3%	3.2%	5.8%	16.3%
Top Finance Position								
	F	449	5.9%	-2.9%	1.8%	5.0%	10.4%	16.1%
	M	911	4.4%	-3.8%	0.7%	4.1%	8.3%	13.8%
	U	113	5.2%	-3.5%	0.5%	4.1%	10.4%	17.5%
Top Human Resources Position								
	F	221	5.6%	-2.1%	1.2%	5.3%	10.2%	15.4%
	M	128	4.5%	-3.6%	-0.2%	4.3%	8.9%	14.8%
	U	22	6.1%	-2.3%	2.2%	4.8%	13.1%	15.5%
Top Legal Position								
	F	122	5.7%	-2.2%	2.5%	5.5%	10.0%	13.4%
	M	175	5.0%	-2.8%	1.0%	4.3%	10.2%	15.6%
	U	26	6.9%	0.2%	2.2%	6.7%	10.5%	14.0%



## All Organizations Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greater than \$50 million								
Top Marketing Position								
	F	68	4.3%	-4.2%	0.8%	4.2%	9.8%	13.8%
	M	41	4.9%	-4.5%	-1.1%	3.0%	11.6%	17.2%
	U	6	11.1%			9.6%		
Top Operations Position								
	F	183	4.8%	-7.6%	0.6%	4.8%	9.6%	17.1%
	M	374	4.8%	-4.8%	1.1%	4.5%	9.2%	15.5%
	U	46	5.2%	-3.5%	1.1%	5.7%	9.8%	15.6%
Top PR/Communications Position								
	F	39	4.0%	-5.6%	1.0%	4.3%	7.6%	14.4%
	M	33	6.0%	-0.4%	2.2%	3.7%	6.7%	18.8%
	U	6	6.8%			6.1%		
Top Program Position								
	F	22	3.0%	-2.6%	-0.2%	3.1%	6.2%	9.0%
	M	36	3.2%	-7.1%	0.3%	3.4%	7.1%	12.5%
	U	6	4.2%			4.1%		
Top Technology Position								
	F	52	3.2%	-4.3%	-0.4%	3.0%	6.6%	14.9%
	M	273	4.4%	-2.6%	1.0%	3.8%	7.7%	12.1%
	U	31	4.3%	-7.1%	-0.4%	4.3%	10.3%	14.1%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	269	1.4%	-9.2%	-1.6%	0.0%	4.8%	12.7%
Top Finance Position	11	-0.8%		-2.4%	0.0%	1.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	199	2.5%	-3.3%	-0.3%	1.5%	6.0%	11.6%
Top Finance Position	12	4.0%		0.0%	2.4%	6.5%	
Top Operations Position	5	4.2%			3.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	304	3.5%	-4.7%	0.0%	2.7%	7.9%	12.7%
Top Finance Position	23	4.1%	-4.6%	-0.2%	4.6%	9.0%	13.4%
Top Operations Position	10	7.7%		-0.5%	8.9%	11.2%	
Greater than \$5 million							
CEO/Executive Director	124	4.5%	-4.4%	-0.3%	4.1%	9.8%	17.3%
Top Administrative Position	8	4.1%			4.4%		
Top Development Position	29	3.2%	-3.9%	-0.4%	3.4%	7.7%	11.3%
Top Finance Position	69	4.1%	-2.3%	0.4%	4.1%	8.1%	13.3%
Top Human Resources Position	12	1.5%		-1.3%	1.3%	3.8%	
Top Marketing Position	7	3.8%			3.3%		
Top Operations Position	37	4.9%	-4.3%	-0.3%	3.0%	10.1%	16.3%
Top PR/Communications Position	9	2.8%			3.1%		
Top Technology Position	6	4.2%			2.3%		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	1,674	2.2%	-7.7%	-0.6%	1.3%	6.6%	12.8%
Top Administrative Position	50	0.4%	-11.1%	-4.5%	0.3%	4.5%	11.7%
Top Development Position	6	7.9%			6.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
Top Education Position	7	6.2%			4.7%		
Top Finance Position	46	1.1%	-13.2%	-2.4%	0.0%	7.0%	15.5%
Top Operations Position	13	4.2%		0.0%	2.9%	6.6%	
Top Program Position	6	2.1%			1.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	930	3.7%	-3.7%	0.0%	2.9%	8.1%	13.6%
Top Administrative Position	19	-0.2%		-2.4%	0.1%	1.9%	
Top Finance Position	24	3.1%	-8.3%	0.0%	3.5%	5.5%	14.3%
Top Operations Position	15	4.3%		1.4%	4.4%	7.3%	
Top Program Position	5	2.9%			3.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	1,416	3.5%	-4.7%	0.0%	2.8%	7.7%	13.9%
Top Administrative Position	56	3.6%	-2.7%	-0.2%	2.1%	6.0%	15.2%
Top Business Position	15	1.0%		-1.6%	0.9%	4.7%	
Top Development Position	31	1.3%	-2.7%	-1.2%	0.6%	2.7%	7.8%
Top Finance Position	179	3.4%	-3.6%	0.0%	2.8%	7.2%	12.8%
Top Operations Position	51	3.6%	-1.5%	0.2%	3.6%	7.2%	12.9%
Top Program Position	7	0.8%			0.1%		
Top Technology Position	6	-1.2%			0.2%		
Greater than \$5 million							
CEO/Executive Director	535	3.8%	-5.4%	0.0%	3.3%	8.1%	13.5%
Top Administrative Position	65	4.3%	-4.3%	0.8%	4.1%	9.3%	14.1%
Top Business Position	9	3.0%			4.1%		
Top Development Position	144	3.9%	-5.3%	-0.1%	3.8%	9.2%	13.7%
Top Education Position	15	1.4%		-1.5%	2.0%	7.5%	
Top Facilities Position	9	5.5%			5.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities</b>							
Greater than \$5 million							
Top Finance Position	318	5.1%	-1.8%	1.4%	4.3%	8.8%	13.7%
Top Human Resources Position	22	3.2%	-5.3%	-0.7%	4.0%	6.1%	14.2%
Top Legal Position	18	3.7%		1.8%	3.4%	6.9%	
Top Marketing Position	51	3.6%	-5.4%	1.1%	4.0%	7.9%	10.5%
Top Operations Position	108	3.7%	-4.4%	0.0%	4.1%	8.1%	13.0%
Top PR/Communications Position	22	3.4%	-3.2%	0.2%	3.4%	6.8%	10.5%
Top Program Position	10	5.5%		2.0%	4.4%	7.9%	
Top Technology Position	43	3.8%	-3.4%	-0.1%	3.4%	6.7%	13.3%
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	201	2.6%	-6.3%	-0.8%	1.3%	8.0%	13.7%
Top Program Position	5	9.6%			8.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	160	3.2%	-4.5%	-0.2%	2.8%	7.0%	13.2%
Between \$1 million and \$5 million							
CEO/Executive Director	255	4.2%	-2.7%	0.0%	3.0%	8.8%	13.8%
Top Administrative Position	10	8.4%		1.6%	4.0%	17.5%	
Top Development Position	6	7.2%			3.5%		
Top Finance Position	30	4.5%	-3.6%	0.4%	2.7%	5.9%	16.2%
Top Legal Position	18	2.1%		0.5%	2.8%	4.0%	
Top Operations Position	21	6.4%	-0.6%	1.0%	4.7%	12.4%	14.6%
Top PR/Communications Position	5	2.2%			3.2%		
Greater than \$5 million							
CEO/Executive Director	86	3.6%	-4.7%	-0.3%	2.9%	9.2%	14.3%
Top Administrative Position	7	2.8%			3.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy							
Greater than \$5 million							
Top Development Position	15	3.3%		-0.9%	2.6%	6.2%	
Top Finance Position	50	3.5%	-6.2%	0.3%	3.9%	7.6%	9.6%
Top Legal Position	23	4.7%	-1.0%	0.9%	4.7%	6.3%	9.8%
Top Operations Position	22	2.3%	-6.1%	-1.1%	1.5%	6.6%	11.5%
Top PR/Communications Position	13	4.8%		1.8%	4.3%	12.2%	
Top Program Position	10	1.9%		-2.1%	-1.4%	4.4%	
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	638	2.4%	-7.9%	-0.6%	1.6%	6.7%	14.1%
Top Finance Position	14	-2.0%		-8.3%	0.2%	5.3%	
Top Operations Position	8	4.4%			3.2%		
Top Program Position	7	0.9%			1.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	432	3.4%	-5.1%	0.0%	2.7%	7.6%	14.0%
Top Finance Position	13	-1.0%		-4.6%	-0.6%	2.3%	
Top Operations Position	10	1.9%		-4.4%	1.6%	3.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	651	3.8%	-4.0%	0.0%	3.2%	7.9%	13.8%
Top Administrative Position	22	5.1%	-4.6%	-1.3%	2.8%	11.8%	18.9%
Top Business Position	5	0.7%			2.0%		
Top Development Position	6	3.3%			5.1%		
Top Finance Position	122	4.5%	-5.4%	0.0%	3.9%	8.7%	16.6%
Top Legal Position	5	-0.6%			-0.8%		
Top Operations Position	45	4.1%	-3.3%	0.0%	3.8%	9.1%	12.2%
Top Program Position	13	2.2%		0.7%	1.0%	6.7%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building							
Greater than \$5 million							
CEO/Executive Director	300	3.4%	-4.6%	0.0%	3.2%	7.3%	12.7%
Top Administrative Position	21	6.4%	-1.3%	1.7%	4.6%	12.4%	17.0%
Top Business Position	12	5.6%		2.8%	4.8%	9.5%	
Top Development Position	13	5.5%		2.2%	3.9%	8.7%	
Top Finance Position	157	3.9%	-4.5%	0.0%	3.2%	8.1%	15.3%
Top Legal Position	14	6.8%		1.7%	4.7%	13.7%	
Top Marketing Position	9	4.2%			5.0%		
Top Operations Position	53	3.5%	-5.9%	0.0%	3.6%	8.1%	13.7%
Top Program Position	13	5.4%		0.6%	2.4%	6.3%	
Top Technology Position	18	5.6%		2.5%	4.4%	9.7%	
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	324	2.7%	-5.5%	0.0%	2.0%	6.4%	12.1%
Top Administrative Position	5	1.9%			1.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	209	3.7%	-4.5%	0.0%	2.8%	7.1%	15.2%
Top Finance Position	11	3.5%		-0.1%	3.3%	5.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	297	3.5%	-4.3%	-0.2%	3.2%	7.2%	12.9%
Top Administrative Position	11	5.5%		0.2%	6.3%	8.9%	
Top Finance Position	43	3.5%	-1.9%	-0.5%	2.8%	6.4%	10.7%
Top Legal Position	29	3.1%	-1.0%	0.0%	2.9%	7.5%	11.7%
Top Operations Position	7	7.3%			9.4%		
Top Program Position	7	4.7%			5.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Crime, Legal-Related</b>							
Greater than \$5 million							
CEO/Executive Director	136	2.7%	-3.7%	-0.9%	3.0%	6.1%	9.6%
Top Administrative Position	14	3.5%		-0.7%	3.1%	5.9%	
Top Finance Position	58	2.9%	-3.8%	-0.4%	2.4%	5.1%	11.2%
Top Legal Position	34	0.7%	-8.2%	-0.3%	2.3%	4.7%	5.8%
Top Operations Position	18	3.6%		0.6%	3.5%	8.0%	
Top Program Position	8	2.2%			1.4%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	350	1.9%	-8.2%	-0.8%	1.3%	6.4%	11.7%
Top Operations Position	5	3.2%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	197	3.5%	-3.2%	0.0%	2.8%	6.9%	13.0%
Top Finance Position	6	10.4%			12.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	397	4.0%	-4.4%	0.0%	3.3%	8.3%	14.8%
Top Administrative Position	9	6.8%			7.0%		
Top Development Position	9	7.9%			7.2%		
Top Education Position	5	5.5%			3.5%		
Top Finance Position	48	2.6%	-6.9%	-2.3%	2.9%	8.5%	11.9%
Top Operations Position	22	5.0%	-3.0%	1.3%	3.6%	10.6%	16.6%
Top Program Position	5	6.6%			6.3%		
Greater than \$5 million							
CEO/Executive Director	224	3.9%	-4.1%	0.0%	3.4%	7.8%	12.6%
Top Administrative Position	14	9.9%		5.1%	9.9%	13.2%	
Top Development Position	19	7.5%		2.9%	5.5%	12.6%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines							
Greater than \$5 million							
Top Education Position	5	6.6%			0.9%		
Top Finance Position	124	4.9%	-4.0%	0.2%	3.9%	9.1%	15.3%
Top Human Resources Position	9	6.9%			4.0%		
Top Legal Position	8	5.5%			5.5%		
Top Marketing Position	10	4.8%		1.6%	5.3%	7.1%	
Top Operations Position	51	4.2%	-4.3%	0.9%	4.7%	8.3%	13.5%
Top PR/Communications Position	8	4.4%			4.4%		
Top Program Position	11	4.2%		-1.3%	2.6%	8.2%	
Top Technology Position	14	5.3%		-0.1%	5.3%	10.7%	
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	1,127	2.0%	-8.3%	-1.0%	1.3%	6.0%	13.5%
Top Administrative Position	58	3.8%	-1.1%	0.0%	3.2%	6.0%	12.9%
Top Education Position	11	0.5%		-1.5%	0.0%	4.7%	
Top Finance Position	51	3.0%	-5.6%	-1.0%	1.5%	6.7%	14.5%
Top Operations Position	14	2.2%		-1.1%	2.9%	8.9%	
Top Program Position	22	6.5%	-1.6%	0.8%	5.0%	10.1%	16.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	953	3.0%	-5.5%	-0.1%	2.5%	7.0%	13.1%
Top Administrative Position	53	1.9%	-4.9%	0.0%	1.6%	4.2%	9.9%
Top Business Position	13	6.4%		1.6%	2.9%	12.2%	
Top Education Position	10	2.3%		0.2%	2.3%	4.2%	
Top Finance Position	49	2.2%	-9.1%	-0.7%	2.2%	6.8%	12.1%
Top Operations Position	24	1.5%	-12.3%	-2.5%	1.1%	11.3%	13.8%
Top Program Position	20	6.8%	0.2%	2.0%	5.0%	10.1%	16.9%



## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	2,435	3.6%	-4.8%	0.0%	2.9%	7.6%	13.8%
Top Administrative Position	148	2.9%	-4.2%	0.0%	2.6%	6.7%	11.5%
Top Business Position	92	4.7%	-4.6%	1.3%	4.0%	9.1%	13.2%
Top Development Position	28	3.1%	-3.3%	-1.2%	2.0%	7.0%	11.4%
Top Education Position	38	3.5%	-3.2%	1.5%	3.3%	7.2%	9.7%
Top Finance Position	292	2.6%	-6.9%	-1.0%	2.7%	6.8%	11.2%
Top Operations Position	107	4.5%	-2.2%	0.0%	3.2%	8.7%	14.1%
Top Program Position	37	3.1%	-12.8%	-3.8%	4.1%	9.9%	14.1%
Top Technology Position	8	-3.7%			-2.1%		
Greater than \$5 million							
CEO/Executive Director	2,439	4.3%	-4.7%	0.0%	3.7%	8.7%	14.7%
Top Administrative Position	258	4.2%	-4.9%	0.4%	4.4%	8.2%	13.5%
Top Business Position	194	3.5%	-5.0%	0.0%	3.2%	7.8%	13.0%
Top Development Position	500	3.9%	-3.6%	0.9%	3.8%	7.1%	12.2%
Top Education Position	106	4.5%	-5.0%	1.2%	4.4%	8.2%	13.8%
Top Facilities Position	64	4.2%	-1.1%	1.7%	3.8%	6.7%	9.4%
Top Finance Position	1,310	4.3%	-3.4%	0.7%	3.8%	7.8%	13.1%
Top Human Resources Position	83	2.4%	-3.2%	-0.5%	1.8%	4.7%	10.2%
Top Legal Position	98	4.3%	-0.7%	1.5%	3.7%	7.4%	12.6%
Top Marketing Position	47	5.4%	-1.0%	2.0%	4.6%	8.6%	12.5%
Top Operations Position	325	4.8%	-3.0%	0.9%	4.7%	8.5%	13.9%
Top PR/Communications Position	38	4.0%	-1.0%	0.3%	3.8%	6.5%	10.0%
Top Program Position	51	3.9%	-5.8%	-0.1%	3.6%	8.3%	14.5%
Top Technology Position	192	3.6%	-3.5%	0.6%	3.1%	6.6%	10.5%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	114	1.1%	-8.1%	-1.6%	0.1%	5.0%	9.8%
Top Education Position	14	1.9%		-0.1%	2.8%	5.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	99	2.8%	-5.7%	0.0%	2.8%	6.7%	11.5%
Top Education Position	15	2.2%		0.2%	2.5%	4.3%	
Top Finance Position	11	4.8%		-3.5%	4.6%	15.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	348	2.9%	-6.4%	-1.3%	2.2%	7.2%	12.7%
Top Administrative Position	19	4.2%		0.7%	3.7%	6.8%	
Top Business Position	6	5.4%			7.7%		
Top Education Position	35	4.2%	-0.7%	1.7%	3.6%	5.9%	10.0%
Top Finance Position	67	3.3%	-6.4%	-0.7%	3.0%	8.1%	11.4%
Top Operations Position	15	8.8%		2.3%	9.7%	16.3%	
Top Program Position	5	3.8%			2.3%		
Greater than \$5 million							
CEO/Executive Director	257	3.2%	-6.3%	-1.3%	2.9%	7.8%	13.8%
Top Administrative Position	15	5.9%		1.7%	4.5%	10.4%	
Top Business Position	5	1.6%			1.4%		
Top Development Position	5	-0.9%			0.4%		
Top Education Position	10	2.0%		-1.4%	1.3%	3.6%	
Top Finance Position	145	4.3%	-3.6%	0.0%	3.4%	9.8%	13.8%
Top Human Resources Position	24	3.8%	-5.8%	-0.1%	3.3%	9.4%	15.7%
Top Marketing Position	7	5.2%			2.9%		
Top Operations Position	49	2.2%	-9.0%	-3.0%	3.3%	6.9%	12.7%
Top Program Position	6	4.4%			4.8%		
Top Technology Position	14	-2.6%		-6.2%	-0.5%	2.0%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection and Beautification							
\$500 thousand or less							
CEO/Executive Director	512	2.4%	-6.5%	-1.4%	1.1%	6.5%	14.3%
Top Finance Position	8	-0.8%			0.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	334	2.9%	-5.4%	-0.1%	2.5%	7.1%	13.2%
Top Finance Position	7	-0.2%			0.0%		
Top Operations Position	5	4.2%			3.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	555	3.7%	-5.3%	0.0%	3.1%	8.3%	14.0%
Top Administrative Position	14	2.4%		0.4%	3.3%	5.3%	
Top Development Position	11	-0.4%		-3.1%	1.1%	4.7%	
Top Finance Position	62	2.9%	-4.7%	-2.1%	1.9%	7.0%	11.7%
Top Legal Position	5	10.1%			7.9%		
Top Operations Position	25	2.3%	-6.3%	-0.5%	3.2%	6.9%	8.4%
Top Program Position	16	2.0%		-0.1%	2.5%	5.2%	
Greater than \$5 million							
CEO/Executive Director	147	3.8%	-5.7%	0.4%	4.3%	7.3%	13.5%
Top Administrative Position	16	3.4%		1.2%	4.3%	7.4%	
Top Development Position	25	7.6%	2.6%	3.9%	5.6%	11.4%	17.3%
Top Finance Position	70	4.8%	-1.8%	1.5%	4.1%	8.0%	11.7%
Top Human Resources Position	8	7.2%			6.1%		
Top Legal Position	17	4.5%		1.8%	3.5%	7.2%	
Top Marketing Position	7	2.5%			1.7%		
Top Operations Position	32	4.9%	-1.7%	1.8%	4.5%	8.4%	10.4%
Top PR/Communications Position	13	8.1%		2.8%	4.5%	13.2%	
Top Program Position	15	7.5%		2.2%	9.3%	10.6%	
Top Technology Position	10	5.3%		4.1%	6.1%	7.7%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	185	3.1%	-5.3%	0.0%	2.1%	7.0%	15.0%
Top Program Position	7	1.2%			1.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	128	3.5%	-5.0%	0.0%	3.0%	7.9%	14.2%
Top Finance Position	6	0.2%			1.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	231	4.2%	-3.5%	0.0%	3.4%	9.1%	15.5%
Top Administrative Position	6	4.7%			4.1%		
Top Finance Position	18	0.1%		-5.7%	1.7%	4.7%	
Greater than \$5 million							
CEO/Executive Director	192	4.2%	-5.8%	0.0%	4.1%	8.2%	14.9%
Top Administrative Position	7	3.0%			0.2%		
Top Development Position	29	7.9%	-0.6%	2.3%	7.3%	14.0%	17.4%
Top Finance Position	69	4.6%	-3.9%	0.9%	4.3%	7.6%	13.5%
Top Human Resources Position	5	7.7%			3.3%		
Top Operations Position	32	4.0%	-3.2%	1.1%	4.0%	8.3%	13.6%
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	553	2.1%	-7.9%	-1.2%	1.6%	6.2%	12.2%
Top Administrative Position	10	2.4%		-0.2%	1.8%	2.9%	
Top Finance Position	22	0.5%	-13.0%	-3.5%	0.8%	4.0%	14.5%
Top Operations Position	7	8.9%			13.1%		
Top Program Position	5	4.6%			6.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	407	3.7%	-6.2%	-0.2%	3.0%	8.8%	14.2%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Health – General and Rehabilitative</b>							
Between \$500 thousand and \$1 million							
Top Administrative Position	7	-1.2%			0.4%		
Top Finance Position	22	1.2%	-2.8%	0.0%	1.0%	3.8%	7.1%
Top Operations Position	13	4.8%		0.0%	4.7%	6.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	1,041	3.3%	-5.1%	-0.3%	2.9%	7.5%	13.8%
Top Administrative Position	103	2.4%	-5.9%	-1.3%	1.8%	6.7%	11.1%
Top Business Position	9	3.1%			1.3%		
Top Development Position	25	5.0%	-3.7%	1.5%	4.1%	7.3%	14.2%
Top Finance Position	213	4.8%	-3.0%	0.2%	4.0%	9.7%	14.0%
Top Human Resources Position	5	6.6%			6.0%		
Top Legal Position	6	6.0%			5.8%		
Top Operations Position	80	5.2%	-0.6%	1.2%	4.1%	9.2%	12.5%
Top Program Position	20	0.1%	-7.8%	-2.5%	1.1%	4.8%	7.6%
Top Technology Position	9	10.8%			11.9%		
Greater than \$5 million							
CEO/Executive Director	1,711	4.1%	-5.7%	-0.4%	3.8%	9.1%	15.1%
Top Administrative Position	269	3.9%	-4.1%	-0.2%	3.4%	7.6%	13.3%
Top Business Position	28	4.6%	-1.5%	1.3%	3.0%	6.5%	13.7%
Top Development Position	75	3.5%	-3.7%	0.0%	3.2%	7.5%	11.0%
Top Education Position	11	5.3%		0.6%	3.8%	7.7%	
Top Facilities Position	20	3.5%	-7.0%	-1.5%	1.9%	9.5%	14.8%
Top Finance Position	1,224	5.4%	-3.6%	0.8%	4.8%	10.4%	16.0%
Top Human Resources Position	180	5.2%	-3.1%	0.2%	4.7%	10.2%	16.8%
Top Legal Position	64	7.8%	-1.0%	2.8%	7.6%	11.2%	19.8%
Top Marketing Position	28	6.5%	0.1%	2.5%	7.6%	11.0%	14.3%
Top Operations Position	466	5.2%	-4.8%	0.1%	5.0%	10.0%	16.7%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
Top PR/Communications Position	25	4.4%	-2.9%	0.9%	3.7%	8.0%	12.7%
Top Program Position	27	3.5%	-4.5%	-0.6%	2.9%	6.4%	15.2%
Top Technology Position	129	4.5%	-3.7%	-0.4%	3.5%	8.3%	15.5%
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	434	2.6%	-5.9%	-0.1%	2.0%	6.3%	12.0%
Top Administrative Position	9	4.6%			3.6%		
Top Finance Position	12	-2.4%		-5.2%	-0.1%	1.2%	
Top Operations Position	5	-5.4%			-3.1%		
Top Program Position	6	2.7%			1.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	374	3.6%	-4.0%	0.0%	2.8%	7.8%	12.8%
Top Administrative Position	15	6.5%		1.4%	6.0%	7.7%	
Top Finance Position	12	5.9%		3.0%	4.7%	8.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	874	3.3%	-5.1%	0.0%	2.7%	7.9%	13.0%
Top Administrative Position	44	4.4%	-3.7%	0.7%	3.5%	8.4%	14.9%
Top Business Position	5	5.5%			3.0%		
Top Development Position	11	1.0%		-6.2%	0.9%	5.6%	
Top Finance Position	147	3.8%	-5.6%	0.0%	3.7%	7.9%	13.7%
Top Operations Position	42	3.6%	-2.7%	-0.1%	3.1%	6.4%	13.0%
Top Program Position	11	5.6%		2.4%	5.0%	7.5%	
Greater than \$5 million							
CEO/Executive Director	373	4.9%	-3.3%	0.3%	4.3%	9.5%	14.2%
Top Administrative Position	26	4.9%	-0.8%	0.6%	3.3%	7.7%	15.6%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Housing, Shelter</b>							
Greater than \$5 million							
Top Business Position	16	3.9%		0.5%	4.8%	8.3%	
Top Development Position	25	3.2%	-7.6%	0.6%	3.0%	5.4%	12.8%
Top Facilities Position	8	0.4%			1.6%		
Top Finance Position	210	4.4%	-4.9%	-0.2%	4.2%	8.9%	14.4%
Top Human Resources Position	25	2.8%	-3.6%	-0.7%	1.5%	6.1%	9.0%
Top Legal Position	8	5.6%			4.2%		
Top Marketing Position	11	3.8%		-0.4%	1.0%	5.3%	
Top Operations Position	59	3.8%	-4.3%	0.3%	4.3%	7.4%	11.9%
Top Program Position	13	7.4%		0.4%	3.9%	17.8%	
Top Technology Position	9	2.1%			1.7%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	2,185	2.9%	-6.5%	-0.2%	1.9%	7.2%	14.5%
Top Administrative Position	63	2.8%	-4.6%	0.0%	3.2%	5.1%	12.8%
Top Finance Position	43	3.3%	-7.3%	0.0%	2.3%	8.5%	13.9%
Top Operations Position	21	2.9%	-5.9%	0.0%	2.0%	7.4%	11.8%
Top Program Position	45	1.4%	-9.1%	-3.1%	0.1%	4.1%	14.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	1,622	2.9%	-5.1%	-0.1%	2.2%	6.4%	13.0%
Top Administrative Position	46	3.3%	-8.2%	0.0%	3.4%	8.0%	14.4%
Top Business Position	5	0.5%			-0.4%		
Top Development Position	5	6.6%			8.0%		
Top Finance Position	89	2.2%	-4.1%	-0.6%	2.1%	5.2%	10.8%
Top Operations Position	29	1.7%	-8.7%	-3.0%	0.4%	8.4%	13.1%
Top Program Position	21	0.4%	-3.5%	0.0%	0.5%	2.7%	6.1%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	3,694	3.2%	-5.1%	-0.2%	2.6%	7.4%	13.2%
Top Administrative Position	103	2.4%	-5.6%	-1.0%	2.0%	7.0%	12.3%
Top Business Position	35	4.8%	-2.7%	-0.5%	4.3%	11.8%	15.2%
Top Development Position	38	4.3%	-3.2%	0.6%	4.0%	8.0%	15.1%
Top Education Position	5	7.0%			5.2%		
Top Finance Position	580	4.0%	-4.2%	0.0%	3.4%	8.8%	14.2%
Top Human Resources Position	19	3.5%		1.2%	2.8%	5.6%	
Top Legal Position	5	2.2%			1.7%		
Top Marketing Position	5	3.5%			1.5%		
Top Operations Position	125	3.7%	-3.6%	0.0%	2.5%	7.4%	12.9%
Top Program Position	49	2.0%	-3.6%	-1.2%	1.7%	5.4%	9.1%
Top Technology Position	5	-1.6%			0.4%		
Greater than \$5 million							
CEO/Executive Director	2,996	4.0%	-4.2%	0.0%	3.3%	8.1%	13.9%
Top Administrative Position	156	2.7%	-5.4%	-0.5%	3.2%	6.3%	10.4%
Top Business Position	57	4.2%	-4.3%	1.5%	3.7%	8.2%	11.1%
Top Development Position	147	3.4%	-4.5%	-0.2%	3.5%	7.9%	12.0%
Top Education Position	10	4.9%		3.5%	6.4%	8.4%	
Top Facilities Position	39	1.5%	-10.8%	-1.0%	2.9%	6.6%	9.0%
Top Finance Position	1,673	4.5%	-3.6%	0.2%	3.9%	8.6%	13.9%
Top Human Resources Position	214	4.4%	-2.7%	0.1%	3.9%	8.0%	14.7%
Top Legal Position	32	4.2%	-2.1%	-0.4%	3.7%	10.4%	13.0%
Top Marketing Position	74	3.5%	-4.4%	-0.7%	3.8%	7.1%	12.6%
Top Operations Position	545	4.4%	-3.6%	0.3%	4.1%	8.0%	13.0%
Top PR/Communications Position	10	2.3%		-1.0%	2.3%	5.6%	
Top Program Position	137	4.5%	-2.3%	0.2%	3.4%	7.5%	14.7%



## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other							
Greater than \$5 million							
Top Technology Position	90	3.1%	-4.6%	-1.2%	2.4%	7.0%	11.3%
International, Foreign Affairs and National Security							
\$500 thousand or less							
CEO/Executive Director	233	2.3%	-8.9%	0.0%	0.0%	8.2%	15.3%
Top Finance Position	10	6.1%		0.0%	5.6%	10.1%	
Top Operations Position	5	-1.0%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	129	3.9%	-6.4%	0.0%	1.9%	8.7%	18.2%
Top Finance Position	10	3.4%		-2.8%	2.5%	11.3%	
Top Operations Position	5	0.6%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	251	2.6%	-10.2%	-0.8%	1.9%	7.0%	15.1%
Top Administrative Position	13	1.3%		-0.1%	2.2%	6.0%	
Top Development Position	7	4.9%			2.7%		
Top Finance Position	39	3.3%	-11.2%	-0.2%	4.7%	9.0%	14.6%
Top Operations Position	18	4.6%		0.1%	5.2%	8.7%	
Top Program Position	6	6.4%			8.6%		
Greater than \$5 million							
CEO/Executive Director	161	1.7%	-8.9%	-1.0%	1.9%	4.8%	13.3%
Top Administrative Position	12	6.5%		1.5%	6.7%	12.2%	
Top Business Position	5	3.9%			3.1%		
Top Development Position	17	3.9%		-0.2%	3.2%	4.6%	
Top Finance Position	88	3.2%	-5.6%	-1.0%	2.7%	7.5%	13.3%
Top Human Resources Position	11	5.0%		2.0%	4.2%	9.0%	
Top Legal Position	12	7.8%		3.2%	7.9%	13.5%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs and National Security							
Greater than \$5 million							
Top Marketing Position	7	5.9%			3.2%		
Top Operations Position	40	5.6%	-2.0%	1.7%	4.9%	8.3%	15.6%
Top PR/Communications Position	10	4.7%		2.0%	3.5%	7.1%	
Top Program Position	19	3.1%		-1.0%	1.6%	7.1%	
Top Technology Position	13	4.6%		2.6%	5.1%	7.1%	
Medical Research							
\$500 thousand or less							
CEO/Executive Director	55	0.1%	-9.1%	-3.0%	0.0%	4.0%	11.9%
Top Finance Position	6	-1.0%			0.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	36	1.2%	-9.5%	0.0%	2.2%	5.1%	9.7%
Between \$1 million and \$5 million							
CEO/Executive Director	92	2.9%	-10.6%	0.0%	2.8%	8.1%	15.5%
Top Finance Position	11	3.1%		1.3%	4.0%	6.4%	
Top Operations Position	7	4.0%			6.4%		
Greater than \$5 million							
CEO/Executive Director	81	3.2%	-5.2%	-0.1%	3.0%	6.1%	12.2%
Top Administrative Position	11	3.4%		0.5%	1.7%	6.3%	
Top Development Position	14	5.5%		1.7%	4.3%	6.7%	
Top Finance Position	62	5.1%	-1.7%	1.2%	3.5%	9.1%	14.9%
Top Human Resources Position	7	2.3%			3.4%		
Top Legal Position	12	4.4%		-1.5%	5.1%	9.0%	
Top Operations Position	25	1.5%	-4.0%	-1.0%	2.3%	3.4%	6.4%
Top PR/Communications Position	7	2.7%			2.7%		
Top Program Position	7	0.7%			1.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Medical Research</b>							
Greater than \$5 million							
Top Technology Position	10	7.1%		4.2%	5.3%	11.0%	
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	408	2.3%	-9.2%	-0.8%	1.3%	6.9%	13.6%
Top Administrative Position	11	3.7%		0.0%	1.7%	6.8%	
Top Finance Position	7	3.8%			3.5%		
Top Program Position	13	-2.9%		-8.0%	-2.7%	4.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	320	3.0%	-5.3%	-0.3%	2.0%	7.1%	13.5%
Top Administrative Position	6	8.9%			6.4%		
Top Finance Position	19	5.4%		-0.4%	4.8%	15.7%	
Top Program Position	5	1.1%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	744	3.2%	-4.7%	-0.7%	2.8%	7.3%	13.5%
Top Administrative Position	25	2.5%	-2.6%	-1.1%	2.3%	3.6%	11.0%
Top Business Position	8	3.2%			5.6%		
Top Finance Position	157	3.5%	-7.0%	-0.4%	3.2%	7.2%	14.5%
Top Operations Position	40	2.9%	-7.0%	-1.6%	2.8%	10.3%	14.7%
Top Program Position	14	2.8%		0.9%	2.7%	5.3%	
Greater than \$5 million							
CEO/Executive Director	699	4.0%	-5.0%	-0.5%	3.8%	8.4%	15.0%
Top Administrative Position	31	4.8%	-4.1%	-0.9%	2.7%	12.0%	15.2%
Top Business Position	18	5.0%		0.6%	4.1%	7.9%	
Top Development Position	26	4.7%	-0.9%	1.5%	3.4%	6.2%	13.4%
Top Education Position	5	2.3%			2.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Mental Health, Crisis Intervention</b>							
Greater than \$5 million							
Top Finance Position	407	3.9%	-5.4%	0.0%	3.8%	8.4%	13.8%
Top Human Resources Position	42	4.2%	-4.2%	-2.1%	5.6%	9.2%	15.7%
Top Legal Position	8	3.8%			3.3%		
Top Marketing Position	6	4.9%			5.5%		
Top Operations Position	162	4.5%	-4.3%	-0.3%	3.8%	10.2%	16.5%
Top Program Position	28	4.4%	-1.3%	1.2%	2.9%	6.4%	13.4%
Top Technology Position	27	2.5%	-2.3%	-0.2%	2.2%	6.0%	12.0%
<b>Mutual/Membership Benefit Organizations, Other</b>							
\$500 thousand or less							
CEO/Executive Director	13	7.5%		2.4%	9.1%	10.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	4.2%		-2.4%	2.7%	8.3%	
million and \$5 million							
CEO/Executive Director	30	2.5%	-2.6%	0.1%	1.9%	5.3%	9.0%
Top Finance Position	5	4.9%			4.3%		
Greater than \$5 million							
CEO/Executive Director	20	5.5%	-1.5%	0.4%	3.7%	9.8%	16.3%
Top Finance Position	11	3.4%		1.7%	5.1%	8.3%	
Top Human Resources Position	5	-4.7%			-1.7%		
Top Operations Position	6	9.6%			7.2%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	354	2.2%	-8.1%	0.0%	1.8%	6.4%	13.4%
Top Finance Position	9	-2.1%			-0.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism and Grantmaking Foundations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	269	3.3%	-3.2%	0.0%	3.2%	6.3%	11.2%
Top Finance Position	12	-1.0%		-8.4%	1.5%	4.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	608	3.7%	-4.4%	0.0%	3.0%	7.5%	13.4%
Top Administrative Position	17	3.5%		0.7%	4.5%	7.6%	
Top Development Position	12	3.6%		-1.0%	2.3%	7.0%	
Top Finance Position	81	5.2%	-1.9%	0.7%	4.8%	9.3%	14.0%
Top Operations Position	21	4.9%	-1.3%	-0.2%	2.9%	8.7%	14.4%
Greater than \$5 million							
CEO/Executive Director	347	3.6%	-3.5%	0.0%	3.0%	6.2%	12.7%
Top Administrative Position	23	4.6%	2.3%	2.9%	4.2%	5.8%	7.5%
Top Development Position	44	5.0%	-2.7%	1.7%	4.7%	8.2%	13.0%
Top Finance Position	200	3.9%	-1.9%	1.4%	3.9%	6.0%	10.8%
Top Human Resources Position	10	3.2%		-0.7%	4.3%	5.6%	
Top Legal Position	11	7.7%		4.8%	6.8%	11.3%	
Top Marketing Position	13	5.0%		-0.6%	4.7%	11.7%	
Top Operations Position	60	3.3%	-8.1%	-1.3%	3.4%	7.9%	14.4%
Top PR/Communications Position	15	4.5%		2.2%	4.2%	5.8%	
Top Program Position	19	3.1%		-0.4%	3.4%	7.5%	
Top Technology Position	10	4.5%		3.4%	4.7%	6.1%	
Public Safety, Disaster Preparedness and Relief							
\$500 thousand or less							
CEO/Executive Director	58	1.8%	-8.2%	-2.6%	1.4%	6.6%	12.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	39	3.0%	-6.0%	-0.2%	3.6%	6.5%	12.8%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Public Safety, Disaster Preparedness and Relief</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	68	3.3%	-4.3%	-0.3%	2.8%	6.6%	12.9%
Top Finance Position	8	3.7%			1.4%		
Top Operations Position	10	10.4%		3.1%	13.1%	17.0%	
Greater than \$5 million							
CEO/Executive Director	33	2.7%	-4.2%	-0.6%	2.5%	5.2%	8.2%
Top Finance Position	16	6.6%		3.6%	5.7%	9.4%	
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	207	1.7%	-8.1%	-2.4%	0.5%	7.0%	12.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	152	2.9%	-5.5%	-0.4%	1.7%	7.7%	14.8%
Top Operations Position	7	8.9%			8.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	256	3.0%	-5.3%	-0.4%	2.3%	5.7%	13.0%
Top Administrative Position	8	2.0%			1.6%		
Top Finance Position	36	3.0%	-5.5%	-0.8%	3.6%	6.1%	13.3%
Top Legal Position	5	5.2%			4.0%		
Top Operations Position	17	6.1%		1.0%	5.0%	10.0%	
Top Program Position	7	0.2%			-1.8%		
Greater than \$5 million							
CEO/Executive Director	149	2.8%	-6.2%	-1.3%	3.0%	7.2%	12.4%
Top Administrative Position	15	3.9%		1.3%	3.0%	5.8%	
Top Development Position	8	1.9%			2.2%		
Top Finance Position	77	4.6%	-1.7%	1.5%	4.1%	6.9%	11.3%
Top Human Resources Position	10	7.4%		2.7%	6.9%	13.7%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit – Multipurpose and Other							
Greater than \$5 million							
Top Legal Position	17	5.7%		2.7%	3.2%	8.1%	
Top Marketing Position	6	3.0%			2.6%		
Top Operations Position	41	4.3%	-5.1%	-1.5%	1.9%	10.6%	16.7%
Top PR/Communications Position	7	5.8%			6.7%		
Top Program Position	6	1.3%			2.5%		
Top Technology Position	14	2.5%		-1.5%	3.1%	6.3%	
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	403	1.5%	-10.2%	-1.9%	0.7%	5.6%	11.9%
Top Administrative Position	14	-1.4%		-3.1%	0.0%	0.5%	
Top Finance Position	12	1.0%		-7.3%	1.2%	4.9%	
Top Operations Position	7	-3.4%			-4.0%		
Top Program Position	7	1.3%			0.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	256	2.6%	-6.0%	-0.1%	2.2%	6.1%	12.4%
Top Administrative Position	12	4.3%		0.0%	5.4%	10.6%	
Top Finance Position	16	-1.4%		-10.1%	1.1%	8.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	459	3.2%	-5.5%	0.0%	2.8%	7.3%	13.1%
Top Administrative Position	20	2.2%	-6.5%	-3.7%	1.9%	7.1%	11.2%
Top Business Position	8	5.1%			5.2%		
Top Finance Position	49	2.6%	-4.2%	0.0%	1.6%	4.6%	13.9%
Top Operations Position	24	5.3%	-2.2%	0.0%	4.7%	10.5%	15.0%
Greater than \$5 million							
CEO/Executive Director	140	4.5%	-4.8%	0.1%	4.4%	9.5%	14.5%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Recreation, Sports, Leisure, Athletics</b>							
Greater than \$5 million							
Top Administrative Position	9	-1.9%			-0.8%		
Top Development Position	8	3.6%			3.4%		
Top Finance Position	70	5.4%	-1.5%	2.0%	4.6%	9.4%	14.8%
Top Legal Position	6	10.0%			12.4%		
Top Marketing Position	9	3.3%			3.2%		
Top Operations Position	28	4.5%	-3.3%	1.3%	4.8%	6.7%	14.6%
Top PR/Communications Position	7	3.5%			3.2%		
Top Technology Position	5	1.7%			-0.6%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	1,549	0.9%	-12.0%	-3.6%	0.0%	5.8%	13.8%
Top Administrative Position	35	1.2%	-4.6%	0.0%	0.1%	4.4%	8.1%
Top Finance Position	77	0.4%	-10.0%	-1.3%	0.0%	2.4%	13.8%
Top Operations Position	7	-3.2%			0.0%		
Top Program Position	13	-0.5%		-2.1%	0.6%	6.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	391	2.0%	-7.8%	-1.3%	1.4%	6.0%	13.0%
Top Administrative Position	13	3.6%		0.1%	3.6%	5.1%	
Top Finance Position	39	3.1%	-7.4%	0.0%	1.4%	7.3%	16.1%
Top Operations Position	8	2.8%			4.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	493	2.6%	-7.5%	-1.5%	1.9%	6.9%	14.6%
Top Administrative Position	21	2.6%	-7.3%	1.0%	2.5%	7.9%	12.6%
Top Business Position	9	5.8%			3.9%		
Top Development Position	10	-1.2%		-3.1%	-0.9%	0.7%	



## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development							
Between \$1 million and \$5 million							
Top Finance Position	93	2.7%	-7.0%	-0.9%	2.0%	6.2%	14.2%
Top Operations Position	33	0.6%	-7.4%	-3.0%	1.1%	4.4%	10.3%
Top Program Position	6	0.1%			0.2%		
Greater than \$5 million							
CEO/Executive Director	162	2.1%	-7.0%	-1.2%	1.6%	6.0%	13.0%
Top Administrative Position	15	3.5%		0.2%	3.0%	6.3%	
Top Development Position	13	2.2%		-1.6%	1.1%	5.7%	
Top Finance Position	92	4.3%	-2.0%	0.0%	3.8%	7.4%	10.5%
Top Human Resources Position	6	2.8%			2.5%		
Top Marketing Position	7	8.0%			7.3%		
Top Operations Position	29	3.4%	-3.0%	-0.9%	2.9%	7.3%	13.3%
Top PR/Communications Position	7	3.6%			0.2%		
Top Technology Position	7	4.8%			4.0%		
Science and Technology Research Institutes, Services							
\$500 thousand or less							
CEO/Executive Director	49	-0.6%	-12.3%	-5.6%	0.0%	3.2%	8.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	2.6%	-12.3%	0.0%	3.4%	7.6%	14.6%
Between \$1 million and \$5 million							
CEO/Executive Director	112	1.9%	-7.3%	-1.0%	1.8%	5.9%	11.5%
Top Administrative Position	5	3.2%			6.2%		
Top Finance Position	21	4.8%	-3.9%	0.0%	5.8%	8.9%	12.4%
Top Operations Position	9	1.5%			2.0%		
Greater than \$5 million							
CEO/Executive Director	96	4.5%	-4.4%	0.5%	4.1%	8.6%	15.3%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science and Technology Research Institutes, Services							
Greater than \$5 million							
Top Administrative Position	8	5.1%			3.3%		
Top Business Position	12	4.2%		2.9%	5.3%	7.4%	
Top Development Position	7	3.1%			2.8%		
Top Education Position	5	1.5%			1.8%		
Top Finance Position	74	4.0%	-3.6%	2.1%	4.6%	8.3%	10.8%
Top Human Resources Position	6	6.7%			3.5%		
Top Legal Position	12	6.7%		1.9%	4.0%	11.5%	
Top Marketing Position	5	4.7%			4.0%		
Top Operations Position	26	5.0%	1.9%	3.1%	5.6%	8.2%	10.2%
Top Program Position	11	5.9%		3.4%	4.2%	8.4%	
Top Technology Position	22	5.2%	1.6%	2.5%	5.0%	8.2%	13.2%
Social Science Research Institutes, Services							
\$500 thousand or less							
CEO/Executive Director	29	2.4%	-7.6%	-3.6%	1.2%	7.6%	14.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	-0.1%	-10.1%	-5.4%	0.5%	4.2%	10.3%
Between \$1 million and \$5 million							
CEO/Executive Director	66	2.8%	-2.8%	0.0%	2.4%	5.5%	11.5%
Top Finance Position	11	0.0%		-0.5%	2.2%	4.3%	
Greater than \$5 million							
CEO/Executive Director	30	3.2%	-4.9%	-0.5%	3.1%	7.7%	10.4%
Top Administrative Position	6	3.0%			1.9%		
Top Finance Position	19	5.4%		1.8%	4.6%	9.6%	
Top Operations Position	6	5.8%			3.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Unknown							
\$500 thousand or less							
CEO/Executive Director	129	2.7%	-10.2%	-2.0%	0.9%	9.1%	16.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	60	3.6%	-6.3%	0.0%	3.7%	7.9%	13.6%
Between \$1 million and \$5 million							
CEO/Executive Director	94	3.9%	-4.5%	-0.4%	2.5%	9.1%	16.1%
Top Finance Position	12	7.7%		0.0%	4.0%	14.8%	
Greater than \$5 million							
CEO/Executive Director	49	4.0%	-7.9%	-0.2%	2.1%	12.9%	14.7%
Top Finance Position	31	1.8%	-3.4%	-1.0%	1.9%	4.5%	7.3%
Top Operations Position	8	6.4%			5.2%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	618	3.0%	-7.1%	-0.2%	2.0%	7.9%	14.9%
Top Administrative Position	5	-1.8%			3.1%		
Top Finance Position	8	-1.0%			0.0%		
Top Program Position	16	5.7%		2.7%	4.4%	9.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	406	2.9%	-7.4%	-0.5%	2.2%	7.1%	14.4%
Top Finance Position	15	-0.6%		-10.9%	2.9%	6.5%	
Top Program Position	5	2.6%			0.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	721	3.2%	-5.2%	-0.5%	2.6%	7.8%	13.3%
Top Administrative Position	12	4.8%		1.1%	3.8%	11.2%	
Top Development Position	17	2.6%		0.7%	3.0%	4.8%	
Top Finance Position	102	3.8%	-3.6%	0.7%	3.4%	7.8%	10.4%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development							
Between \$1 million and \$5 million							
Top Operations Position	45	5.2%	-4.8%	0.4%	4.2%	10.1%	15.9%
Greater than \$5 million							
CEO/Executive Director	207	4.4%	-5.0%	0.0%	3.8%	9.5%	15.5%
Top Administrative Position	16	2.8%		-1.3%	2.2%	7.3%	
Top Development Position	35	6.5%	-3.4%	0.3%	5.0%	11.7%	18.7%
Top Finance Position	116	4.1%	-4.3%	0.3%	3.2%	7.4%	13.5%
Top Human Resources Position	6	8.1%			6.1%		
Top Marketing Position	10	4.2%		2.7%	5.8%	7.7%	
Top Operations Position	46	5.0%	-1.5%	0.6%	4.1%	7.7%	12.1%
Top PR/Communications Position	7	7.8%			7.5%		
Top Program Position	14	5.1%		0.3%	4.7%	9.1%	
Top Technology Position	7	7.5%			7.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-Related								
\$500 thousand or less								
CEO/Executive Director								
	F	205	2.2%	-6.0%	0.0%	0.0%	5.3%	13.7%
	M	50	-0.6%	-13.2%	-6.6%	0.0%	4.7%	11.2%
	U	14	-2.4%		-4.4%	-1.9%	0.7%	
Top Finance Position								
	F	5	-1.0%			0.0%		
	M	5	0.9%			0.0%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	134	2.8%	-3.3%	-0.2%	1.5%	6.1%	11.3%
	M	54	2.2%	-3.1%	-1.1%	1.5%	5.5%	11.6%
	U	11	1.1%		-0.3%	0.3%	4.3%	
Top Finance Position								
	F	8	6.1%			5.6%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	189	3.0%	-5.0%	-0.3%	2.4%	7.1%	11.6%
	M	101	4.5%	-3.9%	0.0%	3.4%	9.8%	17.2%
	U	14	3.4%		0.0%	2.7%	7.4%	
Top Finance Position								
	F	15	4.4%		1.4%	5.1%	9.0%	
	M	7	3.9%			4.0%		
Top Operations Position								
	M	7	8.3%			8.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Animal-Related</b>								
Greater than \$5 million								
CEO/Executive Director								
	F	50	4.5%	-3.9%	-0.2%	4.3%	8.9%	12.4%
	M	68	4.3%	-7.7%	-0.6%	3.5%	10.4%	18.1%
	U	6	6.7%			6.3%		
Top Administrative Position								
	M	6	6.4%			4.4%		
Top Development Position								
	F	18	4.0%		-0.3%	3.0%	6.7%	
	M	9	0.7%			4.5%		
Top Finance Position								
	F	38	5.0%	-1.7%	1.1%	4.4%	7.2%	14.6%
	M	27	2.2%	-6.7%	-0.3%	2.2%	7.8%	11.7%
Top Human Resources Position								
	F	8	3.7%			3.2%		
Top Operations Position								
	F	19	6.1%		-0.5%	3.1%	13.7%	
	M	18	3.5%		0.1%	1.7%	7.3%	
Top PR/Communications Position								
	F	6	2.7%			2.9%		
<b>Arts, Culture and Humanities</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	955	2.3%	-7.0%	-0.1%	1.6%	6.9%	12.5%
	M	598	1.4%	-9.4%	-1.9%	0.7%	5.5%	12.2%
	U	121	4.5%	-5.9%	0.0%	2.6%	9.4%	15.7%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture and Humanities							
\$500 thousand or less							
Top Administrative Position							
F	20	-1.3%	-10.3%	-6.8%	0.1%	3.0%	6.4%
M	26	1.4%	-11.6%	-1.8%	1.8%	5.9%	12.3%
Top Development Position							
F	5	7.8%			5.9%		
Top Education Position							
F	5	6.9%			4.7%		
Top Finance Position							
F	30	1.3%	-11.9%	-2.4%	1.4%	7.0%	13.8%
M	13	0.0%		-9.1%	0.0%	6.7%	
Top Operations Position							
F	9	4.8%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	476	4.1%	-3.4%	0.0%	3.2%	8.2%	13.5%
M	391	3.3%	-4.4%	0.0%	2.5%	7.6%	14.1%
U	63	4.1%	-3.1%	0.0%	2.7%	8.2%	13.1%
Top Administrative Position							
F	6	-3.2%			-0.5%		
M	10	1.3%		-1.0%	0.6%	1.6%	
Top Finance Position							
F	14	6.8%		2.7%	4.8%	7.9%	
M	6	-2.3%			-0.7%		
Top Operations Position							
F	5	2.4%			2.0%		
M	10	5.3%		2.7%	4.8%	10.1%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director							
F	645	3.5%	-4.7%	0.0%	3.0%	8.2%	13.7%
M	666	3.5%	-4.6%	-0.2%	2.7%	7.2%	14.0%
U	105	3.8%	-4.5%	0.0%	2.3%	6.8%	17.8%
Top Administrative Position							
F	25	4.0%	-5.2%	0.0%	4.0%	6.4%	14.6%
M	27	3.3%	-2.5%	-0.2%	0.7%	5.5%	16.0%
Top Business Position							
F	9	-2.5%			-0.9%		
M	6	6.2%			4.7%		
Top Development Position							
F	19	1.2%		-1.3%	1.1%	2.7%	
M	9	2.5%			0.6%		
Top Finance Position							
F	98	3.4%	-5.1%	-0.3%	2.9%	7.0%	14.2%
M	69	3.0%	-2.7%	0.0%	2.5%	7.2%	10.9%
U	12	6.1%		2.4%	6.1%	9.9%	
Top Operations Position							
F	31	4.1%	-0.8%	0.3%	3.7%	7.9%	10.8%
M	17	3.6%		0.4%	3.6%	6.0%	
Top Technology Position							
M	6	-1.2%			0.2%		



## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture and Humanities							
Greater than \$5 million							
CEO/Executive Director							
F	172	4.3%	-2.7%	0.3%	3.8%	8.0%	13.2%
M	332	3.5%	-6.8%	-0.6%	3.2%	8.2%	13.6%
U	31	4.2%	-3.5%	0.0%	3.2%	6.2%	12.8%
Top Administrative Position							
F	24	5.6%	-0.6%	2.5%	5.2%	8.4%	12.3%
M	36	4.2%	-5.3%	1.2%	4.3%	9.3%	14.3%
U	5	-1.9%			-2.0%		
Top Business Position							
F	7	1.9%			2.9%		
Top Development Position							
F	93	4.2%	-5.4%	0.0%	4.1%	9.7%	13.9%
M	44	3.7%	-4.5%	-0.2%	3.5%	9.0%	13.6%
U	7	0.9%			3.3%		
Top Education Position							
F	9	3.5%			2.2%		
Top Facilities Position							
M	8	3.3%			2.6%		
Top Finance Position							
F	152	4.9%	-3.7%	1.7%	4.3%	9.5%	13.6%
M	144	5.1%	-1.2%	1.3%	4.1%	8.2%	13.0%
U	22	6.9%	-1.0%	0.5%	5.5%	9.0%	21.9%
Top Human Resources Position							
F	14	3.2%		-1.3%	3.0%	7.2%	
M	7	3.2%			5.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture and Humanities							
Greater than \$5 million							
Top Legal Position							
F	10	1.3%		2.2%	3.0%	5.0%	
M	7	6.7%			7.0%		
Top Marketing Position							
F	29	3.4%	-6.1%	0.6%	4.0%	8.8%	10.6%
M	17	2.6%		1.2%	3.0%	5.1%	
U	5	8.4%			9.5%		
Top Operations Position							
F	38	4.3%	-3.3%	1.9%	5.2%	9.1%	11.9%
M	62	3.8%	-4.2%	-0.2%	3.4%	8.3%	12.7%
U	8	0.1%			1.0%		
Top PR/Communications Position							
F	14	2.0%		-1.2%	2.4%	4.9%	
Top Program Position							
M	6	3.1%			2.3%		
Top Technology Position							
F	6	2.9%			1.1%		
M	36	4.0%	-3.0%	0.6%	3.4%	6.6%	13.1%
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director							
F	114	2.7%	-5.7%	0.0%	1.7%	7.5%	11.9%
M	68	2.3%	-7.0%	-2.1%	2.1%	8.3%	14.6%
U	19	3.1%		-0.9%	0.1%	10.7%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy							
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	93	3.4%	-4.4%	-0.3%	2.9%	7.0%	13.8%
M	55	2.7%	-5.7%	-0.2%	2.1%	6.1%	11.0%
U	12	4.5%		0.3%	2.2%	8.5%	
Between \$1 million and \$5 million							
CEO/Executive Director							
F	128	4.2%	-3.0%	-0.3%	2.1%	8.1%	14.2%
M	95	4.5%	-1.6%	0.6%	3.4%	8.6%	12.7%
U	32	3.6%	-9.5%	-0.4%	3.4%	10.0%	14.0%
Top Administrative Position							
F	5	11.0%			9.0%		
Top Development Position							
F	5	8.5%			3.9%		
Top Finance Position							
F	16	5.8%		0.1%	4.2%	10.1%	
M	10	2.9%		-1.9%	2.5%	4.4%	
Top Legal Position							
F	5	2.5%			3.0%		
M	11	1.8%		-0.1%	2.7%	3.8%	
Top Operations Position							
F	12	7.7%		1.0%	7.9%	13.1%	
M	7	3.6%			4.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy							
Greater than \$5 million							
CEO/Executive Director							
F	41	3.3%	-2.6%	-0.2%	2.0%	7.2%	13.3%
M	36	4.3%	-4.7%	-1.3%	3.2%	9.4%	15.0%
U	9	2.7%			3.6%		
Top Development Position							
F	7	2.2%			-0.2%		
M	7	4.5%			3.0%		
Top Finance Position							
F	22	4.3%	-4.5%	-0.3%	3.9%	8.5%	10.3%
M	20	1.3%	-11.5%	0.3%	3.8%	6.6%	7.5%
U	8	6.7%			5.0%		
Top Legal Position							
F	10	3.4%		-0.9%	3.8%	5.8%	
M	11	5.9%		4.2%	5.4%	6.2%	
Top Operations Position							
F	13	1.0%		-3.8%	-0.5%	8.2%	
M	7	5.3%			3.2%		
Top PR/Communications Position							
F	8	2.9%			3.3%		
Top Program Position							
F	6	0.2%			-1.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director							
F	357	3.4%	-4.0%	0.0%	2.1%	7.6%	16.5%
M	237	1.4%	-9.2%	-2.5%	0.8%	6.0%	12.5%
U	44	0.0%	-15.4%	-7.0%	0.0%	6.2%	12.5%
Top Finance Position							
F	12	-1.2%		-8.2%	0.3%	6.8%	
Top Operations Position							
F	6	3.9%			3.2%		
Top Program Position							
F	5	0.7%			1.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	206	3.5%	-4.9%	0.0%	2.9%	7.6%	14.5%
M	196	3.2%	-5.7%	-0.7%	2.3%	7.1%	14.4%
U	30	3.5%	-0.8%	0.9%	3.0%	7.4%	11.8%
Top Finance Position							
F	7	-0.9%			0.0%		
Top Operations Position							
M	5	3.5%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	271	4.3%	-2.7%	0.0%	3.6%	7.8%	13.0%
M	336	3.4%	-5.2%	-0.1%	2.9%	7.8%	14.0%
U	44	3.7%	-6.0%	0.0%	3.3%	8.0%	14.6%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
Top Administrative Position							
F	9	4.7%			2.9%		
M	12	5.3%		-0.4%	2.8%	13.5%	
Top Development Position							
F	5	4.5%			5.4%		
Top Finance Position							
F	61	5.0%	-3.5%	0.9%	3.9%	8.1%	16.7%
M	50	3.8%	-7.8%	-0.2%	4.0%	8.6%	15.9%
U	11	4.4%		0.0%	1.8%	9.9%	
Top Operations Position							
F	19	3.6%		0.5%	2.9%	7.8%	
M	23	5.2%	-0.7%	0.0%	4.7%	10.3%	15.3%
Top Program Position							
F	6	6.8%			3.8%		
Greater than \$5 million							
CEO/Executive Director							
F	91	3.7%	-4.7%	0.2%	3.9%	6.8%	11.5%
M	192	3.0%	-4.7%	0.0%	2.5%	7.3%	12.9%
U	17	6.3%		2.1%	5.0%	12.4%	
Top Administrative Position							
F	9	7.3%			5.3%		
M	8	6.5%			4.8%		
Top Business Position							
F	6	4.3%			3.5%		
M	6	6.9%			6.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender		Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building								
Greater than \$5 million								
Top Development Position								
Top Finance Position	F	9	5.9%			5.7%		
	F	66	3.3%	-3.5%	0.0%	3.0%	6.5%	14.1%
	M	74	4.3%	-6.8%	0.1%	3.8%	10.4%	16.3%
	U	17	4.8%		1.5%	2.8%	7.9%	
Top Legal Position								
	F	5	5.3%			4.5%		
	M	9	7.7%			5.0%		
Top Marketing Position								
Top Operations Position	F	5	8.1%			5.0%		
	F	21	3.5%	-1.8%	0.4%	3.5%	5.6%	10.2%
	M	26	4.4%	-5.1%	-0.4%	4.2%	8.3%	15.5%
	U	6	-0.4%			2.9%		
Top Program Position								
	F	6	6.8%			2.5%		
	M	7	4.3%			2.4%		
Top Technology Position								
	M	15	5.4%		2.5%	3.7%	8.2%	
Crime, Legal-Related								
\$500 thousand or less								
CEO/Executive Director								
	F	218	3.1%	-5.5%	-0.1%	2.3%	7.8%	13.3%
	M	83	1.9%	-5.7%	0.0%	1.5%	5.1%	9.2%
	U	23	2.2%	-3.2%	0.0%	1.4%	5.3%	9.9%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Crime, Legal-Related</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	118	3.2%	-5.1%	-0.2%	2.6%	6.8%	13.6%
M	70	4.1%	-4.5%	0.0%	3.0%	8.0%	16.9%
U	21	5.2%	0.0%	1.3%	4.0%	7.0%	11.8%
Top Finance Position							
F	10	3.2%		-0.2%	2.1%	4.7%	
Between \$1 million and \$5 million							
CEO/Executive Director							
F	141	4.3%	-4.2%	-0.1%	3.7%	7.2%	15.0%
M	146	2.8%	-4.3%	-0.3%	3.0%	7.3%	11.3%
U	10	2.3%		0.1%	2.2%	4.2%	
Top Administrative Position							
F	5	7.3%			8.4%		
M	5	3.2%			2.9%		
Top Finance Position							
F	23	3.7%	-3.5%	-1.2%	2.8%	7.4%	10.9%
M	16	3.9%		0.8%	3.5%	6.3%	
Top Legal Position							
F	9	4.6%			2.9%		
M	16	1.8%		0.0%	1.6%	4.2%	
Top Operations Position							
F	5	5.0%			7.0%		



## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Crime, Legal-Related</b>								
Greater than \$5 million								
CEO/Executive Director								
	F	52	3.2%	-2.0%	0.0%	2.3%	5.5%	9.4%
	M	77	2.3%	-4.9%	-2.0%	3.4%	6.0%	9.8%
	U	7	2.8%			0.4%		
Top Administrative Position								
	M	9	3.8%			3.8%		
Top Finance Position								
	F	34	3.4%	-3.3%	0.0%	3.3%	5.1%	11.7%
	M	22	2.2%	-4.2%	-0.8%	1.2%	3.9%	5.6%
Top Legal Position								
	F	12	-1.2%		-1.7%	1.0%	2.6%	
	M	20	1.7%	-7.6%	0.4%	3.7%	5.4%	7.8%
Top Operations Position								
	F	9	1.3%			3.2%		
	M	8	7.0%			8.5%		
Top Program Position								
	F	7	2.1%			0.0%		
<b>Diseases, Disorders, Medical Disciplines</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	219	2.1%	-8.1%	-0.5%	1.7%	6.5%	11.5%
	M	110	1.4%	-8.3%	-2.3%	0.3%	5.6%	14.0%
	U	21	2.6%	-2.2%	0.0%	2.2%	5.3%	8.0%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines							
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	129	3.5%	-3.8%	0.0%	2.9%	8.0%	13.0%
M	57	3.0%	-0.7%	0.0%	2.2%	4.8%	9.9%
U	11	5.9%		0.0%	4.5%	9.9%	
Top Finance Position							
F	5	7.8%			5.1%		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	221	3.5%	-4.6%	0.0%	2.9%	7.5%	13.4%
M	158	4.5%	-4.2%	0.0%	4.2%	9.1%	15.8%
U	18	5.0%		-0.7%	5.0%	9.6%	
Top Administrative Position							
F	5	6.2%			7.0%		
Top Development Position							
F	7	8.8%			7.2%		
Top Finance Position							
F	29	2.1%	-7.2%	-2.6%	3.0%	8.2%	10.6%
M	12	4.3%		-1.2%	2.7%	8.2%	
U	7	2.2%			1.1%		
Top Operations Position							
F	15	6.2%		1.9%	5.3%	15.8%	
M	5	2.9%			1.5%		
Top Program Position							
F	5	6.6%			6.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines							
Greater than \$5 million							
CEO/Executive Director							
F	88	3.6%	-2.9%	0.0%	3.5%	7.0%	10.7%
M	118	4.6%	-4.3%	0.5%	3.5%	9.0%	14.0%
U	18	0.5%		-4.8%	0.6%	5.7%	
Top Administrative Position							
F	7	13.2%			13.7%		
M	6	6.0%			5.1%		
Top Development Position							
F	8	5.9%			6.9%		
M	10	8.3%		3.3%	4.9%	10.7%	
Top Finance Position							
F	47	4.1%	-5.4%	-1.2%	3.2%	8.5%	17.6%
M	64	5.0%	-3.1%	1.0%	4.6%	9.6%	13.8%
U	13	7.4%		1.4%	7.1%	8.5%	
Top Human Resources Position							
F	6	6.2%			3.3%		
Top Marketing Position							
F	7	4.9%			5.1%		
Top Operations Position							
F	24	1.9%	-9.8%	0.1%	3.3%	5.6%	11.1%
M	22	5.3%	-2.3%	0.7%	5.3%	9.6%	15.1%
U	5	10.8%			7.3%		
Top PR/Communications Position							
F	6	5.2%			5.8%		
Top Program Position							
F	8	5.2%			3.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines							
Greater than \$5 million							
Top Technology Position							
M	10	4.2%		-0.1%	2.8%	9.5%	
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director							
F	708	2.2%	-7.4%	-0.9%	1.6%	6.2%	13.0%
M	325	1.8%	-8.6%	-1.3%	0.6%	5.7%	14.8%
U	94	1.1%	-11.3%	-1.4%	0.1%	5.0%	11.0%
Top Administrative Position							
F	46	3.4%	-0.4%	0.0%	2.9%	6.0%	11.3%
M	8	8.7%			5.9%		
Top Education Position							
F	6	-0.7%			0.0%		
Top Finance Position							
F	35	2.0%	-8.0%	-2.4%	0.3%	3.7%	14.1%
M	14	5.3%		0.3%	3.0%	7.8%	
Top Operations Position							
F	6	2.7%			2.0%		
M	8	1.9%			4.8%		
Top Program Position							
F	12	8.1%		3.7%	7.7%	10.9%	
M	5	9.4%			3.3%		
U	5	-0.4%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	583	3.0%	-5.2%	0.0%	2.5%	6.3%	12.7%
M	296	2.8%	-8.3%	-0.4%	2.4%	7.4%	13.4%
U	74	3.7%	-4.2%	-0.8%	2.2%	7.6%	16.4%
Top Administrative Position							
F	41	1.1%	-4.9%	0.0%	0.8%	3.6%	5.6%
M	11	5.8%		1.0%	5.0%	11.3%	
Top Business Position							
F	11	6.4%		1.8%	2.9%	13.6%	
Top Education Position							
F	5	3.0%			2.6%		
M	5	1.6%			0.7%		
Top Finance Position							
F	25	1.2%	-9.2%	-2.7%	1.7%	6.4%	10.7%
M	18	3.1%		0.0%	2.0%	5.6%	
U	6	4.0%			7.4%		
Top Operations Position							
F	16	1.4%		-2.5%	0.5%	11.8%	
M	8	1.7%			3.1%		
Top Program Position							
F	14	9.0%		3.1%	5.0%	16.4%	
M	5	2.2%			6.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director							
F	1,228	3.9%	-4.4%	0.0%	3.0%	8.2%	14.1%
M	1,013	3.3%	-5.1%	0.0%	2.7%	7.0%	13.6%
U	194	3.5%	-5.0%	0.0%	3.0%	7.4%	12.5%
Top Administrative Position							
F	68	3.2%	-5.1%	0.0%	3.4%	7.1%	11.5%
M	67	2.6%	-3.6%	0.0%	2.4%	6.4%	10.0%
U	13	2.7%		-1.1%	1.5%	3.3%	
Top Business Position							
F	54	5.0%	-1.8%	1.5%	3.2%	8.3%	13.8%
M	26	5.1%	-1.2%	1.4%	4.5%	10.2%	13.0%
U	12	2.4%		-5.2%	3.4%	9.6%	
Top Development Position							
F	15	2.3%		-0.6%	1.1%	5.0%	
M	8	4.0%			6.5%		
U	5	4.2%			-0.2%		
Top Education Position							
F	20	2.2%	-3.8%	-0.4%	2.7%	5.0%	7.6%
M	14	4.0%		1.8%	3.8%	7.0%	
Top Finance Position							
F	172	3.0%	-6.0%	-1.3%	3.1%	7.3%	12.4%
M	88	2.5%	-6.4%	0.0%	2.2%	6.2%	9.7%
U	32	0.5%	-8.5%	-2.2%	0.4%	4.6%	9.4%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
Top Operations Position							
F	54	4.4%	-2.6%	-0.1%	3.3%	8.8%	13.6%
M	40	5.6%	0.0%	0.4%	3.7%	10.4%	14.1%
U	13	1.2%		-0.5%	0.5%	3.8%	
Top Program Position							
F	29	3.0%	-9.1%	-3.8%	4.1%	7.4%	13.9%
M	8	3.5%			6.6%		
Top Technology Position							
M	5	-5.8%			-3.1%		
Greater than \$5 million							
CEO/Executive Director							
F	762	3.9%	-4.7%	0.0%	3.3%	8.1%	13.5%
M	1,500	4.4%	-4.7%	0.0%	3.7%	9.1%	15.2%
U	177	4.7%	-3.4%	0.4%	4.1%	9.4%	14.6%
Top Administrative Position							
F	85	4.3%	-5.6%	-0.7%	4.8%	9.6%	13.9%
M	151	4.2%	-4.6%	0.6%	4.0%	7.9%	13.1%
U	22	3.9%	-4.4%	1.6%	3.7%	5.8%	12.2%
Top Business Position							
F	73	3.4%	-7.0%	-0.5%	3.1%	7.7%	13.4%
M	109	4.0%	-3.3%	0.4%	3.6%	8.5%	12.5%
U	12	-0.8%		-2.1%	0.6%	3.3%	
Top Development Position							
F	239	4.4%	-2.1%	1.6%	3.9%	7.5%	11.9%
M	229	3.5%	-4.8%	0.3%	3.1%	6.7%	12.4%
U	32	3.4%	-5.0%	-2.4%	4.6%	9.8%	11.9%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities							
Greater than \$5 million							
Top Education Position							
F	55	4.3%	-4.3%	0.6%	4.4%	9.6%	13.8%
M	43	4.0%	-5.8%	2.4%	4.2%	6.6%	8.9%
U	8	7.5%			8.0%		
Top Facilities Position							
F	6	4.2%			2.3%		
M	54	4.1%	-2.4%	1.5%	3.8%	6.8%	9.4%
Top Finance Position							
F	489	4.6%	-3.2%	0.8%	4.4%	7.9%	14.0%
M	718	4.2%	-3.5%	0.9%	3.7%	7.8%	12.7%
U	103	3.0%	-3.3%	-0.1%	2.8%	6.1%	11.6%
Top Human Resources Position							
F	47	3.1%	-2.3%	-0.2%	2.4%	5.3%	13.8%
M	26	1.2%	-4.6%	-0.6%	1.6%	3.5%	7.3%
U	10	2.2%		-0.6%	0.5%	3.9%	
Top Legal Position							
F	45	5.1%	0.9%	2.5%	5.3%	8.6%	10.9%
M	46	2.7%	-4.5%	0.3%	2.5%	6.1%	10.4%
U	7	10.0%			11.9%		
Top Marketing Position							
F	27	5.3%	-1.0%	0.3%	5.3%	8.6%	11.8%
M	18	5.2%		2.7%	4.1%	6.8%	
Top Operations Position							
F	124	5.0%	-4.7%	0.5%	4.4%	9.3%	15.8%
M	173	5.0%	-2.3%	1.4%	5.1%	8.4%	13.3%
U	28	2.2%	-10.0%	-1.5%	4.7%	7.5%	9.0%



## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities							
Greater than \$5 million							
Top PR/Communications Position							
F	16	3.9%		-0.6%	4.9%	7.4%	
M	17	4.3%		1.7%	3.0%	5.5%	
U	5	3.1%			3.8%		
Top Program Position							
F	22	3.0%	-7.9%	-1.6%	3.0%	7.7%	15.0%
M	24	4.5%	-2.6%	1.1%	3.7%	9.2%	11.7%
U	5	5.2%			5.1%		
Top Technology Position							
F	19	5.4%		2.6%	4.9%	8.2%	
M	155	3.5%	-3.5%	0.7%	3.1%	6.3%	9.9%
U	18	2.4%		-2.1%	1.3%	4.7%	
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director							
F	61	2.1%	-4.2%	-0.8%	0.1%	5.5%	10.3%
M	45	-0.9%	-11.0%	-2.9%	0.0%	3.7%	5.9%
U	8	5.5%			4.2%		
Top Education Position							
M	12	1.7%		0.0%	2.8%	5.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	54	3.1%	-9.5%	0.1%	2.9%	7.1%	12.7%
M	35	2.7%	-2.3%	-0.6%	3.8%	5.5%	9.7%
U	10	1.6%		-1.4%	0.0%	2.9%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender		Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, Job-Related								
Between \$500 thousand and \$1 million								
Top Education Position								
	M	15	2.2%		0.2%	2.5%	4.3%	
Top Finance Position								
	M	5	3.6%			4.6%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	161	3.7%	-4.3%	-0.4%	2.9%	7.5%	13.7%
	M	165	2.2%	-7.4%	-1.8%	1.7%	6.7%	11.2%
	U	22	2.2%	-7.3%	-1.5%	1.5%	8.6%	12.4%
Top Administrative Position								
	M	15	3.8%		0.4%	3.6%	5.4%	
Top Education Position								
	M	30	4.6%	0.1%	1.7%	3.6%	7.2%	10.2%
Top Finance Position								
	F	37	1.6%	-7.8%	-1.3%	1.7%	5.8%	8.8%
	M	25	5.0%	-1.5%	0.0%	3.5%	9.9%	12.4%
	U	5	7.2%			3.8%		
Top Operations Position								
	F	8	7.0%			4.4%		
	M	6	8.9%			11.6%		
Greater than \$5 million								
CEO/Executive Director								
	F	72	3.0%	-3.9%	-1.2%	2.8%	6.0%	12.5%
	M	173	3.2%	-7.0%	-1.3%	3.0%	7.9%	14.6%
	U	12	4.3%		-1.4%	3.1%	9.1%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Employment, Job-Related</b>								
Greater than \$5 million								
Top Administrative Position								
	F	8	6.1%			4.5%		
	M	7	5.7%			4.5%		
Top Education Position								
	M	8	3.1%			2.1%		
Top Finance Position								
	F	69	5.1%	-3.0%	0.0%	4.4%	10.2%	14.1%
	M	64	3.5%	-3.7%	-0.3%	2.6%	6.5%	13.1%
	U	12	4.5%		-0.5%	4.9%	10.2%	
Top Human Resources Position								
	F	13	3.3%		2.6%	3.3%	8.9%	
	M	9	4.7%			3.3%		
Top Operations Position								
	F	17	4.7%		2.6%	3.9%	9.3%	
	M	29	1.3%	-9.0%	-5.6%	2.6%	5.5%	12.9%
Top Technology Position								
	M	12	-0.3%		-1.0%	-0.2%	2.3%	
<b>Environmental Quality, Protection and Beautification</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	251	2.1%	-7.0%	-1.5%	0.9%	7.0%	13.9%
	M	225	2.5%	-5.2%	-0.6%	1.3%	6.2%	14.3%
	U	36	3.2%	-6.9%	-0.6%	0.8%	8.6%	19.2%
Top Finance Position								
	F	6	-1.5%			0.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection and Beautification							
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	163	3.7%	-4.6%	0.0%	2.9%	8.4%	13.7%
M	153	2.0%	-7.3%	-0.4%	1.8%	5.3%	12.4%
U	18	3.5%		-0.2%	3.3%	8.4%	
Top Finance Position							
F	6	-1.6%			-2.1%		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	185	4.7%	-2.9%	0.4%	3.7%	9.2%	14.9%
M	332	3.2%	-6.9%	-0.2%	2.9%	7.8%	13.8%
U	38	3.6%	-2.9%	0.0%	2.8%	6.7%	10.9%
Top Administrative Position							
F	5	4.3%			4.5%		
M	9	1.3%			2.7%		
Top Development Position							
F	6	-1.2%			2.7%		
Top Finance Position							
F	30	4.4%	-4.6%	-0.7%	4.8%	7.5%	15.9%
M	26	2.4%	-5.2%	-2.3%	1.9%	5.8%	9.4%
U	6	-2.7%			0.3%		
Top Operations Position							
F	17	2.9%		0.3%	3.6%	6.9%	
M	7	1.3%			1.4%		
Top Program Position							
M	13	2.3%		0.0%	3.1%	5.4%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection and Beautification							
Greater than \$5 million							
CEO/Executive Director							
F	33	4.9%	-2.9%	0.5%	4.6%	8.4%	12.9%
M	108	3.5%	-7.5%	0.4%	4.0%	7.2%	13.5%
U	6	4.9%			5.5%		
Top Administrative Position							
M	11	3.2%		1.2%	4.3%	6.8%	
Top Development Position							
F	18	7.2%		3.9%	5.5%	9.1%	
M	5	5.8%			4.5%		
Top Finance Position							
F	31	4.3%	-3.1%	1.2%	3.6%	6.4%	16.3%
M	34	5.4%	0.4%	1.9%	4.6%	9.1%	11.5%
U	5	3.8%			4.4%		
Top Human Resources Position							
F	6	6.7%			6.1%		
Top Legal Position							
F	10	2.6%		0.6%	2.3%	6.6%	
M	6	7.3%			3.7%		
Top Operations Position							
F	16	3.7%		1.2%	3.8%	7.1%	
M	14	5.8%		1.6%	4.4%	9.9%	
Top PR/Communications Position							
F	5	7.1%			4.5%		
M	8	8.7%			5.1%		
Top Program Position							
M	9	6.8%			4.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection and Beautification							
Greater than \$5 million							
Top Technology Position							
M	7	6.2%			6.5%		
Food, Agriculture and Nutrition							
\$500 thousand or less							
CEO/Executive Director							
F	126	3.5%	-4.5%	0.0%	1.9%	6.9%	15.5%
M	52	2.0%	-11.6%	-2.4%	2.4%	7.7%	13.5%
U	7	3.4%			4.0%		
Top Program Position							
F	6	1.5%			2.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	75	3.2%	-6.6%	0.0%	3.0%	6.6%	14.4%
M	43	3.7%	-5.2%	-0.9%	3.1%	8.9%	13.2%
U	10	5.4%		0.0%	3.2%	10.2%	
Between \$1 million and \$5 million							
CEO/Executive Director							
F	139	4.3%	-3.1%	0.0%	3.3%	9.6%	15.6%
M	81	3.2%	-6.5%	-0.1%	2.6%	7.7%	13.0%
U	11	10.6%		5.6%	8.5%	16.7%	
Top Finance Position							
F	8	2.2%			2.1%		
M	10	-1.6%		-9.1%	1.2%	4.4%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture and Nutrition							
Greater than \$5 million							
CEO/Executive Director							
F	89	4.8%	-3.4%	1.1%	5.0%	8.4%	13.6%
M	89	4.0%	-7.5%	-0.3%	4.0%	8.2%	15.5%
U	14	1.8%		-2.4%	0.8%	7.5%	
Top Administrative Position							
M	5	0.3%			0.2%		
Top Development Position							
F	19	9.7%		3.5%	9.3%	15.7%	
M	9	4.7%			5.5%		
Top Finance Position							
F	30	6.0%	-3.0%	1.3%	5.1%	9.4%	14.5%
M	30	3.2%	-6.5%	0.3%	3.8%	6.9%	9.4%
U	9	4.6%			4.8%		
Top Operations Position							
F	12	5.2%		1.3%	3.7%	5.9%	
M	18	4.5%		2.7%	4.9%	9.8%	
Health – General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director							
F	385	2.1%	-8.1%	-1.1%	2.0%	6.2%	12.1%
M	135	2.0%	-6.9%	-1.4%	0.0%	6.4%	12.4%
U	33	1.4%	-10.6%	-0.3%	1.7%	5.6%	10.9%
Top Administrative Position							
F	7	1.3%			1.5%		
Top Finance Position							
F	18	1.2%		-2.2%	1.4%	4.0%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative							
\$500 thousand or less							
Top Program Position							
F	5	4.6%			6.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	267	3.5%	-6.0%	0.0%	3.0%	7.8%	13.9%
M	118	4.3%	-6.5%	-0.4%	2.9%	9.8%	19.0%
U	22	1.9%	-1.5%	0.0%	2.8%	5.4%	11.0%
Top Finance Position							
F	15	2.2%		0.0%	1.6%	3.1%	
M	7	-0.9%			0.4%		
Top Operations Position							
M	8	4.8%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	566	3.1%	-5.3%	-0.2%	3.0%	6.9%	12.7%
M	412	3.9%	-4.5%	-0.1%	2.9%	8.5%	15.0%
U	63	2.4%	-9.9%	-1.8%	2.6%	7.7%	15.1%
Top Administrative Position							
F	56	2.6%	-5.8%	-2.0%	1.2%	6.7%	14.2%
M	42	2.0%	-5.8%	-0.1%	1.8%	6.4%	9.5%
U	5	3.2%			3.6%		
Top Business Position							
F	8	3.4%			2.7%		
Top Development Position							
F	18	5.2%		1.6%	3.8%	7.2%	
M	6	5.4%			5.7%		



## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative							
Between \$1 million and \$5 million							
Top Finance Position							
F	122	5.2%	-3.0%	0.7%	4.4%	9.7%	15.3%
M	79	3.8%	-4.8%	0.0%	3.0%	10.1%	13.6%
U	12	6.7%		2.6%	5.1%	9.3%	
Top Operations Position							
F	51	5.1%	-0.7%	0.8%	3.9%	9.3%	12.2%
M	26	5.7%	0.5%	2.4%	4.7%	8.6%	13.2%
Top Program Position							
F	11	-1.7%		-4.7%	-1.2%	5.1%	
M	6	3.4%			3.8%		
Top Technology Position							
M	8	10.2%			11.8%		
Greater than \$5 million							
CEO/Executive Director							
F	680	4.5%	-4.8%	-0.3%	4.0%	9.6%	15.3%
M	921	3.8%	-6.3%	-0.6%	3.7%	9.0%	14.9%
U	110	4.3%	-4.1%	0.1%	4.7%	8.3%	15.0%
Top Administrative Position							
F	135	4.4%	-4.0%	-0.4%	4.0%	7.7%	13.3%
M	117	3.3%	-4.4%	-0.1%	2.7%	6.0%	12.3%
U	17	5.0%		1.1%	4.2%	10.1%	
Top Business Position							
F	16	5.6%		1.2%	3.5%	9.0%	
M	12	3.1%		1.4%	2.8%	5.8%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative							
Greater than \$5 million							
Top Development Position							
F	39	3.3%	-3.2%	0.3%	2.8%	7.1%	9.5%
M	31	3.9%	-3.8%	0.2%	3.6%	7.6%	12.2%
U	5	2.6%			1.5%		
Top Education Position							
F	7	4.3%			3.9%		
Top Facilities Position							
M	17	3.5%		-2.2%	2.1%	9.0%	
Top Finance Position							
F	497	5.5%	-3.3%	1.2%	4.9%	10.8%	15.9%
M	641	5.2%	-3.7%	0.4%	4.6%	10.0%	15.7%
U	86	5.8%	-4.7%	1.2%	5.4%	12.5%	19.0%
Top Human Resources Position							
F	112	5.9%	-2.0%	1.6%	5.5%	10.5%	18.2%
M	57	4.1%	-3.6%	-1.2%	3.9%	10.6%	13.9%
U	11	4.2%		0.8%	3.6%	8.6%	
Top Legal Position							
F	30	8.4%	-0.8%	3.2%	8.3%	10.6%	18.1%
M	31	7.8%	-0.1%	3.1%	7.4%	11.6%	20.2%
Top Marketing Position							
F	17	5.3%		1.9%	7.6%	10.6%	
M	10	7.7%		4.2%	7.6%	10.1%	
Top Operations Position							
F	242	4.8%	-4.5%	0.0%	4.8%	8.9%	16.2%
M	187	4.9%	-5.4%	-0.1%	4.6%	10.3%	16.5%
U	37	8.6%	1.1%	4.6%	8.4%	11.4%	17.4%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
Top PR/Communications Position							
F	14	4.1%		-1.4%	1.9%	7.9%	
M	10	4.0%		2.1%	3.8%	5.7%	
Top Program Position							
F	12	2.5%		-0.7%	1.7%	4.3%	
M	12	3.6%		0.5%	3.9%	6.6%	
Top Technology Position							
F	24	2.1%	-3.4%	-1.2%	1.7%	5.2%	10.2%
M	93	5.2%	-3.6%	0.4%	4.4%	8.6%	16.3%
U	12	3.9%		0.0%	5.3%	8.1%	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director							
F	252	2.8%	-5.3%	0.0%	2.4%	6.5%	11.2%
M	151	2.8%	-5.6%	0.0%	1.6%	6.1%	14.5%
U	31	-0.4%	-12.3%	-3.9%	0.0%	3.4%	6.8%
Top Administrative Position							
F	7	5.4%			3.6%		
Top Finance Position							
F	9	-5.6%			-0.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	211	3.6%	-2.6%	0.0%	3.1%	7.3%	12.0%
M	148	3.5%	-7.7%	0.0%	2.5%	8.1%	13.4%
U	15	5.3%		-0.1%	2.4%	9.7%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter							
Between \$500 thousand and \$1 million							
Top Administrative Position							
F	10	3.8%		-0.9%	4.3%	6.8%	
M	5	11.8%			7.2%		
Top Finance Position							
F	9	6.6%			4.8%		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	427	3.7%	-3.8%	0.0%	2.9%	7.9%	13.1%
M	401	2.9%	-7.4%	-0.1%	2.4%	8.1%	13.3%
U	46	3.0%	-5.4%	0.0%	2.2%	7.5%	10.0%
Top Administrative Position							
F	27	4.9%	-1.9%	0.8%	3.7%	7.9%	14.5%
M	15	3.5%		-0.1%	3.4%	9.8%	
Top Development Position							
F	6	6.4%			4.4%		
Top Finance Position							
F	83	3.7%	-5.9%	0.3%	4.1%	7.8%	14.0%
M	55	4.1%	-4.5%	0.2%	3.4%	8.9%	11.7%
U	9	2.3%			-0.1%		
Top Operations Position							
F	18	3.8%		0.3%	3.1%	4.3%	
M	21	3.2%	-3.9%	-0.3%	1.4%	7.2%	13.1%
Top Program Position							
F	9	6.0%			5.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter								
Greater than \$5 million								
CEO/Executive Director								
	F	135	5.3%	-3.0%	0.2%	4.4%	9.8%	14.1%
	M	216	4.9%	-3.4%	0.4%	4.2%	9.3%	14.4%
	U	22	2.6%	-7.5%	-0.5%	1.8%	8.1%	9.8%
Top Administrative Position								
	F	11	7.1%		0.7%	3.9%	15.6%	
	M	11	2.4%		0.1%	3.2%	5.0%	
Top Business Position								
	F	11	4.2%		0.2%	7.2%	8.8%	
Top Development Position								
	F	11	4.3%		1.2%	2.9%	8.3%	
	M	13	2.0%		-3.4%	3.0%	5.0%	
Top Facilities Position								
	M	7	1.1%			2.3%		
Top Finance Position								
	F	89	4.7%	-3.3%	-0.2%	3.9%	9.4%	14.4%
	M	107	3.9%	-6.4%	-1.1%	3.6%	8.3%	14.4%
	U	14	5.9%		1.7%	6.4%	8.6%	
Top Human Resources Position								
	F	19	3.3%		0.9%	1.5%	5.7%	
	M	5	0.3%			-0.9%		
Top Legal Position								
	M	5	6.0%			5.1%		
Top Marketing Position								
	F	10	3.9%		-0.7%	0.9%	6.3%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter								
Greater than \$5 million								
Top Operations Position								
	F	31	3.9%	-2.6%	0.5%	4.3%	6.5%	12.1%
	M	25	3.8%	-6.8%	-2.7%	5.1%	8.1%	11.4%
Top Program Position								
	F	8	10.4%			11.9%		
Top Technology Position								
	M	6	3.7%			2.8%		
Human Services – Multipurpose and Other								
\$500 thousand or less								
CEO/Executive Director								
	F	1,460	3.2%	-5.6%	0.0%	2.2%	7.2%	14.3%
	M	563	2.4%	-8.6%	-1.0%	1.4%	7.4%	15.4%
	U	162	2.1%	-6.8%	-0.6%	0.8%	5.3%	12.5%
Top Administrative Position								
	F	50	1.9%	-5.1%	-0.9%	2.5%	4.6%	8.1%
	M	8	8.9%			4.1%		
	U	5	1.8%			4.7%		
Top Finance Position								
	F	26	2.8%	-8.8%	0.0%	2.2%	8.4%	13.9%
	M	13	5.1%		0.7%	4.1%	8.3%	
Top Operations Position								
	F	9	-2.0%			0.0%		
	M	9	5.8%			4.5%		
Top Program Position								
	F	37	1.7%	-9.5%	-2.3%	0.8%	4.9%	14.9%
	M	6	1.3%			-1.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	1,073	3.0%	-4.3%	-0.1%	2.3%	6.4%	12.5%
M	424	2.8%	-5.8%	-0.5%	1.9%	6.5%	14.6%
U	125	2.8%	-5.0%	0.0%	2.4%	6.1%	13.0%
Top Administrative Position							
F	36	4.1%	-6.6%	0.2%	4.4%	8.2%	13.2%
M	8	-4.3%			-0.8%		
Top Finance Position							
F	60	2.5%	-4.6%	-0.3%	2.9%	7.6%	11.1%
M	24	1.6%	-2.5%	-0.5%	1.2%	3.1%	6.2%
U	5	0.7%			0.0%		
Top Operations Position							
F	15	1.9%		-3.7%	1.8%	7.5%	
M	11	0.5%		-4.1%	0.0%	8.1%	
Top Program Position							
F	17	1.1%		0.0%	0.5%	2.7%	
Between \$1 million and \$5 million							
CEO/Executive Director							
F	2,161	3.3%	-4.9%	0.0%	2.8%	7.7%	13.5%
M	1,290	2.9%	-5.3%	-0.6%	2.2%	6.8%	12.8%
U	243	3.9%	-5.1%	0.0%	3.3%	9.4%	13.5%
Top Administrative Position							
F	59	2.6%	-4.2%	-0.9%	3.3%	7.0%	11.0%
M	33	1.8%	-6.8%	-1.3%	1.5%	5.8%	12.0%
U	11	3.4%		0.2%	1.1%	8.4%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
Top Business Position							
F	20	6.7%	-1.2%	0.0%	5.3%	13.9%	16.1%
M	12	2.6%		-1.5%	3.6%	7.3%	
Top Development Position							
F	21	4.8%	-2.3%	1.0%	4.2%	8.6%	14.6%
M	13	5.9%		1.9%	3.5%	8.3%	
Top Education Position							
F	5	7.0%			5.2%		
Top Finance Position							
F	327	4.6%	-3.4%	0.0%	3.8%	9.6%	14.3%
M	211	3.4%	-4.4%	-0.4%	3.2%	7.3%	14.1%
U	42	2.2%	-9.6%	-0.9%	2.3%	7.9%	13.9%
Top Human Resources Position							
F	12	3.7%		1.3%	2.9%	4.9%	
M	5	1.7%			1.2%		
Top Operations Position							
F	68	4.7%	-2.4%	1.2%	4.0%	8.7%	13.7%
M	47	2.1%	-4.5%	-1.4%	1.4%	5.0%	11.3%
U	10	3.9%		1.5%	3.8%	6.0%	
Top Program Position							
F	31	1.1%	-5.6%	-1.7%	1.7%	3.6%	6.1%
M	14	4.0%		-0.9%	2.7%	8.2%	



## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other								
Greater than \$5 million								
CEO/Executive Director								
	F	1,254	4.0%	-4.5%	0.0%	3.4%	8.4%	14.0%
	M	1,582	3.9%	-4.0%	-0.1%	3.2%	7.8%	13.7%
	U	160	4.6%	-2.7%	0.0%	3.4%	9.1%	14.4%
Top Administrative Position								
	F	90	2.5%	-5.3%	-0.5%	2.9%	5.9%	9.5%
	M	52	3.4%	-5.7%	-0.7%	3.9%	8.0%	10.9%
	U	14	1.7%		-0.4%	2.7%	4.1%	
Top Business Position								
	F	20	3.3%	-3.4%	0.5%	3.0%	6.9%	10.0%
	M	35	4.9%	-3.2%	2.2%	4.5%	8.7%	10.7%
Top Development Position								
	F	93	4.5%	-2.8%	0.6%	4.0%	7.7%	14.3%
	M	46	0.8%	-15.1%	-2.3%	1.6%	7.7%	10.9%
	U	8	5.3%			6.3%		
Top Education Position								
	F	8	3.6%			5.8%		
Top Facilities Position								
	F	6	-2.7%			-1.7%		
	M	32	2.1%	-9.1%	-0.3%	3.2%	6.6%	9.0%
Top Finance Position								
	F	771	4.8%	-3.5%	0.5%	4.3%	9.0%	13.4%
	M	799	4.3%	-3.6%	0.0%	3.6%	8.1%	14.6%
	U	103	4.2%	-5.4%	-0.3%	3.9%	8.8%	14.2%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other							
Greater than \$5 million							
Top Human Resources Position							
F	143	4.7%	-1.9%	0.1%	3.8%	8.4%	14.7%
M	58	3.2%	-5.6%	-0.9%	3.9%	7.5%	11.8%
U	13	5.7%		2.5%	5.4%	14.2%	
Top Legal Position							
F	16	4.1%		1.3%	3.6%	7.0%	
M	14	3.7%		-1.8%	1.9%	12.1%	
Top Marketing Position							
F	48	2.9%	-4.5%	-0.5%	2.3%	6.6%	11.2%
M	20	3.1%	-4.7%	-2.5%	3.6%	6.1%	13.8%
U	6	9.5%			8.2%		
Top Operations Position							
F	260	4.2%	-4.8%	0.0%	4.3%	8.7%	13.8%
M	252	4.5%	-2.1%	0.6%	3.8%	7.6%	12.1%
U	33	5.3%	-2.9%	2.5%	6.4%	9.0%	13.2%
Top PR/Communications Position							
F	6	2.5%			3.3%		
Top Program Position							
F	80	4.5%	-2.1%	0.6%	3.2%	8.1%	14.6%
M	47	4.8%	-3.0%	0.0%	4.2%	7.7%	14.7%
U	10	3.6%		-1.3%	2.1%	5.6%	
Top Technology Position							
F	13	6.4%		2.5%	4.5%	7.3%	
M	67	2.2%	-5.0%	-1.4%	2.2%	6.7%	10.2%
U	10	4.6%		-0.3%	2.4%	9.8%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs and National Security							
\$500 thousand or less							
CEO/Executive Director							
F	93	2.3%	-6.3%	0.0%	0.8%	7.1%	12.9%
M	112	2.0%	-13.9%	-0.8%	0.0%	9.2%	18.3%
U	28	3.5%	-2.6%	0.0%	0.0%	5.1%	16.9%
Top Finance Position							
M	5	0.9%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	59	4.5%	-7.0%	-0.3%	1.2%	11.6%	19.4%
M	58	2.2%	-4.7%	-0.1%	1.6%	4.6%	9.4%
U	12	9.2%		3.9%	9.9%	14.7%	
Top Finance Position							
F	5	-1.3%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	84	2.3%	-11.5%	-1.6%	1.6%	8.4%	17.0%
M	135	2.4%	-7.7%	-0.6%	1.9%	6.5%	12.4%
U	32	4.4%	-7.3%	0.0%	2.7%	9.0%	20.0%
Top Administrative Position							
F	6	-0.2%			1.6%		
M	5	6.4%			6.0%		
Top Finance Position							
F	21	1.9%	-15.8%	0.3%	5.6%	8.3%	10.2%
M	14	5.8%		0.2%	4.7%	9.6%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs and National Security							
Between \$1 million and \$5 million							
Top Operations Position							
F	7	5.9%			8.2%		
M	8	2.6%			3.0%		
Greater than \$5 million							
CEO/Executive Director							
F	40	2.7%	-6.4%	-1.5%	1.4%	5.8%	16.4%
M	99	1.6%	-9.1%	-0.9%	1.9%	4.7%	12.9%
U	22	0.6%	-10.9%	-1.7%	1.7%	4.0%	6.2%
Top Administrative Position							
F	7	3.4%			1.6%		
Top Development Position							
F	7	5.7%			3.1%		
M	9	2.4%			3.2%		
Top Finance Position							
F	27	3.4%	-4.0%	-0.6%	2.7%	7.4%	11.4%
M	47	2.4%	-8.3%	-1.5%	2.4%	7.5%	12.2%
U	14	5.3%		0.1%	3.3%	7.7%	
Top Human Resources Position							
F	6	5.5%			5.9%		
Top Legal Position							
M	7	10.3%			9.7%		
Top Operations Position							
F	13	5.0%		2.9%	4.0%	8.2%	
M	25	6.0%	-0.9%	1.5%	5.6%	9.2%	16.8%
Top PR/Communications Position							
F	5	4.6%			2.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs and National Security							
Greater than \$5 million							
Top Program Position							
F	8	4.3%			1.1%		
M	7	3.1%			3.7%		
Top Technology Position							
M	9	6.1%			5.1%		
Medical Research							
\$500 thousand or less							
CEO/Executive Director							
F	38	0.8%	-6.8%	-2.6%	0.0%	3.7%	10.7%
M	12	-0.8%		-4.0%	-1.4%	4.1%	
U	5	-2.6%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	21	0.1%	-9.8%	-2.6%	1.9%	3.2%	5.2%
M	9	0.1%			0.7%		
U	6	7.0%			7.2%		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	43	5.0%	-2.9%	0.1%	3.6%	9.2%	16.0%
M	42	0.1%	-12.6%	-3.8%	1.0%	4.4%	10.2%
U	7	7.8%			7.7%		
Top Finance Position							
F	7	0.7%			1.7%		
Top Operations Position							
F	5	3.8%			6.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Medical Research								
Greater than \$5 million								
CEO/Executive Director								
	F	33	3.0%	-7.8%	1.1%	3.3%	6.1%	11.5%
	M	45	3.5%	-4.1%	-0.2%	3.0%	6.5%	12.5%
Top Administrative Position								
	F	6	5.7%			4.8%		
	M	5	0.7%			-0.2%		
Top Development Position								
	F	7	2.6%			3.2%		
	M	6	9.1%			6.6%		
Top Finance Position								
	F	27	4.9%	-0.6%	1.5%	3.0%	5.9%	15.0%
	M	31	4.5%	-8.6%	-1.2%	4.1%	9.6%	14.7%
Top Legal Position								
	F	6	3.8%			3.7%		
Top Operations Position								
	F	15	1.8%		0.6%	2.4%	3.5%	
	M	7	1.5%			0.5%		
Top PR/Communications Position								
	F	6	2.4%			1.8%		
Top Program Position								
	F	5	3.2%			1.0%		
Top Technology Position								
	M	6	8.7%			9.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director							
F	232	2.3%	-7.7%	-0.7%	1.2%	6.8%	12.4%
M	140	2.8%	-8.2%	-0.1%	1.5%	8.0%	14.7%
U	36	0.0%	-16.0%	-2.3%	0.0%	6.0%	8.7%
Top Administrative Position							
F	6	3.2%			2.3%		
Top Program Position							
F	8	-3.9%			-3.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	197	3.0%	-5.5%	-0.5%	2.4%	7.1%	13.4%
M	103	3.1%	-5.1%	-0.1%	1.7%	7.2%	14.7%
U	20	2.4%	-4.5%	-0.7%	1.1%	4.2%	9.1%
Top Finance Position							
F	14	8.8%		1.3%	9.5%	17.1%	
Between \$1 million and \$5 million							
CEO/Executive Director							
F	374	3.2%	-4.7%	-0.5%	3.0%	7.3%	13.4%
M	331	3.5%	-4.7%	-0.6%	2.9%	7.9%	14.2%
U	39	1.4%	-4.7%	-1.3%	0.7%	5.6%	10.6%
Top Administrative Position							
F	12	2.8%		-2.0%	1.2%	5.8%	
M	11	2.3%		-0.9%	2.3%	3.4%	
Top Business Position							
F	7	4.4%			6.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
Top Finance Position							
F	86	3.4%	-6.7%	-1.2%	3.5%	7.6%	13.8%
M	61	3.6%	-7.2%	0.0%	3.0%	8.3%	14.7%
U	10	4.5%		1.7%	3.9%	6.1%	
Top Operations Position							
F	19	1.5%		-1.5%	2.8%	4.7%	
M	20	5.6%	-5.2%	-0.3%	3.6%	13.0%	16.2%
Top Program Position							
F	7	2.7%			2.4%		
M	6	1.5%			2.3%		
Greater than \$5 million							
CEO/Executive Director							
F	238	4.5%	-4.1%	-0.6%	3.9%	9.5%	15.6%
M	429	3.6%	-5.2%	-0.3%	3.6%	7.5%	14.5%
U	32	4.3%	-5.2%	-0.9%	4.4%	8.5%	14.9%
Top Administrative Position							
F	16	3.8%		-1.1%	1.0%	11.5%	
M	15	6.0%		0.4%	7.6%	11.9%	
Top Business Position							
F	8	4.7%			3.0%		
M	10	5.3%		-0.5%	4.9%	6.8%	
Top Development Position							
F	14	3.9%		2.4%	3.7%	5.3%	
M	11	6.4%		1.1%	2.5%	13.4%	



## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention							
Greater than \$5 million							
Top Finance Position							
F	155	4.3%	-4.9%	0.0%	4.0%	8.3%	16.1%
M	229	3.7%	-5.7%	0.0%	3.8%	8.6%	13.4%
U	23	3.0%	-7.0%	-1.1%	3.7%	6.0%	12.0%
Top Human Resources Position							
F	30	4.4%	-4.1%	-1.5%	5.6%	10.5%	16.6%
M	10	2.7%		-2.8%	1.6%	6.9%	
Top Legal Position							
M	5	3.7%			4.6%		
Top Operations Position							
F	78	3.2%	-4.6%	-2.1%	3.8%	7.6%	14.0%
M	69	6.3%	-1.6%	0.9%	4.9%	11.4%	17.9%
U	15	3.0%		-1.8%	2.5%	6.5%	
Top Program Position							
F	16	5.6%		1.9%	4.3%	8.1%	
M	12	2.7%		0.6%	2.6%	3.4%	
Top Technology Position							
M	21	3.2%	-1.5%	-0.1%	2.2%	5.6%	9.4%
Mutual/Membership Benefit Organizations, Other							
\$500 thousand or less							
CEO/Executive Director							
F	8	6.2%			7.8%		
M	5	9.6%			10.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Mutual/Membership Benefit Organizations, Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	6	4.4%			4.5%		
M	9	2.2%			0.9%		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	11	2.8%		0.0%	1.8%	5.1%	
M	17	2.5%		0.3%	1.9%	7.1%	
Greater than \$5 million							
CEO/Executive Director							
F	6	1.2%			0.0%		
M	13	8.3%		3.7%	4.2%	13.4%	
Top Finance Position							
M	6	-1.6%			2.9%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director							
F	201	2.6%	-5.7%	0.0%	2.1%	6.8%	12.7%
M	125	1.5%	-9.9%	-1.2%	1.0%	5.6%	13.3%
U	28	3.0%	-2.9%	0.0%	1.9%	6.2%	15.4%
Top Finance Position							
F	6	-0.9%			-0.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism and Grantmaking Foundations							
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	164	4.0%	-2.0%	0.9%	3.4%	7.3%	11.1%
M	85	1.9%	-10.3%	-1.1%	2.4%	5.6%	12.6%
U	20	3.3%	0.0%	0.0%	2.6%	4.7%	8.3%
Top Finance Position							
F	6	-1.9%			0.9%		
M	5	1.2%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	330	3.9%	-4.1%	0.0%	3.0%	7.8%	14.1%
M	242	3.2%	-4.9%	0.0%	3.0%	6.8%	11.2%
U	36	5.0%	-4.4%	0.0%	3.9%	8.9%	17.2%
Top Administrative Position							
F	10	6.6%		4.1%	4.8%	10.8%	
M	6	-0.7%			1.5%		
Top Development Position							
F	6	2.8%			2.3%		
M	5	5.4%			6.7%		
Top Finance Position							
F	47	5.5%	-1.6%	2.0%	4.3%	8.7%	13.5%
M	28	4.0%	-2.8%	-0.1%	4.5%	9.1%	11.3%
U	6	8.0%			7.1%		
Top Operations Position							
F	9	3.2%			1.8%		
M	10	7.3%		2.8%	6.9%	13.0%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism and Grantmaking Foundations							
Greater than \$5 million							
CEO/Executive Director							
F	121	3.9%	-2.0%	-0.2%	3.0%	5.9%	13.2%
M	206	3.5%	-4.5%	0.0%	3.1%	6.4%	12.5%
U	20	2.4%	-0.9%	0.1%	2.1%	3.8%	6.5%
Top Administrative Position							
F	14	5.7%		3.6%	4.9%	6.3%	
M	8	2.4%			2.8%		
Top Development Position							
F	25	5.5%	-2.1%	1.7%	4.8%	8.1%	14.4%
M	17	4.4%		3.3%	4.5%	7.0%	
Top Finance Position							
F	99	4.4%	-0.9%	1.5%	4.2%	6.4%	10.9%
M	91	2.8%	-4.1%	1.0%	3.3%	5.2%	8.3%
U	10	8.8%		3.3%	10.0%	13.7%	
Top Human Resources Position							
F	6	2.6%			2.0%		
Top Legal Position							
M	8	7.9%			7.0%		
Top Marketing Position							
F	9	6.1%			5.4%		
Top Operations Position							
F	26	1.4%	-10.5%	-6.9%	1.4%	5.0%	13.5%
M	27	4.8%	-3.5%	-0.7%	4.2%	8.3%	13.3%
U	7	5.0%			4.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism and Grantmaking Foundations							
Greater than \$5 million							
Top PR/Communications Position							
F	6	4.3%			4.7%		
M	7	1.9%			2.2%		
Top Program Position							
F	12	4.2%		1.3%	4.9%	8.6%	
Top Technology Position							
M	7	3.9%			3.9%		
Public Safety, Disaster Preparedness and Relief							
\$500 thousand or less							
CEO/Executive Director							
F	24	0.8%	-8.3%	-5.9%	0.0%	5.7%	11.4%
M	31	2.5%	-7.2%	-1.7%	1.7%	7.8%	13.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	11	2.2%		0.6%	4.3%	5.9%	
M	27	3.3%	-4.4%	-0.6%	3.5%	7.9%	12.9%
Between \$1 million and \$5 million							
CEO/Executive Director							
F	23	3.2%	-5.6%	-2.7%	3.1%	9.6%	13.1%
M	41	3.7%	-2.3%	0.2%	3.1%	6.6%	11.9%
Top Operations Position							
F	5	8.0%			12.4%		
M	5	12.8%			13.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public Safety, Disaster Preparedness and Relief							
Greater than \$5 million							
CEO/Executive Director							
M	27	3.3%	-4.3%	0.3%	3.0%	6.8%	8.9%
Top Finance Position							
F	6	4.9%			5.3%		
M	8	7.8%			6.3%		
Public, Society Benefit – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director							
F	107	1.7%	-8.1%	-1.9%	0.6%	5.8%	13.0%
M	88	1.8%	-7.9%	-3.3%	0.9%	9.0%	11.5%
U	12	0.9%		0.0%	0.0%	4.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	55	2.3%	-4.7%	-0.7%	0.9%	5.0%	8.9%
M	80	3.8%	-8.7%	0.0%	2.3%	9.5%	20.0%
U	17	0.8%		-0.1%	0.1%	7.0%	
Between \$1 million and \$5 million							
CEO/Executive Director							
F	93	2.8%	-4.5%	0.0%	1.9%	5.0%	13.8%
M	149	3.4%	-4.7%	-0.6%	3.0%	7.5%	13.0%
U	14	-0.7%		-7.6%	0.7%	3.1%	
Top Finance Position							
F	21	2.5%	-11.9%	-1.9%	4.3%	9.6%	13.1%
M	12	4.6%		0.0%	0.4%	4.7%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit – Multipurpose and Other							
Between \$1 million and \$5 million							
Top Operations Position							
F	8	5.4%			3.0%		
M	8	7.0%			7.1%		
Top Program Position							
F	5	-5.6%			-6.5%		
Greater than \$5 million							
CEO/Executive Director							
F	47	2.8%	-5.1%	-1.5%	3.1%	7.5%	12.7%
M	90	2.3%	-6.2%	-1.1%	2.3%	6.7%	10.6%
U	12	6.0%		1.7%	6.8%	9.8%	
Top Administrative Position							
F	11	3.2%		0.3%	3.0%	4.7%	
Top Finance Position							
F	35	4.5%	-0.9%	1.3%	3.6%	6.9%	10.6%
M	37	4.5%	-1.9%	1.6%	4.2%	6.3%	11.0%
U	5	5.5%			5.4%		
Top Human Resources Position							
F	9	6.2%			5.8%		
Top Legal Position							
F	5	3.6%			1.8%		
M	12	6.6%		3.0%	4.5%	9.0%	
Top Operations Position							
F	18	4.1%		-1.0%	1.6%	5.9%	
M	21	5.3%	-6.4%	0.3%	3.5%	12.2%	16.7%
Top PR/Communications Position							
M	6	6.2%			6.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit – Multipurpose and Other							
Greater than \$5 million							
Top Technology Position							
M	8	3.9%			4.0%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director							
F	133	2.1%	-7.9%	-0.4%	1.0%	5.9%	12.5%
M	245	1.0%	-10.8%	-2.7%	0.2%	5.4%	11.5%
U	25	3.2%	-5.7%	0.0%	3.2%	6.6%	11.2%
Top Administrative Position							
F	6	-1.8%			0.0%		
M	8	-1.1%			-0.9%		
Top Finance Position							
F	7	0.8%			1.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	72	3.2%	-6.1%	-0.4%	2.6%	8.8%	15.1%
M	168	2.3%	-5.7%	-0.1%	2.0%	5.9%	11.6%
U	16	2.4%		0.0%	1.1%	5.0%	
Top Administrative Position							
F	7	3.7%			0.2%		
Top Finance Position							
F	10	-5.0%		-13.8%	-4.9%	4.4%	
M	5	3.3%			1.8%		



## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director							
F	127	3.7%	-4.7%	0.0%	3.6%	8.0%	13.1%
M	306	3.0%	-5.4%	0.0%	2.6%	7.1%	12.3%
U	26	3.4%	-8.3%	-0.4%	2.1%	7.8%	17.9%
Top Administrative Position							
F	7	5.7%			6.9%		
M	11	1.0%		-5.6%	2.1%	5.9%	
Top Finance Position							
F	24	1.6%	-8.0%	0.0%	2.0%	4.9%	13.5%
M	21	4.6%	-1.7%	0.0%	2.0%	5.9%	18.4%
Top Operations Position							
F	11	6.2%		0.5%	4.0%	11.9%	
M	13	4.6%		0.0%	4.8%	9.7%	
Greater than \$5 million							
CEO/Executive Director							
F	19	3.1%		-0.6%	2.8%	5.5%	
M	119	4.8%	-4.7%	0.3%	4.6%	10.0%	14.6%
Top Administrative Position							
M	8	-3.0%			-5.4%		
Top Development Position							
M	5	0.4%			2.0%		
Top Finance Position							
F	27	6.0%	-1.9%	2.6%	6.4%	9.7%	17.0%
M	41	5.1%	-0.6%	2.0%	4.2%	9.5%	12.2%
Top Marketing Position							
M	6	0.9%			1.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics							
Greater than \$5 million							
Top Operations Position							
F	8	7.3%			6.2%		
M	17	3.8%		1.5%	4.6%	5.6%	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director							
F	261	1.8%	-8.3%	-0.7%	0.5%	6.0%	13.8%
M	1,147	0.7%	-13.0%	-3.9%	0.0%	5.9%	13.7%
U	141	1.1%	-13.2%	-2.3%	0.0%	5.5%	14.0%
Top Administrative Position							
F	18	0.7%		0.0%	0.5%	3.6%	
M	13	2.3%		0.0%	1.5%	7.2%	
Top Finance Position							
F	51	0.3%	-8.1%	-0.9%	0.0%	0.9%	7.7%
M	20	2.5%	-12.4%	-1.9%	1.2%	10.7%	16.6%
U	6	-5.4%			-2.1%		
Top Program Position							
M	6	-1.2%			0.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	72	2.8%	-7.7%	-0.8%	1.5%	6.2%	16.0%
M	286	2.0%	-7.8%	-1.6%	1.4%	6.8%	12.9%
U	33	0.5%	-7.4%	-1.2%	0.0%	3.4%	11.9%
Top Administrative Position							
F	5	4.9%			1.9%		
M	8	2.8%			3.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development							
Between \$500 thousand and \$1 million							
Top Finance Position							
F	21	3.4%	-4.4%	-0.1%	1.4%	8.4%	18.2%
M	10	4.8%		0.0%	1.3%	5.5%	
U	8	0.1%			0.8%		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	79	3.7%	-5.4%	0.0%	3.1%	8.5%	14.8%
M	372	2.2%	-7.7%	-2.0%	1.7%	6.3%	13.7%
U	42	3.3%	-5.6%	-1.0%	0.5%	10.5%	17.1%
Top Administrative Position							
F	10	3.0%		0.8%	2.4%	7.8%	
M	11	2.1%		1.6%	2.6%	6.9%	
Top Business Position							
M	6	5.3%			3.8%		
Top Development Position							
M	7	2.4%			0.5%		
Top Finance Position							
F	31	3.9%	-4.7%	0.0%	1.9%	7.0%	12.5%
M	54	2.6%	-7.4%	-1.0%	2.4%	5.7%	14.7%
U	8	-0.6%			0.0%		
Top Operations Position							
M	25	0.0%	-5.5%	-2.6%	1.1%	4.3%	5.6%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development							
Greater than \$5 million							
CEO/Executive Director							
F	21	3.3%	-6.7%	0.1%	3.3%	10.6%	14.3%
M	125	1.5%	-7.9%	-1.5%	1.4%	4.6%	12.3%
U	16	5.1%		0.0%	1.2%	9.5%	
Top Administrative Position							
M	9	5.2%			4.0%		
Top Development Position							
F	5	-1.0%			0.0%		
M	6	3.9%			5.5%		
Top Finance Position							
F	31	4.3%	0.0%	1.3%	3.3%	7.3%	11.7%
M	57	3.9%	-2.1%	-0.4%	3.8%	7.3%	10.4%
Top Operations Position							
F	9	3.2%			4.2%		
M	18	4.1%		-1.0%	2.7%	7.2%	
Top PR/Communications Position							
M	5	3.2%			-0.6%		
Top Technology Position							
M	7	4.8%			4.0%		
Science and Technology Research Institutes, Services							
\$500 thousand or less							
CEO/Executive Director							
F	21	0.8%	-6.8%	0.0%	0.0%	3.6%	9.1%
M	22	-2.1%	-12.7%	-9.9%	0.0%	2.8%	7.5%
U	6	-0.4%			0.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science and Technology Research Institutes, Services							
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	14	2.1%		1.9%	2.6%	4.6%	
M	14	6.6%		1.1%	10.2%	14.6%	
U	6	-6.0%			-2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	37	3.2%	-3.2%	0.5%	2.0%	4.9%	8.6%
M	67	1.1%	-8.6%	-2.2%	1.2%	5.7%	9.0%
U	8	2.5%			4.2%		
Top Finance Position							
F	11	4.7%		0.5%	3.8%	8.4%	
M	9	4.6%			6.8%		
Top Operations Position							
F	5	3.3%			2.9%		
Greater than \$5 million							
CEO/Executive Director							
F	23	5.5%	1.3%	3.2%	5.2%	8.9%	12.1%
M	68	4.2%	-4.8%	-0.5%	3.7%	8.2%	16.0%
U	5	3.8%			2.8%		
Top Business Position							
F	6	9.1%			5.7%		
M	6	-0.6%			2.8%		
Top Finance Position							
F	33	5.1%	-1.6%	2.4%	5.5%	7.3%	10.9%
M	35	2.9%	-7.2%	0.7%	4.3%	8.5%	11.7%
U	6	4.9%			5.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science and Technology Research Institutes, Services							
Greater than \$5 million							
Top Human Resources Position							
F	6	6.7%			3.5%		
Top Legal Position							
F	5	5.7%			4.4%		
M	5	7.5%			2.0%		
Top Operations Position							
F	8	4.4%			6.1%		
M	18	5.3%		2.7%	5.1%	8.1%	
Top Program Position							
M	7	6.5%			4.2%		
Top Technology Position							
M	21	5.1%	1.6%	2.4%	4.2%	8.3%	13.6%
Social Science Research Institutes, Services							
\$500 thousand or less							
CEO/Executive Director							
F	15	1.3%		-1.8%	0.9%	3.3%	
M	13	3.2%		-3.7%	1.4%	10.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	10	0.8%		-5.0%	0.5%	8.4%	
M	12	-0.8%		-5.5%	1.2%	4.1%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Social Science Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director							
F	29	2.0%	-3.4%	0.0%	1.6%	5.5%	10.9%
M	29	3.9%	-1.0%	0.2%	2.8%	5.9%	11.8%
U	8	1.9%			0.5%		
Top Finance Position							
F	5	2.9%			3.7%		
M	6	-2.4%			0.8%		
Greater than \$5 million							
CEO/Executive Director							
F	7	0.1%			0.7%		
M	19	3.7%		-0.1%	3.0%	8.0%	
Top Finance Position							
F	6	4.5%			3.8%		
M	12	5.4%		2.0%	3.7%	9.4%	
Top Operations Position							
M	5	6.4%			4.7%		
Unknown							
\$500 thousand or less							
CEO/Executive Director							
F	58	6.3%	-1.3%	0.0%	3.6%	11.9%	20.2%
M	63	-0.4%	-13.3%	-6.3%	0.0%	6.1%	14.0%
U	8	1.4%			1.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Unknown							
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	28	6.2%	-0.5%	1.2%	4.5%	9.2%	18.7%
M	27	2.3%	-7.6%	-1.3%	3.6%	6.3%	10.1%
U	5	-3.8%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	44	2.7%	-7.9%	-1.1%	2.0%	7.9%	11.6%
M	42	5.5%	-1.3%	-0.2%	3.4%	10.4%	17.0%
U	8	2.2%			2.1%		
Top Finance Position							
F	5	5.0%			6.2%		
M	5	8.3%			1.2%		
Greater than \$5 million							
CEO/Executive Director							
F	17	4.3%		0.0%	2.1%	8.2%	
M	29	4.6%	-4.9%	1.2%	2.3%	12.9%	14.6%
Top Finance Position							
F	15	1.1%		-1.0%	1.9%	3.9%	
M	15	2.6%		-0.9%	3.7%	6.9%	
Top Operations Position							
M	5	7.3%			5.7%		



## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development								
\$500 thousand or less								
CEO/Executive Director								
	F	321	3.5%	-5.2%	0.0%	2.7%	8.2%	13.4%
	M	253	2.0%	-9.0%	-1.9%	0.5%	6.5%	14.3%
	U	44	5.1%	-3.0%	0.0%	2.5%	11.3%	18.3%
Top Program Position								
	F	12	5.7%		0.0%	4.3%	9.8%	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	183	3.3%	-6.5%	-0.4%	2.3%	7.6%	15.8%
	M	194	2.3%	-7.8%	-1.0%	1.9%	6.3%	13.2%
	U	29	3.7%	-7.2%	0.0%	4.0%	8.6%	15.9%
Top Finance Position								
	F	7	-7.2%			-11.2%		
	M	6	4.6%			4.7%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	282	2.6%	-6.1%	-1.4%	1.7%	7.3%	12.9%
	M	393	3.6%	-4.4%	0.0%	3.3%	7.9%	13.8%
	U	46	3.9%	-2.6%	0.0%	2.9%	9.2%	13.0%
Top Administrative Position								
	F	8	5.8%			3.7%		
Top Development Position								
	F	13	3.9%		1.7%	3.0%	5.4%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development								
Between \$1 million and \$5 million								
Top Finance Position								
	F	53	3.4%	-3.1%	0.2%	3.6%	7.6%	9.5%
	M	42	4.3%	-3.3%	1.4%	3.3%	7.7%	10.6%
	U	7	3.5%			2.8%		
Top Operations Position								
	F	23	5.2%	-4.6%	1.0%	4.2%	9.6%	14.1%
	M	19	6.8%		0.2%	4.8%	11.5%	
Greater than \$5 million								
CEO/Executive Director								
	F	79	3.9%	-4.7%	-0.7%	3.5%	8.3%	13.7%
	M	113	4.6%	-5.2%	1.0%	4.6%	9.9%	16.4%
	U	15	4.8%		0.2%	3.9%	10.2%	
Top Administrative Position								
	F	7	2.2%			2.9%		
	M	9	3.4%			2.0%		
Top Development Position								
	F	20	7.1%	-0.8%	2.7%	5.9%	11.7%	18.7%
	M	14	6.2%		-2.0%	5.0%	11.6%	
Top Finance Position								
	F	69	4.9%	-4.4%	0.5%	3.5%	9.0%	16.3%
	M	41	3.0%	-4.6%	0.1%	3.0%	5.8%	10.4%
	U	6	3.0%			0.8%		
Top Human Resources Position								
	F	5	8.7%			6.4%		
Top Marketing Position								
	F	6	5.6%			6.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development								
Greater than \$5 million								
Top Operations Position								
	F	19	5.0%		0.9%	4.0%	8.9%	
	M	24	5.0%	-2.4%	0.4%	4.0%	7.4%	14.8%
Top Program Position								
	F	8	2.9%			3.6%		
	M	6	8.0%			7.8%		
Top Technology Position								
	M	5	8.3%			7.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-Related: Alliances & Advocacy							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	0.5%			0.1%		
Animal-Related: Animal Protection & Welfare							
\$250 thousand or less							
CEO/Executive Director	85	1.0%	-8.7%	-1.9%	0.0%	4.9%	11.6%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	90	3.4%	-6.4%	-1.0%	1.3%	8.5%	17.7%
Top Finance Position	10	-0.9%		-3.7%	0.0%	2.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	139	3.2%	-3.7%	-0.2%	1.8%	7.3%	12.8%
Top Finance Position	9	4.5%			3.5%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	134	4.3%	-3.5%	0.0%	3.0%	9.3%	15.5%
Between \$2.5 million and \$5 million							
CEO/Executive Director	60	2.6%	-5.8%	-0.9%	2.5%	6.9%	9.9%
Top Finance Position	12	5.1%		-0.1%	4.9%	8.4%	
Top Operations Position	5	4.3%			8.5%		
Between \$5 million and \$10 million							
CEO/Executive Director	35	4.8%	-2.7%	-0.2%	3.4%	7.4%	14.1%
Top Finance Position	14	5.0%		1.6%	3.5%	11.1%	
Between \$10 million and \$25 million							
CEO/Executive Director	15	5.2%		0.4%	3.9%	9.9%	
Top Development Position	8	6.3%			4.6%		
Top Finance Position	9	2.8%			0.4%		
Top Operations Position	12	8.5%		0.2%	6.6%	16.3%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Animal-Related: Fisheries Resources</b>							
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	6.0%			4.7%		
<b>Animal-Related: Professional Societies &amp; Associations</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-0.2%			0.0%		
<b>Animal-Related: Single Organization Support</b>							
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	0.1%			1.4%		
<b>Animal-Related: Veterinary Services</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	1.4%			1.8%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	0.5%			1.1%		
<b>Animal-Related: Wildlife Preservation &amp; Protection</b>							
\$250 thousand or less							
CEO/Executive Director	11	0.0%		-5.3%	0.0%	6.4%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	3.2%		0.5%	4.6%	8.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	1.0%			0.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	21	0.9%	-8.8%	-0.3%	2.1%	6.5%	9.1%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Animal-Related: Wildlife Preservation &amp; Protection</b>							
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	1.4%			4.0%		
<b>Animal-Related: Wildlife Sanctuaries</b>							
\$250 thousand or less							
CEO/Executive Director	5	-2.5%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	2.5%			1.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	0.8%		-0.1%	2.6%	5.0%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	6.3%			1.9%		
<b>Animal-Related: Zoos &amp; Aquariums</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.8%			0.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	4.9%			4.4%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	1.2%		-2.2%	2.0%	5.4%	
Between \$5 million and \$10 million							
CEO/Executive Director	7	9.1%			7.5%		
Top Finance Position	7	1.3%			3.0%		
Between \$10 million and \$25 million							
CEO/Executive Director	21	3.8%	-9.1%	0.7%	4.4%	7.1%	17.4%
Top Development Position	6	-1.6%			-0.1%		
Top Finance Position	13	2.2%		1.1%	3.8%	4.8%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Animal-Related: Zoos &amp; Aquariums</b>							
Between \$25 million and \$50 million							
CEO/Executive Director	8	-2.1%			-2.4%		
Top Finance Position	7	6.5%			7.3%		
<b>Arts, Culture and Humanities: Alliances &amp; Advocacy</b>							
\$250 thousand or less							
CEO/Executive Director	10	0.0%		-6.1%	0.0%	3.2%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	-1.7%			3.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	6.5%			6.5%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	-1.5%			-1.0%		
<b>Arts, Culture and Humanities: Art Museums</b>							
\$250 thousand or less							
CEO/Executive Director	11	1.8%		-1.7%	1.0%	4.8%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	22	1.8%	-5.3%	0.0%	2.1%	4.9%	7.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	4.6%	-6.7%	0.7%	3.5%	11.2%	19.3%
Between \$1 million and \$2.5 million							
CEO/Executive Director	32	5.6%	-0.6%	0.1%	2.5%	12.2%	17.6%
Between \$2.5 million and \$5 million							
CEO/Executive Director	25	1.7%	-9.2%	-0.1%	1.9%	5.6%	10.2%
Top Finance Position	7	0.0%			3.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Art Museums</b>							
Between \$5 million and \$10 million							
CEO/Executive Director	20	0.4%	-11.0%	-1.4%	2.0%	5.8%	7.5%
Top Development Position	5	3.7%			2.1%		
Top Finance Position	14	3.0%		1.1%	3.3%	7.4%	
Between \$10 million and \$25 million							
CEO/Executive Director	8	7.9%			4.4%		
Top Finance Position	8	7.2%			7.9%		
Top Operations Position	6	-2.1%			3.1%		
Greater than \$50 million							
Top Finance Position	8	6.1%			4.9%		
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
\$250 thousand or less							
CEO/Executive Director	63	1.9%	-10.5%	-1.3%	0.9%	6.9%	15.2%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	73	4.1%	-7.4%	0.0%	4.3%	9.3%	13.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	81	3.5%	-6.1%	0.0%	3.9%	8.2%	12.7%
Between \$1 million and \$2.5 million							
CEO/Executive Director	91	3.6%	-4.1%	0.0%	2.7%	6.7%	14.7%
Top Finance Position	7	5.3%			1.4%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	33	3.6%	-7.2%	0.5%	3.9%	8.4%	11.6%
Top Finance Position	5	10.4%			6.1%		
Between \$5 million and \$10 million							
CEO/Executive Director	16	3.9%		-0.5%	2.1%	8.9%	
Top Finance Position	8	6.4%			6.6%		



## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
Between \$10 million and \$25 million							
CEO/Executive Director	9	1.4%			2.7%		
Top Finance Position	6	3.8%			3.6%		
Between \$25 million and \$50 million							
CEO/Executive Director	7	4.6%			3.9%		
<b>Arts, Culture and Humanities: Arts &amp; Humanities Councils &amp; Agencies</b>							
\$250 thousand or less							
CEO/Executive Director	43	1.1%	-6.3%	-0.8%	0.0%	4.6%	10.7%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	34	2.9%	-2.1%	-0.3%	0.8%	4.3%	13.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	33	3.8%	-4.1%	0.0%	3.4%	7.7%	9.9%
Between \$1 million and \$2.5 million							
CEO/Executive Director	27	2.2%	-4.6%	-1.0%	1.1%	5.2%	10.7%
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	2.4%		0.4%	2.4%	5.9%	
<b>Arts, Culture and Humanities: Arts Education</b>							
\$250 thousand or less							
CEO/Executive Director	45	1.0%	-17.2%	-1.5%	0.0%	8.9%	15.4%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	57	2.8%	-9.7%	0.0%	3.2%	8.5%	11.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	68	3.5%	-4.8%	0.0%	3.9%	7.2%	12.1%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Arts Education</b>							
Between \$1 million and \$2.5 million							
CEO/Executive Director	88	4.0%	-1.9%	0.0%	3.1%	7.6%	13.0%
Top Finance Position	5	0.0%			0.0%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	19	4.6%		-2.3%	2.7%	10.7%	
Between \$5 million and \$10 million							
CEO/Executive Director	16	3.3%		0.4%	3.8%	7.8%	
Top Finance Position	6	0.5%			0.9%		
<b>Arts, Culture and Humanities: Arts Services</b>							
\$250 thousand or less							
CEO/Executive Director	12	1.7%		-0.1%	0.0%	3.4%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	17	7.0%		0.4%	8.5%	13.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	4.7%			3.3%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	15	4.6%		1.3%	4.3%	8.0%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	3.9%			2.5%		
<b>Arts, Culture and Humanities: Arts, Culture &amp; Humanities N.E.C.</b>							
\$250 thousand or less							
CEO/Executive Director	16	1.9%		-2.1%	2.6%	5.2%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	23	6.5%	-0.3%	0.4%	5.3%	10.2%	16.6%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture and Humanities: Arts, Culture & Humanities N.E.C.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	2.1%		-0.3%	2.5%	4.5%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	20	5.7%	-0.6%	0.0%	4.4%	9.3%	14.0%
Between \$2.5 million and \$5 million							
CEO/Executive Director	19	0.4%		-2.5%	0.9%	5.0%	
Between \$5 million and \$10 million							
CEO/Executive Director	5	2.6%			3.2%		
Between \$10 million and \$25 million							
CEO/Executive Director	5	4.7%			2.7%		
Arts, Culture and Humanities: Ballet							
\$250 thousand or less							
CEO/Executive Director	6	10.6%			11.6%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	4.1%		0.0%	0.6%	3.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	10.0%			11.1%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	6.2%			0.9%		
Between \$5 million and \$10 million							
CEO/Executive Director	6	4.8%			3.2%		
Arts, Culture and Humanities: Bands & Ensembles							
\$250 thousand or less							
CEO/Executive Director	9	2.5%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Bands &amp; Ensembles</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	7.3%			8.7%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	6.6%			2.0%		
<b>Arts, Culture and Humanities: Children's Museums</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	18	1.0%		-1.8%	0.0%	2.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	2.2%	-4.8%	-3.0%	2.4%	6.3%	12.7%
Between \$1 million and \$2.5 million							
CEO/Executive Director	24	3.0%	-5.7%	0.0%	3.1%	7.5%	10.6%
Between \$2.5 million and \$5 million							
CEO/Executive Director	13	6.1%		1.9%	4.1%	8.2%	
Between \$5 million and \$10 million							
CEO/Executive Director	12	5.5%		1.8%	5.7%	8.2%	
<b>Arts, Culture and Humanities: Cultural &amp; Ethnic Awareness</b>							
\$250 thousand or less							
CEO/Executive Director	31	2.3%	-4.5%	0.0%	0.0%	4.5%	14.4%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	41	1.8%	-6.9%	-2.5%	0.4%	5.7%	13.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	32	2.8%	-5.3%	-1.6%	0.8%	9.1%	14.1%
Between \$1 million and \$2.5 million							
CEO/Executive Director	29	4.1%	-2.8%	0.0%	3.4%	8.6%	12.1%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Cultural &amp; Ethnic Awareness</b>							
Between \$2.5 million and \$5 million							
CEO/Executive Director	19	3.0%		-2.0%	0.0%	7.7%	
Between \$5 million and \$10 million							
CEO/Executive Director	10	3.4%		2.3%	4.6%	7.0%	
<b>Arts, Culture and Humanities: Dance</b>							
\$250 thousand or less							
CEO/Executive Director	14	-0.2%		-4.4%	1.0%	5.3%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	33	-0.2%	-13.7%	-3.3%	0.0%	4.1%	10.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	6.1%	-2.9%	1.1%	5.2%	11.4%	13.9%
Between \$1 million and \$2.5 million							
CEO/Executive Director	15	3.6%		-1.7%	1.4%	9.0%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	0.8%			1.7%		
<b>Arts, Culture and Humanities: Film &amp; Video</b>							
\$250 thousand or less							
CEO/Executive Director	15	0.6%		0.0%	0.7%	6.4%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	17	5.6%		0.0%	7.1%	14.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	3.7%	-1.7%	0.1%	2.4%	9.6%	12.9%
Between \$1 million and \$2.5 million							
CEO/Executive Director	22	7.0%	0.1%	2.0%	5.1%	13.7%	17.3%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture and Humanities: Film & Video							
Between \$2.5 million and \$5 million							
CEO/Executive Director	14	5.3%		0.0%	5.0%	9.0%	
Arts, Culture and Humanities: Fund Raising & Fund Distribution							
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	8.4%		4.4%	8.5%	13.2%	
Arts, Culture and Humanities: Historical Organizations							
\$250 thousand or less							
CEO/Executive Director	42	3.6%	-2.8%	0.0%	2.2%	6.9%	10.6%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	40	0.2%	-7.7%	-2.4%	0.0%	3.8%	8.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	50	4.8%	-0.7%	0.1%	2.7%	7.9%	15.8%
Between \$1 million and \$2.5 million							
CEO/Executive Director	28	1.7%	-7.1%	-2.8%	2.3%	5.7%	11.6%
Between \$2.5 million and \$5 million							
CEO/Executive Director	12	2.4%		-3.0%	4.5%	9.7%	
Top Finance Position	6	7.5%			10.3%		
Between \$5 million and \$10 million							
CEO/Executive Director	8	5.2%			3.1%		
Between \$10 million and \$25 million							
CEO/Executive Director	8	4.4%			2.8%		
Top Finance Position	5	4.0%			0.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Historical Societies &amp; Historic Preservation</b>							
\$250 thousand or less							
CEO/Executive Director	79	2.3%	-4.8%	0.0%	1.6%	6.5%	11.1%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	58	2.8%	-4.0%	-0.3%	1.3%	5.8%	10.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	33	3.6%	-1.9%	0.0%	3.1%	6.3%	12.0%
Between \$1 million and \$2.5 million							
CEO/Executive Director	24	5.7%	-1.8%	0.0%	3.3%	9.4%	18.4%
<b>Arts, Culture and Humanities: History Museums</b>							
\$250 thousand or less							
CEO/Executive Director	48	1.1%	-4.0%	-1.3%	0.2%	4.6%	10.1%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	41	4.2%	-3.6%	1.2%	4.2%	7.6%	10.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	50	2.2%	-3.6%	-0.4%	0.7%	4.4%	12.2%
Between \$1 million and \$2.5 million							
CEO/Executive Director	39	3.1%	-2.4%	-0.1%	2.6%	5.5%	11.3%
Between \$2.5 million and \$5 million							
CEO/Executive Director	21	2.0%	-8.8%	-5.3%	3.0%	4.3%	12.2%
Top Finance Position	5	9.9%			7.0%		
Between \$5 million and \$10 million							
CEO/Executive Director	14	5.9%		-0.6%	3.8%	13.3%	
Top Finance Position	5	6.3%			5.4%		
Between \$10 million and \$25 million							
CEO/Executive Director	7	4.2%			5.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Humanities</b>							
\$250 thousand or less							
CEO/Executive Director	15	2.2%		-0.5%	1.3%	6.3%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	3.3%		-3.0%	3.9%	6.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	4.5%	-4.1%	0.6%	1.9%	9.5%	13.4%
Between \$1 million and \$2.5 million							
CEO/Executive Director	27	4.5%	-1.1%	0.1%	3.5%	8.0%	11.2%
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	3.1%		0.7%	2.2%	4.5%	
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
\$250 thousand or less							
CEO/Executive Director	12	-5.9%		-10.8%	-5.2%	0.2%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	22	2.0%	-2.5%	-1.0%	0.7%	5.5%	7.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	3.6%	-2.9%	-0.5%	2.7%	6.1%	10.4%
Between \$1 million and \$2.5 million							
CEO/Executive Director	28	6.4%	-0.6%	0.0%	3.7%	12.0%	19.8%
Top Finance Position	6	10.6%			10.8%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	15	1.9%		0.8%	2.0%	5.5%	
Between \$5 million and \$10 million							
CEO/Executive Director	6	2.2%			3.8%		
Top Finance Position	6	3.8%			3.9%		



## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture and Humanities: Media & Communications							
Between \$10 million and \$25 million							
CEO/Executive Director	8	1.8%			1.0%		
Top Finance Position	6	4.5%			1.9%		
Arts, Culture and Humanities: Museums							
\$250 thousand or less							
CEO/Executive Director	34	1.0%	-4.3%	0.0%	0.8%	3.4%	8.6%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	41	1.0%	-8.7%	-0.6%	0.0%	4.7%	13.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	42	2.8%	-2.1%	-0.8%	1.4%	5.9%	11.5%
Between \$1 million and \$2.5 million							
CEO/Executive Director	52	1.0%	-7.3%	-2.5%	1.3%	4.6%	7.5%
Top Finance Position	8	3.2%			3.2%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	37	5.1%	-5.1%	2.3%	5.4%	10.0%	16.2%
Top Finance Position	9	1.9%			2.5%		
Between \$5 million and \$10 million							
CEO/Executive Director	21	2.3%	-10.2%	-2.7%	4.3%	7.7%	9.2%
Top Finance Position	11	4.6%		1.5%	4.4%	7.4%	
Between \$10 million and \$25 million							
CEO/Executive Director	19	3.8%		1.7%	3.0%	5.8%	
Top Development Position	5	2.9%			0.6%		
Top Finance Position	16	4.6%		3.2%	4.9%	8.1%	
Top Marketing Position	5	8.4%			10.6%		
Top Operations Position	8	3.4%			2.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Museums</b>							
Between \$25 million and \$50 million							
CEO/Executive Director	7	8.1%			6.6%		
<b>Arts, Culture and Humanities: Music</b>							
\$250 thousand or less							
CEO/Executive Director	26	0.2%	-8.2%	-4.1%	0.0%	4.8%	8.0%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	46	3.2%	-2.8%	0.0%	2.5%	6.9%	13.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	49	4.2%	-2.5%	0.3%	3.1%	8.2%	13.0%
Between \$1 million and \$2.5 million							
CEO/Executive Director	28	3.2%	-9.6%	-1.2%	4.7%	9.4%	13.7%
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	3.2%			2.5%		
<b>Arts, Culture and Humanities: Natural History &amp; Natural Science Museums</b>							
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	4.3%			2.8%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	-1.0%			0.5%		
<b>Arts, Culture and Humanities: Opera</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	6.4%			8.5%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	2.3%		0.0%	0.7%	2.0%	
Top Administrative Position	5	3.1%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Opera</b>							
Between \$5 million and \$10 million							
Top Finance Position	5	5.8%			3.4%		
<b>Arts, Culture and Humanities: Performing Arts</b>							
\$250 thousand or less							
CEO/Executive Director	21	0.7%	-0.6%	0.0%	0.5%	4.2%	7.2%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	24	4.9%	-7.1%	0.0%	4.1%	10.0%	18.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	29	4.5%	-4.4%	0.0%	4.6%	9.1%	13.9%
Between \$1 million and \$2.5 million							
CEO/Executive Director	39	1.8%	-6.9%	-1.4%	1.8%	5.1%	11.0%
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	5.4%			3.2%		
Between \$5 million and \$10 million							
CEO/Executive Director	10	6.1%		1.0%	5.0%	7.9%	
Between \$10 million and \$25 million							
CEO/Executive Director	5	3.5%			2.5%		
<b>Arts, Culture and Humanities: Performing Arts Centers</b>							
\$250 thousand or less							
CEO/Executive Director	11	2.1%		0.0%	1.3%	4.3%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	22	3.0%	-1.7%	0.0%	0.2%	5.6%	11.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	29	4.3%	-4.8%	0.0%	2.7%	9.3%	15.7%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Performing Arts Centers</b>							
Between \$1 million and \$2.5 million							
CEO/Executive Director	42	3.6%	-4.3%	0.0%	2.7%	8.0%	12.8%
Between \$2.5 million and \$5 million							
CEO/Executive Director	25	3.4%	-3.3%	-1.3%	3.8%	6.7%	11.9%
Top Finance Position	9	4.8%			3.4%		
Between \$5 million and \$10 million							
CEO/Executive Director	13	2.5%		-2.2%	3.0%	8.2%	
Top Finance Position	7	3.9%			3.1%		
Between \$10 million and \$25 million							
CEO/Executive Director	24	3.6%	-1.6%	0.3%	4.3%	7.1%	8.6%
Top Administrative Position	5	-1.8%			3.2%		
Top Development Position	10	3.2%		-0.9%	3.9%	7.5%	
Top Finance Position	18	5.9%		2.0%	5.2%	7.7%	
Top Marketing Position	6	6.0%			6.7%		
Top Operations Position	6	2.7%			3.8%		
Top Technology Position	5	-2.9%			-3.7%		
<b>Arts, Culture and Humanities: Performing Arts Schools</b>							
\$250 thousand or less							
CEO/Executive Director	11	-2.1%		-8.6%	0.0%	4.5%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	1.7%		-3.7%	4.2%	8.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	1.0%		-0.5%	0.6%	3.3%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Printing &amp; Publishing</b>							
\$250 thousand or less							
CEO/Executive Director	24	1.0%	-5.1%	0.0%	0.0%	4.4%	9.3%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	17	-1.9%		-6.1%	-0.6%	2.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	6.0%			6.1%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	15	3.9%		-2.6%	4.8%	7.4%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	-1.1%			-2.2%		
<b>Arts, Culture and Humanities: Professional Societies &amp; Associations</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	2.9%			5.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	6.1%		1.4%	4.4%	10.2%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	5.1%		1.8%	3.2%	8.0%	
<b>Arts, Culture and Humanities: Radio</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	2.1%		-0.1%	0.7%	2.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	1.4%		-5.7%	0.0%	5.7%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	2.8%		0.0%	1.0%	6.7%	
Top Administrative Position	6	3.8%			2.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Radio</b>							
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	4.6%			4.9%		
Between \$5 million and \$10 million							
CEO/Executive Director	6	2.6%			1.5%		
<b>Arts, Culture and Humanities: Research Institutes &amp; Public Policy Analysis</b>							
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	4.6%			0.0%		
<b>Arts, Culture and Humanities: Science &amp; Technology Museums</b>							
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	3.9%		-1.1%	3.4%	8.4%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	3.1%		0.0%	1.0%	5.6%	
Between \$5 million and \$10 million							
CEO/Executive Director	6	0.4%			0.8%		
Between \$10 million and \$25 million							
CEO/Executive Director	9	1.8%			2.7%		
<b>Arts, Culture and Humanities: Singing &amp; Choral Groups</b>							
\$250 thousand or less							
CEO/Executive Director	11	1.5%		0.0%	1.5%	4.0%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	-0.9%		-3.4%	-0.2%	4.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	3.3%		0.0%	2.8%	5.3%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, Culture and Humanities: Singing & Choral Groups							
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	-0.2%			2.9%		
Arts, Culture and Humanities: Single Organization Support							
\$250 thousand or less							
CEO/Executive Director	5	3.7%			5.7%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	3.6%			6.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	1.3%			0.5%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	0.8%			1.5%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	1.4%			2.6%		
Arts, Culture and Humanities: Symphony Orchestras							
\$250 thousand or less							
CEO/Executive Director	8	-1.1%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	31	-0.1%	-6.0%	-2.6%	0.0%	4.5%	8.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	2.8%	-3.9%	0.0%	2.8%	6.3%	10.7%
Between \$1 million and \$2.5 million							
CEO/Executive Director	42	3.5%	-1.1%	0.0%	2.1%	5.2%	11.4%
Between \$2.5 million and \$5 million							
CEO/Executive Director	14	0.3%		-4.4%	0.5%	6.6%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Symphony Orchestras</b>							
Between \$5 million and \$10 million							
CEO/Executive Director	9	4.7%			5.7%		
Between \$10 million and \$25 million							
CEO/Executive Director	7	2.0%			3.3%		
<b>Arts, Culture and Humanities: Television</b>							
\$250 thousand or less							
CEO/Executive Director	15	3.2%		0.2%	3.3%	6.4%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	32	2.8%	-1.6%	1.0%	3.0%	4.1%	8.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	1.8%	-3.7%	-2.8%	1.8%	3.2%	10.3%
Between \$1 million and \$2.5 million							
CEO/Executive Director	18	3.8%		-0.2%	1.7%	6.1%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	17	3.3%		-1.3%	0.2%	8.2%	
Between \$5 million and \$10 million							
CEO/Executive Director	8	5.0%			3.6%		
Between \$10 million and \$25 million							
CEO/Executive Director	11	1.2%		-3.2%	3.4%	4.8%	
Top Finance Position	6	2.7%			1.9%		
<b>Arts, Culture and Humanities: Theater</b>							
\$250 thousand or less							
CEO/Executive Director	56	0.9%	-13.2%	-3.4%	0.0%	6.6%	13.1%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	59	3.7%	-4.0%	0.0%	2.8%	8.9%	15.7%



## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Theater</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	81	4.6%	-4.2%	0.0%	4.0%	11.1%	13.2%
Between \$1 million and \$2.5 million							
CEO/Executive Director	81	3.1%	-6.2%	-1.8%	2.2%	8.1%	13.9%
Between \$2.5 million and \$5 million							
CEO/Executive Director	34	4.0%	-3.8%	0.0%	3.1%	8.2%	13.6%
Between \$5 million and \$10 million							
CEO/Executive Director	23	4.0%	-0.7%	0.5%	2.7%	5.9%	16.3%
Top Development Position	5	5.9%			5.7%		
Between \$10 million and \$25 million							
CEO/Executive Director	16	4.1%		0.9%	3.7%	8.6%	
Top Administrative Position	5	10.1%			5.3%		
Top Development Position	8	0.9%			1.9%		
Top Finance Position	9	4.5%			4.1%		
Top Marketing Position	5	-0.1%			-1.4%		
Between \$25 million and \$50 million							
CEO/Executive Director	7	7.7%			9.1%		
Top Finance Position	8	3.7%			2.6%		
<b>Arts, Culture and Humanities: Visual Arts</b>							
\$250 thousand or less							
CEO/Executive Director	28	1.1%	-14.1%	-1.3%	1.3%	6.4%	15.6%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	42	5.5%	-0.7%	1.1%	3.3%	9.8%	16.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	4.1%	-4.2%	-1.3%	2.5%	9.1%	19.0%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arts, Culture and Humanities: Visual Arts</b>							
Between \$1 million and \$2.5 million							
CEO/Executive Director	27	3.2%	-4.0%	-0.9%	1.4%	6.1%	13.1%
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	0.1%			1.6%		
<b>Civil Rights, Social Action, Advocacy: Alliances &amp; Advocacy</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	21	0.5%	-11.6%	-5.0%	1.0%	5.0%	12.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	3.0%	-1.9%	-0.3%	1.8%	7.2%	10.6%
Between \$1 million and \$2.5 million							
CEO/Executive Director	20	4.7%	-2.7%	-0.4%	2.7%	7.2%	19.6%
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	7.8%			6.4%		
Between \$10 million and \$25 million							
CEO/Executive Director	6	4.7%			3.5%		
<b>Civil Rights, Social Action, Advocacy: Children's Rights</b>							
\$250 thousand or less							
CEO/Executive Director	9	9.8%			9.0%		
<b>Civil Rights, Social Action, Advocacy: Civil Liberties</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	-1.0%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	1.3%		-0.1%	1.3%	4.5%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy: Civil Liberties							
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	6.7%		0.7%	6.3%	12.7%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	8.0%			9.3%		
Civil Rights, Social Action, Advocacy: Civil Rights							
\$250 thousand or less							
CEO/Executive Director	14	5.8%		0.7%	7.2%	11.8%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	18	2.5%		-0.8%	2.5%	7.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	1.6%	-8.3%	-1.1%	1.4%	5.8%	9.7%
Between \$1 million and \$2.5 million							
CEO/Executive Director	31	4.7%	0.0%	1.1%	3.6%	8.4%	12.9%
Top Legal Position	5	4.0%			3.4%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	2.9%			2.6%		
Between \$5 million and \$10 million							
CEO/Executive Director	10	4.6%		-0.5%	2.6%	10.4%	
Top Finance Position	6	5.5%			5.1%		
Between \$10 million and \$25 million							
Top Finance Position	5	3.0%			3.7%		
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action & Advocacy N.E.C.							
\$250 thousand or less							
CEO/Executive Director	9	4.4%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action & Advocacy N.E.C.							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	5.8%		0.1%	6.2%	10.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	5.1%	-3.2%	1.3%	5.2%	8.3%	13.8%
Between \$1 million and \$2.5 million							
CEO/Executive Director	20	3.0%	-0.3%	0.0%	2.1%	4.5%	8.5%
Between \$2.5 million and \$5 million							
CEO/Executive Director	14	2.0%		-1.7%	1.5%	4.4%	
Top Finance Position	5	5.7%			4.7%		
Top Operations Position	5	5.2%			1.1%		
Civil Rights, Social Action, Advocacy: Disabled Persons Rights							
\$250 thousand or less							
CEO/Executive Director	7	1.5%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	0.8%			0.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	2.9%		-1.9%	1.4%	4.9%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	22	4.0%	-5.2%	-0.3%	1.8%	7.9%	19.4%
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	4.0%			2.4%		
Between \$5 million and \$10 million							
CEO/Executive Director	6	4.6%			3.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy: Intergroup & Race Relations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	5.8%			3.3%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	2.3%		-3.0%	2.2%	8.6%	
Civil Rights, Social Action, Advocacy: Lesbian & Gay Rights							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	6.6%			5.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.0%			2.2%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	6.8%		1.9%	5.8%	14.7%	
Civil Rights, Social Action, Advocacy: Minority Rights							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	0.1%			-0.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.8%			3.4%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	8.5%			6.1%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	6.3%			6.6%		
Civil Rights, Social Action, Advocacy: Research Institutes & Public Policy Analysis							
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	3.3%			1.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil Rights, Social Action, Advocacy: Right to Life							
\$250 thousand or less							
CEO/Executive Director	11	-2.8%		-8.1%	0.0%	1.6%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	0.9%		-2.9%	2.4%	4.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	-2.3%			1.3%		
Civil Rights, Social Action, Advocacy: Voter Education & Registration							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	5.4%			4.4%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	1.3%			0.4%		
Civil Rights, Social Action, Advocacy: Womens Rights							
\$250 thousand or less							
CEO/Executive Director	6	3.9%			1.6%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	3.7%			3.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	7.2%			3.7%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	18	3.0%		-0.4%	1.8%	9.4%	
Between \$5 million and \$10 million							
CEO/Executive Director	7	-0.5%			-2.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Alliances & Advocacy							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	0.9%		-1.4%	0.0%	8.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	4.7%	-4.4%	0.9%	4.1%	10.9%	14.2%
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	0.3%			0.8%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	11.7%			12.4%		
Community Improvement, Capacity Building: Business & Industry							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	-1.2%			0.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	1.5%		-3.3%	3.2%	6.5%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	6.4%			4.0%		
Top Finance Position	5	4.7%			2.7%		
Between \$10 million and \$25 million							
CEO/Executive Director	5	-0.1%			0.1%		
Community Improvement, Capacity Building: Chambers of Commerce & Business Leagues							
\$250 thousand or less							
CEO/Executive Director	10	5.8%		0.4%	4.5%	9.6%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	-0.7%			1.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	2.7%		-1.1%	0.8%	4.6%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Chambers of Commerce & Business Leagues							
Between \$1 million and \$2.5 million							
CEO/Executive Director	21	3.2%	-0.1%	0.0%	3.1%	6.0%	9.0%
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	6.3%			7.1%		
Between \$5 million and \$10 million							
CEO/Executive Director	5	4.2%			5.3%		
Between \$10 million and \$25 million							
CEO/Executive Director	7	3.1%			4.6%		
Top Finance Position	5	4.9%			3.6%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
\$250 thousand or less							
CEO/Executive Director	113	3.3%	-4.9%	0.0%	2.0%	7.5%	12.6%
Top Finance Position	5	-2.7%			0.3%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	120	2.0%	-5.8%	-0.4%	0.7%	5.2%	11.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	125	3.2%	-6.3%	0.0%	2.7%	7.8%	13.3%
Between \$1 million and \$2.5 million							
CEO/Executive Director	130	3.7%	-5.0%	-0.3%	3.0%	8.0%	15.4%
Top Finance Position	15	4.7%		1.1%	5.0%	9.8%	
Top Operations Position	6	5.1%			4.5%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	71	3.1%	-3.1%	0.0%	2.9%	6.3%	11.9%
Top Finance Position	22	3.7%	-7.1%	-0.6%	3.7%	8.0%	14.0%
Top Operations Position	7	7.0%			6.4%		



## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Community & Neighborhood Development							
Between \$5 million and \$10 million							
CEO/Executive Director	67	2.5%	-5.2%	-0.4%	2.3%	5.0%	11.2%
Top Finance Position	28	3.9%	-3.6%	0.0%	3.6%	6.5%	13.5%
Top Operations Position	7	7.4%			8.1%		
Between \$10 million and \$25 million							
CEO/Executive Director	37	3.0%	-1.7%	0.4%	1.8%	5.4%	11.6%
Top Finance Position	22	2.3%	-3.5%	-0.9%	2.4%	4.8%	13.3%
Between \$25 million and \$50 million							
CEO/Executive Director	9	2.2%			2.6%		
Community Improvement, Capacity Building: Community Coalitions							
\$250 thousand or less							
CEO/Executive Director	19	2.8%		-3.5%	0.8%	6.1%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	1.7%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	3.9%		0.0%	2.7%	4.9%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	5.2%		0.1%	2.4%	8.3%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	1.4%			0.1%		
Between \$5 million and \$10 million							
CEO/Executive Director	8	0.0%			2.0%		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
\$250 thousand or less							
CEO/Executive Director	24	5.1%	-8.5%	-4.4%	3.4%	16.8%	19.4%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	27	1.7%	-3.7%	-0.8%	0.0%	2.9%	9.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	32	1.4%	-8.3%	-3.6%	0.5%	5.5%	10.2%
Between \$1 million and \$2.5 million							
CEO/Executive Director	25	3.0%	-5.2%	0.0%	3.4%	8.2%	12.7%
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	2.0%		0.0%	2.2%	4.1%	
Between \$5 million and \$10 million							
CEO/Executive Director	9	7.7%			6.0%		
Between \$10 million and \$25 million							
CEO/Executive Director	8	4.1%			3.7%		
Top Finance Position	7	1.5%			-1.6%		
Community Improvement, Capacity Building: Community Service Clubs							
\$250 thousand or less							
CEO/Executive Director	14	0.2%		-6.8%	1.6%	3.0%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	24	2.3%	-8.5%	-0.2%	0.9%	8.4%	12.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	3.1%	-4.6%	-1.4%	2.8%	8.4%	15.0%
Between \$1 million and \$2.5 million							
CEO/Executive Director	25	3.1%	-2.2%	0.0%	1.3%	6.1%	9.4%
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	2.3%			2.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Community Service Clubs							
Between \$5 million and \$10 million							
CEO/Executive Director	8	0.7%			-0.3%		
Community Improvement, Capacity Building: Economic Development							
\$250 thousand or less							
CEO/Executive Director	51	0.7%	-10.0%	-1.9%	0.3%	3.6%	10.9%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	61	3.6%	-3.7%	-0.3%	3.5%	7.9%	13.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	67	4.2%	-3.4%	0.0%	2.8%	8.5%	17.6%
Between \$1 million and \$2.5 million							
CEO/Executive Director	64	3.3%	-2.9%	0.0%	2.9%	6.3%	9.5%
Top Finance Position	5	8.8%			7.3%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	41	5.4%	-5.5%	0.9%	5.1%	9.6%	15.3%
Top Finance Position	13	9.6%		6.1%	8.1%	11.5%	
Top Operations Position	7	3.7%			7.2%		
Between \$5 million and \$10 million							
CEO/Executive Director	18	7.2%		3.5%	5.8%	9.4%	
Top Finance Position	5	5.9%			2.5%		
Between \$10 million and \$25 million							
CEO/Executive Director	11	4.5%		0.5%	4.0%	7.5%	
Top Finance Position	10	4.3%		0.4%	3.2%	7.3%	
Community Improvement, Capacity Building: Fund Raising & Fund Distribution							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	0.4%			4.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Fund Raising & Fund Distribution							
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	-0.1%			1.3%		
Community Improvement, Capacity Building: Management & Technical Assistance							
\$250 thousand or less							
CEO/Executive Director	5	0.4%			0.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	-0.3%			-0.4%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	0.6%		-3.6%	-1.4%	1.7%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	12	3.3%		2.5%	4.7%	8.2%	
Between \$5 million and \$10 million							
CEO/Executive Director	7	1.7%			0.3%		
Top Finance Position	5	5.6%			5.7%		
Community Improvement, Capacity Building: Neighborhood & Block Associations							
\$250 thousand or less							
CEO/Executive Director	8	-3.1%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	-5.3%			-2.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	3.8%		3.0%	4.4%	6.8%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	4.2%			4.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Nonprofit Management							
\$250 thousand or less							
CEO/Executive Director	5	-3.6%			-7.1%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	2.7%			0.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	7.1%	0.0%	1.1%	4.8%	8.3%	20.7%
Between \$1 million and \$2.5 million							
CEO/Executive Director	17	3.9%		0.5%	4.2%	5.7%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	18	7.3%		1.1%	4.9%	11.9%	
Top Finance Position	6	10.1%			10.6%		
Community Improvement, Capacity Building: Professional Societies & Associations							
\$250 thousand or less							
CEO/Executive Director	5	6.4%			6.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	5.6%			5.8%		
Community Improvement, Capacity Building: Research Institutes & Public Policy Analysis							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.6%			1.4%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	7.8%			9.3%		
Community Improvement, Capacity Building: Rural Economic Development							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	5.5%			5.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Rural Economic Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	1.5%			-0.2%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	7.9%			7.3%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	3.8%			5.7%		
Top Finance Position	5	2.2%			-1.3%		
Between \$5 million and \$10 million							
CEO/Executive Director	7	4.9%			6.5%		
Between \$10 million and \$25 million							
CEO/Executive Director	7	1.5%			3.9%		
Community Improvement, Capacity Building: Small Business Development							
\$250 thousand or less							
CEO/Executive Director	6	1.4%			3.4%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	2.3%			1.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	1.0%		-1.9%	0.4%	3.0%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	26	3.1%	-2.7%	-0.5%	4.0%	6.7%	11.6%
Top Finance Position	8	1.5%			1.1%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	12	4.4%		-1.1%	3.9%	14.4%	
Top Finance Position	5	-1.6%			-2.2%		
Between \$5 million and \$10 million							
CEO/Executive Director	6	2.6%			1.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community Improvement, Capacity Building: Support N.E.C.							
\$250 thousand or less							
CEO/Executive Director	5	6.4%			10.0%		
Community Improvement, Capacity Building: Urban & Community Economic Development							
\$250 thousand or less							
CEO/Executive Director	15	3.5%		-0.7%	0.0%	6.3%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	24	3.2%	-9.5%	0.3%	3.8%	7.2%	13.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	3.9%	-2.1%	0.0%	2.9%	6.9%	12.9%
Between \$1 million and \$2.5 million							
CEO/Executive Director	24	2.9%	-8.7%	-0.3%	3.7%	8.6%	11.4%
Between \$2.5 million and \$5 million							
CEO/Executive Director	13	5.0%		1.2%	3.9%	6.9%	
Top Finance Position	5	5.8%			5.3%		
Between \$5 million and \$10 million							
CEO/Executive Director	7	5.4%			1.2%		
Crime, Legal-Related: Administration of Justice							
\$250 thousand or less							
CEO/Executive Director	6	4.6%			1.3%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	2.6%			1.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.1%			6.9%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	3.2%			5.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Crime, Legal-Related: Child Abuse Prevention</b>							
\$250 thousand or less							
CEO/Executive Director	20	3.5%	-0.9%	0.0%	2.2%	6.1%	10.0%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	34	4.8%	-2.3%	0.0%	3.3%	9.7%	16.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	1.7%	-6.4%	0.0%	1.9%	5.7%	8.2%
Between \$1 million and \$2.5 million							
CEO/Executive Director	19	5.9%		2.8%	4.7%	6.9%	
<b>Crime, Legal-Related: Crime Prevention</b>							
\$250 thousand or less							
CEO/Executive Director	12	1.5%		-0.6%	2.5%	6.1%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	-3.4%			-0.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	8.6%		4.2%	8.6%	12.6%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	6.3%			4.9%		
<b>Crime, Legal-Related: Dispute Resolution &amp; Mediation</b>							
\$250 thousand or less							
CEO/Executive Director	17	0.7%		-1.5%	0.0%	3.8%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	6.5%		0.3%	2.3%	11.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	2.2%		1.2%	2.0%	4.0%	



## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Crime, Legal-Related: Dispute Resolution &amp; Mediation</b>							
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	2.9%			6.0%		
<b>Crime, Legal-Related: Drunk Driving Related</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.1%			5.7%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	3.4%			5.8%		
<b>Crime, Legal-Related: Fund Raising &amp; Fund Distribution</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.6%			0.8%		
<b>Crime, Legal-Related: Inmate Support</b>							
\$250 thousand or less							
CEO/Executive Director	9	2.5%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	6.0%		0.7%	7.0%	9.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	3.5%			0.9%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	5.5%			6.2%		
<b>Crime, Legal-Related: Law Enforcement</b>							
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	6.2%			6.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Crime, Legal-Related: Legal Services</b>							
\$250 thousand or less							
CEO/Executive Director	25	1.5%	-5.9%	0.0%	1.5%	4.0%	8.9%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	34	4.3%	0.0%	1.2%	4.4%	9.4%	11.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	51	3.0%	-3.9%	-0.2%	2.7%	6.6%	11.2%
Between \$1 million and \$2.5 million							
CEO/Executive Director	60	2.8%	-5.8%	-1.0%	2.2%	5.3%	13.6%
Top Finance Position	6	1.6%			-0.5%		
Top Legal Position	9	2.7%			1.6%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	40	3.4%	-4.3%	-0.4%	3.6%	8.3%	11.7%
Top Finance Position	10	2.8%		0.9%	4.5%	5.9%	
Top Legal Position	11	1.5%		0.1%	2.3%	3.1%	
Between \$5 million and \$10 million							
CEO/Executive Director	48	2.8%	-3.2%	-0.8%	3.1%	5.2%	8.6%
Top Finance Position	18	3.1%		-0.4%	3.0%	5.1%	
Top Legal Position	19	1.7%		0.5%	2.9%	5.1%	
Top Operations Position	6	3.2%			1.8%		
Between \$10 million and \$25 million							
CEO/Executive Director	23	3.7%	-2.0%	-0.5%	2.9%	5.8%	8.8%
Top Finance Position	11	2.6%		-0.5%	1.6%	3.6%	
Top Legal Position	5	-0.1%			0.5%		
<b>Crime, Legal-Related: Prison Alternatives</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	1.1%			4.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Crime, Legal-Related: Prison Alternatives</b>							
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	-0.3%			-4.0%		
Between \$10 million and \$25 million							
CEO/Executive Director	6	0.8%			-1.1%		
<b>Crime, Legal-Related: Professional Societies &amp; Associations</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	5.2%			4.0%		
<b>Crime, Legal-Related: Protection Against Abuse</b>							
\$250 thousand or less							
CEO/Executive Director	8	5.0%			4.1%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	5.6%		-0.5%	4.8%	7.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	-0.4%			0.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	4.6%			3.3%		
<b>Crime, Legal-Related: Public Interest Law</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	1.5%		-0.6%	0.4%	2.7%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	2.9%		0.2%	3.5%	4.8%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	4.5%			2.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Crime, Legal-Related: Rehabilitation Services for Offenders</b>							
\$250 thousand or less							
CEO/Executive Director	8	0.1%			2.1%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	3.4%			3.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.1%			1.5%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	2.2%		0.2%	2.7%	4.5%	
<b>Crime, Legal-Related: Research Institutes &amp; Public Policy Analysis</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	-0.3%			0.0%		
<b>Crime, Legal-Related: Sexual Abuse Prevention</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	2.8%		-2.7%	0.0%	7.1%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	11.2%			10.7%		
<b>Crime, Legal-Related: Spouse Abuse Prevention</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	3.8%		0.0%	2.7%	9.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	8.8%			9.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Crime, Legal-Related: Way Houses for Offenders &amp; Ex Offenders</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	6.5%			3.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	5.3%			3.8%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	3.9%			6.7%		
<b>Crime, Legal-Related: Youth Violence Prevention</b>							
\$250 thousand or less							
CEO/Executive Director	12	-2.0%		-3.8%	-0.3%	2.7%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	14	4.0%		0.2%	3.5%	5.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	6.9%		2.1%	4.9%	8.4%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	-1.7%			0.2%		
<b>Diseases, Disorders, Medical Disciplines: AIDS</b>							
\$250 thousand or less							
CEO/Executive Director	5	-1.8%			-1.1%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	0.4%		-3.3%	0.0%	3.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	2.9%	-7.0%	-0.3%	3.5%	8.0%	14.0%
Between \$1 million and \$2.5 million							
CEO/Executive Director	38	6.0%	-3.2%	0.0%	4.3%	11.4%	18.3%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: AIDS							
Between \$2.5 million and \$5 million							
CEO/Executive Director	19	8.7%		2.9%	7.9%	14.5%	
Between \$5 million and \$10 million							
CEO/Executive Director	9	5.7%			5.7%		
Top Finance Position	5	0.2%			2.1%		
Between \$10 million and \$25 million							
CEO/Executive Director	9	4.0%			4.0%		
Diseases, Disorders, Medical Disciplines: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	5	7.4%			0.2%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	6.0%			4.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	7.1%		0.0%	1.5%	12.5%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	1.9%			2.6%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	3.8%			5.7%		
Diseases, Disorders, Medical Disciplines: Alzheimers Disease							
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	6.1%			6.1%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	5.8%			6.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Autism							
\$250 thousand or less							
CEO/Executive Director	9	3.5%			0.6%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	3.6%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	3.1%			0.1%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	15	3.5%		-0.7%	2.4%	7.8%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	1.2%		-3.1%	0.5%	4.5%	
Between \$5 million and \$10 million							
CEO/Executive Director	7	6.6%			6.1%		
Between \$10 million and \$25 million							
CEO/Executive Director	6	3.5%			3.7%		
Diseases, Disorders, Medical Disciplines: Birth Defects & Genetic Diseases							
\$250 thousand or less							
CEO/Executive Director	12	-1.4%		-7.8%	1.0%	5.1%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	13	4.9%		0.8%	3.4%	6.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	3.9%		0.0%	2.9%	5.7%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	6.2%		1.6%	4.2%	7.4%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	2.7%			3.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Birth Defects & Genetic Diseases							
Between \$5 million and \$10 million							
CEO/Executive Director	15	4.7%		0.8%	3.4%	9.4%	
Between \$10 million and \$25 million							
CEO/Executive Director	14	3.1%		0.1%	3.8%	11.2%	
Top Finance Position	10	-1.0%		-2.2%	-0.3%	1.3%	
Top Operations Position	5	3.0%			2.9%		
Greater than \$50 million							
CEO/Executive Director	5	10.5%			10.2%		
Top Finance Position	5	1.8%			2.7%		
Diseases, Disorders, Medical Disciplines: Brain Disorders							
\$250 thousand or less							
CEO/Executive Director	5	2.0%			3.1%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	6.1%			4.1%		
Diseases, Disorders, Medical Disciplines: Cancer							
\$250 thousand or less							
CEO/Executive Director	29	0.9%	-10.4%	-2.4%	0.0%	5.0%	11.5%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	31	1.4%	-4.1%	0.0%	0.3%	5.0%	8.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	32	4.6%	-1.4%	0.0%	4.0%	7.2%	9.3%
Between \$1 million and \$2.5 million							
CEO/Executive Director	32	1.4%	-8.5%	-4.3%	2.9%	7.4%	12.5%
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	8.1%		0.5%	4.2%	18.0%	



## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Cancer							
Between \$5 million and \$10 million							
CEO/Executive Director	7	-1.4%			-0.9%		
Between \$10 million and \$25 million							
CEO/Executive Director	7	4.0%			0.5%		
Between \$25 million and \$50 million							
CEO/Executive Director	5	2.8%			0.7%		
Diseases, Disorders, Medical Disciplines: Epilepsy							
\$250 thousand or less							
CEO/Executive Director	6	-0.5%			1.3%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	3.5%		0.0%	4.6%	6.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.7%			0.2%		
Diseases, Disorders, Medical Disciplines: Eye Diseases, Blindness & Vision Impairments							
\$250 thousand or less							
CEO/Executive Director	13	1.7%		-2.4%	0.0%	2.3%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	18	4.8%		0.0%	4.3%	10.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	2.8%	-0.3%	0.0%	1.3%	5.2%	7.0%
Between \$1 million and \$2.5 million							
CEO/Executive Director	24	3.2%	-7.2%	-1.8%	3.1%	8.6%	11.3%
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	4.6%		0.6%	2.4%	6.2%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Eye Diseases, Blindness & Vision Impairments							
Between \$5 million and \$10 million							
CEO/Executive Director	8	-0.3%			1.2%		
Diseases, Disorders, Medical Disciplines: Fund Raising & Fund Distribution							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	-2.3%			0.0%		
Diseases, Disorders, Medical Disciplines: Geriatrics							
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	5.4%			8.3%		
Diseases, Disorders, Medical Disciplines: Heart & Circulatory System Diseases & Disorders							
\$250 thousand or less							
CEO/Executive Director	21	5.3%	-3.7%	-2.4%	3.0%	14.1%	16.4%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	-1.5%		-5.4%	-0.7%	2.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	10.5%			11.8%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	2.2%			2.4%		
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	1.1%		-3.7%	1.0%	4.7%	
Between \$10 million and \$25 million							
CEO/Executive Director	6	2.5%			2.5%		
Top Finance Position	6	7.3%			8.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Nerve, Muscle & Bone Diseases							
\$250 thousand or less							
CEO/Executive Director	7	1.6%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	6.7%			6.4%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	1.8%			0.2%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	-5.3%			-1.4%		
Diseases, Disorders, Medical Disciplines: Neurology & Neuroscience							
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	5.3%			3.7%		
Between \$5 million and \$10 million							
CEO/Executive Director	5	1.5%			0.2%		
Diseases, Disorders, Medical Disciplines: Pediatrics							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	2.4%			1.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.6%			2.7%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	2.2%			4.0%		
Diseases, Disorders, Medical Disciplines: Professional Societies & Associations							
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	1.6%			3.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
\$250 thousand or less							
CEO/Executive Director	18	-0.9%		-4.0%	0.2%	3.6%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	16	0.5%		-0.2%	1.4%	3.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	2.3%		0.2%	2.8%	4.0%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	2.3%		-0.7%	0.1%	3.3%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	-2.5%			-1.9%		
Between \$5 million and \$10 million							
CEO/Executive Director	9	5.2%			3.5%		
Diseases, Disorders, Medical Disciplines: Surgical Specialties							
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	-2.9%			-1.1%		
Between \$5 million and \$10 million							
CEO/Executive Director	5	2.8%			2.0%		
Diseases, Disorders, Medical Disciplines: Voluntary Health Associations & Medical Disciplines N.E.C.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.5%			5.8%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	6.0%		1.2%	5.7%	9.1%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	13	4.9%		2.3%	3.4%	10.5%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, Disorders, Medical Disciplines: Voluntary Health Associations & Medical Disciplines N.E.C.							
Between \$5 million and \$10 million							
CEO/Executive Director	6	5.3%			4.6%		
Educational Institutions and Related Activities: Adult Education							
\$250 thousand or less							
CEO/Executive Director	49	0.8%	-10.3%	-2.1%	0.0%	3.0%	13.3%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	35	2.5%	-3.4%	0.0%	1.7%	6.2%	8.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	53	2.1%	-4.7%	-1.0%	0.4%	5.8%	13.4%
Between \$1 million and \$2.5 million							
CEO/Executive Director	38	4.8%	-3.6%	0.3%	3.0%	9.2%	14.4%
Between \$2.5 million and \$5 million							
CEO/Executive Director	14	-0.9%		-4.4%	0.7%	4.4%	
Between \$5 million and \$10 million							
CEO/Executive Director	10	0.3%		-6.5%	2.0%	3.6%	
Top Finance Position	5	4.5%			4.0%		
Between \$10 million and \$25 million							
Top Finance Position	6	4.2%			4.9%		
Educational Institutions and Related Activities: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	19	3.9%		0.0%	0.5%	8.4%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	41	0.0%	-10.9%	-2.8%	0.0%	3.2%	8.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	2.6%	-8.5%	-3.0%	2.5%	8.7%	14.2%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Alliances & Advocacy							
Between \$1 million and \$2.5 million							
CEO/Executive Director	44	3.3%	-5.7%	0.6%	3.1%	6.9%	10.2%
Between \$2.5 million and \$5 million							
CEO/Executive Director	23	1.7%	-4.9%	-2.3%	1.9%	3.6%	6.6%
Top Finance Position	7	-0.7%			0.3%		
Between \$5 million and \$10 million							
CEO/Executive Director	16	3.7%		0.3%	2.2%	8.7%	
Between \$10 million and \$25 million							
CEO/Executive Director	8	4.6%			4.6%		
Top Finance Position	5	1.7%			0.1%		
Educational Institutions and Related Activities: Alumni Associations							
\$250 thousand or less							
CEO/Executive Director	6	-9.7%			-9.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	2.0%			1.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	2.5%			5.8%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	3.0%			1.5%		
Educational Institutions and Related Activities: Charter Schools							
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	2.8%		-2.2%	2.0%	6.7%	
Top Administrative Position	5	-7.8%			-4.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Charter Schools							
Between \$1 million and \$2.5 million							
CEO/Executive Director	67	3.3%	-4.4%	-0.1%	2.1%	7.0%	12.4%
Top Administrative Position	8	8.0%			7.9%		
Top Business Position	7	9.8%			10.1%		
Top Education Position	5	6.0%			5.0%		
Top Finance Position	5	4.9%			7.1%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	138	4.4%	-5.3%	0.0%	4.4%	9.9%	13.5%
Top Administrative Position	9	-1.0%			1.5%		
Top Business Position	8	2.0%			3.5%		
Top Education Position	7	2.8%			2.9%		
Top Finance Position	8	6.0%			8.0%		
Top Operations Position	8	5.9%			7.6%		
Between \$5 million and \$10 million							
CEO/Executive Director	149	4.6%	-4.8%	-0.7%	4.8%	10.7%	15.9%
Top Administrative Position	9	-1.8%			-0.7%		
Top Business Position	8	-0.4%			-0.7%		
Top Finance Position	18	4.2%		-1.7%	7.3%	9.6%	
Top Operations Position	14	3.7%		0.0%	2.7%	8.2%	
Between \$10 million and \$25 million							
CEO/Executive Director	78	5.3%	-4.3%	0.0%	5.2%	10.0%	16.2%
Top Administrative Position	8	3.9%			2.0%		
Top Education Position	5	1.1%			4.4%		
Top Finance Position	13	7.4%		-0.1%	6.0%	16.0%	
Top Operations Position	14	6.2%		1.3%	7.6%	12.2%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Charter Schools							
Between \$25 million and \$50 million							
CEO/Executive Director	14	6.5%		0.7%	4.9%	11.3%	
Top Operations Position	5	4.2%			1.4%		
Greater than \$50 million							
CEO/Executive Director	7	7.7%			5.6%		
Educational Institutions and Related Activities: Education N.E.C.							
\$250 thousand or less							
CEO/Executive Director	55	0.8%	-10.2%	-3.8%	0.0%	5.4%	13.1%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	71	1.9%	-7.0%	-0.6%	0.7%	5.9%	14.0%
Top Administrative Position	10	5.6%		1.7%	2.9%	6.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	96	3.5%	-5.5%	0.0%	2.9%	7.4%	15.6%
Between \$1 million and \$2.5 million							
CEO/Executive Director	94	3.1%	-4.8%	0.0%	2.0%	6.9%	9.6%
Top Finance Position	9	0.6%			1.4%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	60	5.0%	-1.5%	0.0%	4.5%	10.0%	14.4%
Top Administrative Position	5	-0.9%			-1.0%		
Top Finance Position	10	2.1%		-0.6%	0.9%	7.0%	
Between \$5 million and \$10 million							
CEO/Executive Director	36	3.0%	-8.7%	-2.2%	1.3%	5.4%	20.8%
Top Finance Position	19	3.7%		-2.0%	2.9%	6.8%	
Top Operations Position	5	8.8%			9.0%		



## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Education N.E.C.							
Between \$10 million and \$25 million							
CEO/Executive Director	27	2.4%	-6.2%	-1.1%	1.5%	6.9%	13.0%
Top Development Position	5	3.2%			5.4%		
Top Finance Position	15	4.0%		1.6%	3.6%	6.2%	
Top Operations Position	7	4.1%			5.9%		
Greater than \$50 million							
CEO/Executive Director	6	4.3%			4.9%		
Educational Institutions and Related Activities: Educational Services							
\$250 thousand or less							
CEO/Executive Director	62	2.5%	-5.2%	-0.7%	1.5%	5.7%	14.8%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	96	2.5%	-8.1%	0.0%	1.4%	6.6%	13.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	103	3.2%	-5.1%	0.0%	3.4%	6.3%	12.2%
Top Operations Position	5	-5.3%			-1.5%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	121	2.6%	-7.1%	-0.4%	2.8%	6.2%	13.5%
Top Administrative Position	5	2.1%			0.0%		
Top Finance Position	14	3.0%		-1.2%	3.3%	7.3%	
Top Operations Position	9	3.3%			3.2%		
Top Program Position	6	1.6%			7.0%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	70	5.1%	-1.0%	0.8%	3.8%	8.8%	19.7%
Top Finance Position	11	5.6%		-0.1%	5.1%	15.3%	
Top Operations Position	12	6.0%		0.3%	3.6%	10.0%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Educational Services							
Between \$5 million and \$10 million							
CEO/Executive Director	41	3.3%	-6.5%	-1.4%	1.9%	5.6%	16.3%
Top Administrative Position	5	4.2%			1.7%		
Top Finance Position	15	1.1%		-4.0%	2.3%	7.4%	
Top Operations Position	10	7.5%		3.7%	4.3%	12.2%	
Between \$10 million and \$25 million							
CEO/Executive Director	29	6.1%	-0.9%	2.0%	4.5%	8.1%	15.8%
Top Development Position	8	2.8%			3.7%		
Top Finance Position	14	0.0%		-2.8%	0.4%	3.4%	
Top Operations Position	6	1.5%			3.5%		
Between \$25 million and \$50 million							
Top Finance Position	5	3.9%			3.1%		
Greater than \$50 million							
CEO/Executive Director	10	6.5%		1.8%	7.0%	9.4%	
Top Finance Position	13	2.2%		0.4%	3.4%	5.9%	
Top Operations Position	5	4.1%			3.3%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
\$250 thousand or less							
CEO/Executive Director	26	3.8%	-6.4%	0.0%	0.0%	8.9%	17.0%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	75	3.8%	-2.6%	0.0%	2.7%	7.0%	14.3%
Top Administrative Position	13	5.7%		0.0%	3.5%	5.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	120	2.9%	-4.5%	-0.7%	1.9%	6.6%	13.6%
Top Administrative Position	17	4.2%		0.0%	3.4%	8.3%	
Top Finance Position	16	1.8%		-1.1%	3.4%	7.3%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Elementary & Secondary Schools							
Between \$1 million and \$2.5 million							
CEO/Executive Director	208	3.8%	-3.3%	0.0%	2.6%	7.4%	14.0%
Top Administrative Position	33	3.3%	-1.0%	0.0%	3.9%	6.1%	8.8%
Top Business Position	12	3.1%		1.7%	3.8%	5.4%	
Top Finance Position	18	6.1%		2.3%	4.8%	9.6%	
Top Operations Position	6	5.7%			1.9%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	164	3.4%	-6.7%	0.0%	2.8%	7.3%	15.2%
Top Administrative Position	10	3.6%		2.5%	4.6%	9.6%	
Top Business Position	11	4.4%		1.2%	2.8%	4.8%	
Top Finance Position	22	3.3%	-6.3%	-0.8%	3.5%	6.7%	10.9%
Top Operations Position	5	5.1%			3.3%		
Between \$5 million and \$10 million							
CEO/Executive Director	153	3.5%	-4.4%	0.3%	3.1%	8.0%	12.6%
Top Administrative Position	11	1.4%		-1.1%	4.4%	5.9%	
Top Business Position	14	4.1%		0.0%	2.4%	5.6%	
Top Finance Position	54	2.4%	-5.1%	0.0%	2.9%	6.0%	8.7%
Top Operations Position	12	2.5%		0.4%	3.1%	5.7%	
Between \$10 million and \$25 million							
CEO/Executive Director	146	5.5%	-2.6%	1.0%	3.9%	10.4%	16.4%
Top Administrative Position	8	6.4%			6.0%		
Top Business Position	22	4.8%	-1.9%	2.3%	5.1%	7.1%	11.5%
Top Development Position	35	2.4%	-4.8%	-1.0%	3.5%	4.6%	8.7%
Top Education Position	7	6.0%			4.8%		
Top Finance Position	78	5.8%	-0.2%	2.6%	4.4%	8.8%	13.3%
Top Operations Position	23	5.6%	-1.8%	1.2%	4.4%	9.0%	14.5%
Top Technology Position	10	2.2%		-0.2%	2.7%	5.0%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Elementary & Secondary Schools							
Between \$25 million and \$50 million							
CEO/Executive Director	69	6.0%	-0.6%	2.3%	5.6%	9.8%	14.9%
Top Development Position	44	6.3%	-0.9%	2.5%	5.1%	10.2%	14.2%
Top Education Position	5	8.6%			7.9%		
Top Facilities Position	9	5.1%			6.0%		
Top Finance Position	59	5.2%	-2.1%	1.6%	4.9%	8.2%	13.2%
Top Operations Position	19	5.2%		-0.5%	6.3%	10.7%	
Top Technology Position	15	4.8%		1.9%	4.9%	7.3%	
Greater than \$50 million							
CEO/Executive Director	21	8.5%	1.2%	4.1%	8.9%	14.0%	15.3%
Top Development Position	10	3.4%		-0.1%	2.4%	4.6%	
Top Finance Position	13	3.5%		2.5%	4.0%	5.0%	
Educational Institutions and Related Activities: Fund Raising & Fund Distribution							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	16	2.6%		0.6%	2.5%	4.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	4.5%		0.0%	6.8%	11.0%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	26	3.4%	-1.6%	0.7%	3.3%	6.0%	7.9%
Between \$2.5 million and \$5 million							
CEO/Executive Director	20	6.5%	0.0%	3.8%	5.7%	7.7%	16.0%
Between \$5 million and \$10 million							
CEO/Executive Director	10	2.1%		0.9%	3.8%	5.7%	
Between \$10 million and \$25 million							
CEO/Executive Director	6	0.7%			0.8%		
Top Finance Position	5	8.3%			9.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Graduate & Professional Schools							
\$250 thousand or less							
CEO/Executive Director	6	1.8%			-1.2%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	-3.6%			-5.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	2.0%		0.1%	2.4%	5.0%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	23	5.3%	-1.4%	0.0%	2.7%	10.8%	13.8%
Between \$2.5 million and \$5 million							
CEO/Executive Director	16	0.1%		-0.4%	0.2%	4.4%	
Between \$5 million and \$10 million							
CEO/Executive Director	10	6.0%		0.1%	5.2%	10.0%	
Top Finance Position	11	6.0%		1.2%	7.0%	12.4%	
Between \$10 million and \$25 million							
CEO/Executive Director	15	4.7%		0.3%	2.0%	8.1%	
Top Finance Position	11	6.1%		3.4%	4.9%	8.0%	
Between \$25 million and \$50 million							
CEO/Executive Director	12	4.9%		3.3%	4.5%	7.7%	
Top Finance Position	11	3.3%		-0.2%	2.5%	3.6%	
Greater than \$50 million							
CEO/Executive Director	16	4.2%		1.3%	3.3%	6.3%	
Top Finance Position	16	5.1%		2.5%	5.0%	7.0%	
Top Operations Position	5	4.8%			5.5%		
Educational Institutions and Related Activities: Higher Education							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	3.5%			1.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Higher Education							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	1.6%			2.9%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	18	3.7%		-1.0%	1.9%	8.3%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	2.0%		-2.3%	2.7%	6.4%	
Between \$5 million and \$10 million							
CEO/Executive Director	16	5.3%		0.9%	5.5%	9.3%	
Top Finance Position	11	4.6%		-0.1%	1.0%	3.3%	
Between \$10 million and \$25 million							
CEO/Executive Director	18	6.5%		1.9%	5.0%	11.3%	
Top Finance Position	12	-0.5%		-3.1%	-0.1%	5.6%	
Between \$25 million and \$50 million							
CEO/Executive Director	15	0.2%		-1.0%	2.6%	4.7%	
Top Administrative Position	7	11.6%			6.3%		
Top Development Position	9	4.2%			2.8%		
Top Finance Position	19	3.5%		0.1%	1.9%	6.2%	
Greater than \$50 million							
CEO/Executive Director	48	4.7%	-2.6%	0.8%	4.1%	7.9%	14.7%
Top Administrative Position	9	9.5%			8.1%		
Top Business Position	6	5.2%			5.7%		
Top Development Position	21	3.0%	-3.3%	-0.5%	2.7%	5.9%	9.7%
Top Finance Position	37	6.2%	1.3%	2.7%	4.6%	9.9%	13.1%
Top Human Resources Position	5	7.5%			5.6%		
Top Legal Position	15	4.6%		2.3%	3.0%	7.4%	
Top Operations Position	8	7.2%			6.9%		
Top Technology Position	5	0.8%			2.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Libraries							
\$250 thousand or less							
CEO/Executive Director	28	2.0%	-2.0%	0.1%	1.3%	3.9%	7.1%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	36	2.8%	-7.9%	0.5%	3.4%	5.3%	13.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	54	2.1%	-6.5%	-0.2%	3.0%	5.7%	9.8%
Between \$1 million and \$2.5 million							
CEO/Executive Director	54	3.2%	-6.1%	0.1%	2.8%	7.0%	10.9%
Top Finance Position	7	2.1%			3.2%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	27	4.3%	-1.6%	0.9%	3.9%	8.9%	12.2%
Top Finance Position	5	3.4%			3.9%		
Between \$5 million and \$10 million							
CEO/Executive Director	8	4.2%			4.0%		
Between \$10 million and \$25 million							
CEO/Executive Director	8	3.0%			2.2%		
Top Finance Position	6	-1.7%			3.1%		
Educational Institutions and Related Activities: Management & Technical Assistance							
\$250 thousand or less							
CEO/Executive Director	5	-2.1%			-4.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-3.3%			-2.4%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	16	0.2%		-0.8%	0.3%	3.1%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	3.1%		0.1%	3.2%	6.6%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Management & Technical Assistance							
Between \$5 million and \$10 million							
CEO/Executive Director	9	4.1%			4.7%		
Educational Institutions and Related Activities: Preschools							
\$250 thousand or less							
CEO/Executive Director	51	2.4%	-8.1%	-1.2%	2.7%	7.2%	13.1%
Top Finance Position	6	5.5%			3.5%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	107	3.1%	-6.6%	-0.3%	2.0%	7.7%	13.4%
Top Administrative Position	5	7.1%			3.7%		
Top Finance Position	14	3.2%		-3.8%	2.1%	6.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	115	2.7%	-4.7%	0.0%	2.3%	6.2%	11.3%
Top Administrative Position	15	1.1%		0.1%	0.5%	2.7%	
Top Program Position	6	5.0%			3.5%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	137	3.3%	-4.0%	-0.2%	2.3%	7.3%	14.1%
Top Administrative Position	8	0.7%			1.4%		
Top Finance Position	10	0.9%		-4.4%	0.5%	9.1%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	96	4.6%	-0.8%	1.1%	4.5%	7.9%	12.3%
Top Administrative Position	5	6.6%			5.2%		
Top Finance Position	19	2.8%		-1.2%	2.0%	5.2%	
Between \$5 million and \$10 million							
CEO/Executive Director	60	5.2%	-1.0%	1.1%	4.5%	7.9%	14.1%
Top Finance Position	19	2.6%		-0.1%	1.2%	6.6%	
Top Operations Position	5	9.3%			10.4%		



## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Preschools							
Between \$10 million and \$25 million							
CEO/Executive Director	37	2.8%	-4.5%	-0.6%	1.8%	5.7%	11.8%
Top Finance Position	26	6.5%	-1.7%	2.2%	4.9%	10.0%	18.5%
Between \$25 million and \$50 million							
CEO/Executive Director	13	4.3%		-0.7%	4.8%	8.9%	
Top Finance Position	10	3.5%		0.7%	4.4%	5.5%	
Greater than \$50 million							
CEO/Executive Director	7	-1.7%			-2.6%		
Educational Institutions and Related Activities: Primary & Elementary Schools							
\$250 thousand or less							
CEO/Executive Director	16	0.7%		-2.6%	0.2%	7.8%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	21	0.3%	-11.3%	-3.9%	0.0%	4.4%	8.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	46	2.3%	-4.6%	-0.5%	2.1%	5.5%	10.5%
Top Administrative Position	6	3.7%			3.5%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	113	3.5%	-5.3%	0.0%	2.6%	7.4%	14.6%
Top Administrative Position	15	3.8%		0.3%	2.7%	7.4%	
Top Business Position	10	5.6%		-4.2%	8.2%	12.2%	
Top Finance Position	13	-0.3%		-3.8%	0.0%	1.0%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Primary & Elementary Schools							
Between \$2.5 million and \$5 million							
CEO/Executive Director	121	3.7%	-4.4%	0.0%	3.3%	6.5%	14.5%
Top Administrative Position	7	4.7%			3.9%		
Top Business Position	15	2.7%		1.7%	2.5%	3.6%	
Top Finance Position	20	4.2%	-2.0%	0.5%	3.1%	7.6%	10.2%
Top Operations Position	5	9.5%			9.7%		
Between \$5 million and \$10 million							
CEO/Executive Director	117	4.5%	-4.0%	0.5%	3.9%	8.5%	14.2%
Top Administrative Position	11	2.2%		-1.0%	2.8%	4.9%	
Top Business Position	13	5.4%		2.8%	6.5%	8.1%	
Top Development Position	5	2.0%			4.7%		
Top Finance Position	31	5.7%	-0.9%	2.7%	5.0%	7.9%	15.9%
Top Operations Position	12	3.9%		0.4%	4.8%	7.2%	
Between \$10 million and \$25 million							
CEO/Executive Director	75	4.2%	-6.1%	0.3%	4.1%	7.9%	13.5%
Top Administrative Position	6	4.4%			3.2%		
Top Business Position	9	3.7%			2.8%		
Top Development Position	22	3.7%	-2.4%	2.9%	4.2%	5.4%	7.6%
Top Finance Position	50	4.8%	-0.5%	2.7%	3.9%	7.2%	12.5%
Top Operations Position	18	5.7%		2.9%	5.1%	7.1%	
Between \$25 million and \$50 million							
CEO/Executive Director	12	6.9%		2.8%	7.2%	10.9%	
Top Development Position	7	6.4%			6.4%		
Greater than \$50 million							
CEO/Executive Director	5	0.0%			-1.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Professional Societies & Associations							
\$250 thousand or less							
CEO/Executive Director	13	0.9%		-1.2%	0.0%	2.0%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	14	1.7%		0.0%	3.2%	7.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	3.5%	-0.7%	1.2%	3.3%	6.3%	10.4%
Between \$1 million and \$2.5 million							
CEO/Executive Director	49	3.1%	-3.8%	0.0%	2.7%	5.0%	9.8%
Between \$2.5 million and \$5 million							
CEO/Executive Director	26	6.0%	-0.5%	1.3%	4.6%	9.1%	14.8%
Top Operations Position	7	4.3%			6.8%		
Between \$5 million and \$10 million							
CEO/Executive Director	16	4.5%		-1.6%	3.2%	12.9%	
Top Finance Position	12	5.5%		-0.1%	5.1%	8.2%	
Top Technology Position	5	2.5%			5.1%		
Between \$10 million and \$25 million							
CEO/Executive Director	18	6.4%		2.7%	6.6%	10.9%	
Top Finance Position	17	5.8%		3.2%	5.9%	8.1%	
Top Operations Position	5	-2.6%			3.6%		
Educational Institutions and Related Activities: Remedial Reading & Encouragement							
\$250 thousand or less							
CEO/Executive Director	11	-1.0%		-6.8%	0.0%	4.0%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	1.6%		-0.3%	1.1%	3.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	4.8%		-1.4%	4.0%	11.1%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Remedial Reading & Encouragement							
Between \$1 million and \$2.5 million							
CEO/Executive Director	17	6.1%		0.4%	4.7%	9.3%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	5.0%			4.3%		
Educational Institutions and Related Activities: Research Institutes & Public Policy Analysis							
\$250 thousand or less							
CEO/Executive Director	6	2.4%			0.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	2.5%		-3.9%	3.5%	11.5%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	16	1.8%		-5.6%	1.1%	5.7%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	13	6.4%		2.2%	3.8%	10.7%	
Between \$5 million and \$10 million							
CEO/Executive Director	6	-1.0%			1.0%		
Educational Institutions and Related Activities: Scholarships & Student Financial Aid							
\$250 thousand or less							
CEO/Executive Director	26	1.0%	-10.9%	-1.4%	2.0%	4.5%	11.9%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	22	3.6%	-7.6%	1.2%	3.9%	11.6%	15.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	32	3.2%	-3.9%	0.0%	3.3%	6.3%	10.4%
Between \$1 million and \$2.5 million							
CEO/Executive Director	49	3.8%	-4.4%	0.0%	2.3%	8.4%	15.2%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Scholarships & Student Financial Aid							
Between \$2.5 million and \$5 million							
CEO/Executive Director	16	5.2%		0.6%	3.2%	9.7%	
Between \$5 million and \$10 million							
CEO/Executive Director	10	7.1%		3.0%	7.2%	11.1%	
Between \$10 million and \$25 million							
CEO/Executive Director	20	5.8%	-0.8%	2.5%	5.3%	8.9%	16.6%
Top Finance Position	6	3.2%			6.4%		
Between \$25 million and \$50 million							
CEO/Executive Director	8	2.4%			0.6%		
Top Finance Position	6	4.3%			3.3%		
Educational Institutions and Related Activities: Secondary & High Schools							
\$250 thousand or less							
CEO/Executive Director	9	1.8%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	18	-0.7%		-3.0%	0.0%	4.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	6.0%	-5.2%	0.0%	2.8%	15.6%	21.8%
Between \$1 million and \$2.5 million							
CEO/Executive Director	62	3.1%	-5.2%	-0.5%	2.7%	7.5%	13.2%
Top Finance Position	6	5.7%			4.6%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	66	2.3%	-8.1%	-1.2%	2.5%	5.4%	12.2%
Top Finance Position	11	2.7%		1.1%	5.3%	5.9%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Secondary & High Schools							
Between \$5 million and \$10 million							
CEO/Executive Director	73	6.0%	-2.6%	1.1%	4.4%	11.0%	19.9%
Top Administrative Position	5	4.1%			3.1%		
Top Business Position	6	1.7%			4.4%		
Top Finance Position	12	7.1%		3.7%	4.7%	10.3%	
Top Operations Position	10	3.6%		0.2%	3.2%	5.6%	
Between \$10 million and \$25 million							
CEO/Executive Director	99	4.4%	-4.7%	1.1%	4.5%	8.2%	13.8%
Top Administrative Position	7	9.8%			3.9%		
Top Business Position	12	4.1%		0.3%	3.2%	8.1%	
Top Development Position	29	3.4%	-2.3%	1.0%	3.5%	5.6%	11.6%
Top Education Position	5	3.2%			2.1%		
Top Finance Position	53	5.3%	-3.1%	0.8%	4.6%	10.1%	16.5%
Top Operations Position	11	7.8%		4.4%	6.6%	9.9%	
Top Technology Position	8	2.9%			4.3%		
Between \$25 million and \$50 million							
CEO/Executive Director	45	6.4%	-1.3%	1.8%	4.7%	10.9%	18.3%
Top Business Position	5	-3.8%			-4.7%		
Top Development Position	30	4.6%	-3.9%	3.0%	3.9%	6.8%	11.1%
Top Education Position	5	5.1%			5.5%		
Top Finance Position	35	4.9%	0.1%	2.5%	4.3%	6.9%	9.5%
Top Operations Position	10	7.2%		6.0%	7.3%	10.3%	
Top Technology Position	5	5.8%			5.5%		
Greater than \$50 million							
CEO/Executive Director	5	5.5%			5.5%		
Top Development Position	5	1.5%			1.5%		
Top Finance Position	7	3.8%			3.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Single Organization Support							
\$250 thousand or less							
CEO/Executive Director	11	2.7%		0.0%	0.3%	5.7%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	30	1.9%	-4.4%	0.0%	0.8%	5.4%	8.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	49	3.4%	-3.6%	0.0%	2.6%	7.3%	14.4%
Between \$1 million and \$2.5 million							
CEO/Executive Director	40	3.1%	-3.0%	-0.2%	2.0%	5.3%	12.5%
Top Finance Position	8	2.5%			3.8%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	43	3.0%	-4.9%	0.4%	3.0%	8.6%	10.0%
Top Finance Position	9	3.5%			3.8%		
Between \$5 million and \$10 million							
CEO/Executive Director	28	3.1%	-9.7%	-0.8%	3.9%	8.4%	12.5%
Top Finance Position	15	4.1%		0.4%	3.9%	6.8%	
Between \$10 million and \$25 million							
CEO/Executive Director	21	7.5%	-3.0%	3.7%	7.3%	10.7%	22.7%
Top Finance Position	16	6.6%		2.9%	6.0%	9.8%	
Top Operations Position	7	7.4%			4.3%		
Between \$25 million and \$50 million							
CEO/Executive Director	14	3.6%		1.4%	2.8%	5.8%	
Top Finance Position	13	4.4%		2.8%	3.6%	4.7%	
Greater than \$50 million							
CEO/Executive Director	11	8.9%		3.3%	5.8%	16.1%	
Top Finance Position	16	3.8%		-0.5%	4.3%	9.1%	
Top Legal Position	5	7.1%			3.6%		
Top Operations Position	5	1.6%			-0.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Special Education							
\$250 thousand or less							
CEO/Executive Director	12	2.2%		-2.7%	0.4%	7.6%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	18	2.2%		-2.6%	2.2%	5.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	38	4.6%	-6.0%	0.0%	3.7%	9.5%	15.2%
Between \$1 million and \$2.5 million							
CEO/Executive Director	68	3.3%	-7.2%	-0.3%	2.2%	7.4%	16.8%
Between \$2.5 million and \$5 million							
CEO/Executive Director	70	2.7%	-7.4%	-0.8%	1.5%	8.0%	12.9%
Top Administrative Position	5	10.2%			6.9%		
Top Finance Position	8	4.9%			3.8%		
Between \$5 million and \$10 million							
CEO/Executive Director	76	3.5%	-4.6%	0.4%	3.3%	7.8%	13.3%
Top Business Position	8	4.1%			3.1%		
Top Education Position	5	3.2%			3.0%		
Top Finance Position	20	3.5%	-3.3%	-0.4%	3.5%	7.9%	11.1%
Top Operations Position	5	0.6%			-2.2%		
Between \$10 million and \$25 million							
CEO/Executive Director	66	4.4%	-2.8%	0.2%	3.0%	9.1%	12.4%
Top Administrative Position	9	5.4%			5.1%		
Top Business Position	9	1.4%			2.8%		
Top Development Position	8	4.8%			3.9%		
Top Finance Position	36	5.1%	-0.4%	1.6%	4.8%	8.1%	12.1%
Top Human Resources Position	7	-2.4%			1.2%		
Top Operations Position	9	5.9%			7.0%		
Top Program Position	7	0.4%			2.8%		



## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Special Education							
Between \$25 million and \$50 million							
CEO/Executive Director	11	6.6%		0.5%	8.6%	10.0%	
Top Finance Position	7	2.5%			0.0%		
Educational Institutions and Related Activities: Student Services							
\$250 thousand or less							
CEO/Executive Director	7	2.2%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	17	1.3%		0.0%	1.6%	4.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	-0.2%		-1.2%	1.8%	4.3%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	31	6.4%	-1.7%	0.8%	4.2%	11.3%	18.3%
Between \$2.5 million and \$5 million							
CEO/Executive Director	18	4.1%		0.3%	3.7%	5.4%	
Between \$5 million and \$10 million							
CEO/Executive Director	9	8.2%			9.4%		
Between \$10 million and \$25 million							
CEO/Executive Director	9	4.9%			3.6%		
Top Finance Position	5	2.9%			0.9%		
Educational Institutions and Related Activities: Student Sororities & Fraternities							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	3.4%			0.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.2%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Student Sororities & Fraternities							
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	5.2%			3.2%		
Educational Institutions and Related Activities: Support N.E.C.							
\$250 thousand or less							
CEO/Executive Director	7	4.4%			3.4%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	-4.2%			-9.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	3.6%		0.9%	3.3%	6.0%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	3.5%			4.8%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	5.3%			1.4%		
Between \$5 million and \$10 million							
CEO/Executive Director	6	9.8%			6.6%		
Between \$10 million and \$25 million							
CEO/Executive Director	6	3.3%			3.0%		
Educational Institutions and Related Activities: Two Year Colleges							
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	6.3%			3.9%		
Between \$10 million and \$25 million							
CEO/Executive Director	8	1.3%			0.7%		
Top Finance Position	9	1.8%			7.2%		
Between \$25 million and \$50 million							
Top Finance Position	5	2.8%			0.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Undergraduate Colleges							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	7.2%			4.7%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	0.6%		-4.0%	0.5%	5.4%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	15	1.5%		-0.1%	1.4%	5.0%	
Between \$5 million and \$10 million							
CEO/Executive Director	20	1.9%	-6.1%	-3.8%	1.6%	5.7%	14.0%
Between \$10 million and \$25 million							
CEO/Executive Director	30	3.8%	-2.1%	-0.4%	1.9%	8.3%	16.4%
Top Administrative Position	6	2.4%			3.4%		
Top Finance Position	22	1.6%	-4.3%	0.0%	2.2%	4.4%	7.1%
Between \$25 million and \$50 million							
CEO/Executive Director	48	2.7%	-5.1%	-0.6%	3.0%	7.2%	12.8%
Top Administrative Position	8	-3.5%			-5.1%		
Top Development Position	24	1.9%	-5.2%	0.0%	2.1%	4.2%	7.3%
Top Finance Position	34	2.8%	-5.9%	-2.1%	2.5%	7.0%	9.6%
Top Operations Position	5	2.3%			-0.7%		
Top Technology Position	7	4.2%			2.7%		
Greater than \$50 million							
CEO/Executive Director	89	2.9%	-6.3%	-0.9%	2.9%	7.6%	16.0%
Top Administrative Position	21	5.5%	1.4%	1.8%	6.4%	7.4%	11.3%
Top Business Position	7	4.1%			3.7%		
Top Development Position	49	4.6%	-2.4%	0.8%	4.2%	8.0%	12.2%
Top Finance Position	67	4.2%	-0.7%	1.1%	3.9%	7.4%	11.0%
Top Human Resources Position	5	2.7%			2.1%		
Top Technology Position	22	2.5%	-3.4%	-0.1%	1.9%	4.8%	9.0%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Universities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	7.9%			4.4%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	3.2%			5.2%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	1.1%			0.6%		
Between \$5 million and \$10 million							
CEO/Executive Director	12	4.2%		0.5%	2.0%	5.1%	
Between \$10 million and \$25 million							
CEO/Executive Director	27	-0.7%	-15.3%	-3.5%	0.4%	5.8%	8.4%
Top Development Position	5	-0.8%			1.2%		
Top Finance Position	15	-1.5%		-7.1%	-2.9%	5.5%	
Between \$25 million and \$50 million							
CEO/Executive Director	48	2.8%	-6.7%	-2.0%	2.4%	8.2%	11.8%
Top Administrative Position	6	6.7%			7.8%		
Top Development Position	16	3.1%		1.0%	3.5%	7.0%	
Top Finance Position	26	2.6%	-3.9%	0.4%	2.4%	7.1%	9.2%
Top Technology Position	6	2.0%			3.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Universities							
Greater than \$50 million							
CEO/Executive Director	173	3.2%	-3.6%	-0.1%	2.9%	7.0%	11.2%
Top Administrative Position	50	3.9%	-3.9%	-0.3%	4.6%	8.0%	13.2%
Top Business Position	16	3.9%		1.9%	2.5%	9.3%	
Top Development Position	87	3.5%	-4.0%	0.5%	3.1%	6.9%	11.2%
Top Education Position	6	6.3%			3.9%		
Top Facilities Position	13	4.2%		2.2%	3.8%	5.4%	
Top Finance Position	132	4.2%	-3.8%	0.2%	3.6%	7.9%	13.3%
Top Human Resources Position	25	3.1%	-2.6%	0.1%	2.3%	5.2%	9.2%
Top Legal Position	44	5.4%	0.8%	2.0%	5.3%	9.1%	12.6%
Top Marketing Position	8	6.5%			3.3%		
Top Operations Position	11	2.5%		0.9%	3.8%	8.6%	
Top PR/Communications Position	11	3.5%		2.1%	3.7%	6.5%	
Top Technology Position	47	4.5%	-1.1%	1.5%	3.5%	6.8%	11.9%
Educational Institutions and Related Activities: Vocational & Technical Schools							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	-5.3%			-4.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	-1.3%			0.9%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	20	3.0%	-6.2%	-0.4%	0.3%	7.1%	14.1%
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	11.3%			14.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, Job-Related: Employment N.E.C.							
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	2.2%			3.0%		
Employment, Job-Related: Employment Preparation & Procurement							
\$250 thousand or less							
CEO/Executive Director	13	0.9%		-1.6%	0.0%	4.2%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	1.2%		-0.7%	0.0%	4.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	0.4%		-1.6%	2.8%	6.3%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	37	1.1%	-8.3%	-1.7%	1.2%	4.4%	10.3%
Top Finance Position	6	7.3%			3.3%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	44	1.6%	-9.8%	-0.7%	2.1%	6.1%	9.8%
Top Finance Position	17	0.9%		-1.2%	0.1%	2.2%	
Between \$5 million and \$10 million							
CEO/Executive Director	27	2.9%	-1.9%	0.1%	2.5%	5.3%	9.3%
Top Finance Position	16	4.2%		0.7%	1.8%	10.3%	
Between \$10 million and \$25 million							
CEO/Executive Director	24	4.8%	-3.5%	-0.3%	4.8%	10.8%	13.5%
Top Finance Position	12	3.1%		-2.3%	3.5%	5.7%	
Top Operations Position	5	5.6%			5.3%		
Between \$25 million and \$50 million							
CEO/Executive Director	7	2.0%			3.0%		
Top Finance Position	5	6.8%			6.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, Job-Related: Employment Preparation & Procurement							
Greater than \$50 million							
CEO/Executive Director	5	0.1%			-3.1%		
Employment, Job-Related: Goodwill Industries							
Between \$10 million and \$25 million							
CEO/Executive Director	14	1.5%		-1.7%	2.5%	8.8%	
Top Finance Position	9	-0.8%			0.0%		
Top Operations Position	6	-1.2%			-1.6%		
Between \$25 million and \$50 million							
Top Finance Position	5	4.9%			1.6%		
Greater than \$50 million							
CEO/Executive Director	7	2.5%			3.5%		
Employment, Job-Related: Job Training							
\$250 thousand or less							
CEO/Executive Director	11	3.5%		0.0%	5.4%	7.7%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	16	-2.1%		-3.0%	-0.7%	0.2%	
Top Education Position	12	3.1%		1.6%	3.2%	5.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	4.5%	-0.6%	0.1%	3.2%	7.6%	15.6%
Top Education Position	15	2.2%		0.2%	2.5%	4.3%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	39	2.8%	-6.4%	-1.6%	2.5%	7.2%	11.0%
Top Administrative Position	5	5.6%			4.5%		
Top Education Position	20	3.9%	0.1%	1.5%	2.4%	4.2%	11.0%
Top Finance Position	11	3.0%		-0.7%	0.1%	5.3%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Employment, Job-Related: Job Training</b>							
Between \$2.5 million and \$5 million							
CEO/Executive Director	29	0.2%	-9.3%	-1.9%	0.2%	5.5%	8.6%
Top Administrative Position	6	3.2%			4.4%		
Top Education Position	10	5.4%		3.5%	5.1%	7.2%	
Between \$5 million and \$10 million							
CEO/Executive Director	21	2.6%	-4.7%	0.0%	2.7%	6.9%	13.4%
Top Education Position	7	2.3%			1.0%		
Top Finance Position	14	4.8%		2.6%	4.6%	7.4%	
Top Operations Position	5	6.5%			3.5%		
Between \$10 million and \$25 million							
CEO/Executive Director	19	3.1%		-0.2%	3.0%	4.4%	
Top Finance Position	7	5.2%			5.2%		
Between \$25 million and \$50 million							
CEO/Executive Director	5	3.0%			5.5%		
<b>Employment, Job-Related: Labor Unions</b>							
\$250 thousand or less							
CEO/Executive Director	7	2.0%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	3.6%		0.0%	3.2%	5.5%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	8.2%		4.0%	6.9%	9.4%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	5.8%			6.5%		



## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Employment, Job-Related: Sheltered Employment</b>							
\$250 thousand or less							
CEO/Executive Director	5	4.9%			2.5%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	5.6%			3.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	1.5%		-1.7%	2.2%	4.3%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	38	2.9%	-5.8%	-2.1%	1.4%	8.1%	14.7%
Between \$2.5 million and \$5 million							
CEO/Executive Director	23	2.6%	-2.8%	-0.8%	1.5%	7.9%	14.2%
Between \$5 million and \$10 million							
CEO/Executive Director	18	4.5%		-1.6%	4.0%	7.6%	
Top Finance Position	9	4.9%			1.8%		
Between \$10 million and \$25 million							
CEO/Executive Director	12	7.6%		1.1%	8.8%	10.3%	
<b>Employment, Job-Related: Vocational Counseling</b>							
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	1.1%			-2.5%		
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	14	-1.9%		-6.2%	0.0%	2.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	2.8%	-5.2%	0.3%	3.4%	6.2%	11.4%
Between \$1 million and \$2.5 million							
CEO/Executive Director	46	4.7%	-2.5%	-1.0%	5.2%	9.1%	13.0%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
Between \$2.5 million and \$5 million							
CEO/Executive Director	44	1.8%	-5.9%	-1.9%	0.2%	5.3%	9.1%
Top Finance Position	8	2.1%			3.2%		
Between \$5 million and \$10 million							
CEO/Executive Director	34	1.7%	-5.5%	-1.6%	2.4%	5.2%	8.7%
Top Finance Position	16	2.8%		-1.7%	1.3%	10.0%	
Between \$10 million and \$25 million							
CEO/Executive Director	25	3.8%	-6.8%	-3.7%	2.5%	11.2%	19.4%
Top Finance Position	12	4.5%		2.7%	5.3%	6.5%	
Greater than \$50 million							
CEO/Executive Director	5	-1.8%			2.9%		
Top Finance Position	6	5.0%			7.2%		
<b>Environmental Quality, Protection and Beautification : Alliances &amp; Advocacy</b>							
\$250 thousand or less							
CEO/Executive Director	15	0.2%		-5.5%	0.0%	4.8%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	38	3.9%	-3.0%	0.0%	1.9%	8.3%	14.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	33	1.3%	-9.5%	-0.4%	0.6%	5.1%	10.8%
Between \$1 million and \$2.5 million							
CEO/Executive Director	20	4.5%	-0.3%	0.6%	3.4%	8.5%	11.9%
Between \$2.5 million and \$5 million							
CEO/Executive Director	16	6.7%		3.1%	4.7%	8.4%	
Between \$10 million and \$25 million							
CEO/Executive Director	6	1.1%			3.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection and Beautification : Botanical Gardens & Arboreta							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	1.4%			1.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	5.6%			3.3%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	4.2%		0.3%	3.4%	8.8%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	2.3%			0.3%		
Environmental Quality, Protection and Beautification : Energy Resources Conservation & Development							
\$250 thousand or less							
CEO/Executive Director	5	-4.1%			-5.3%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	4.9%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	2.9%		1.4%	2.3%	4.9%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	21	0.9%	-5.8%	-1.3%	1.2%	5.3%	9.9%
Between \$2.5 million and \$5 million							
CEO/Executive Director	15	2.1%		-3.0%	2.5%	3.9%	
Between \$5 million and \$10 million							
CEO/Executive Director	5	1.7%			4.5%		
Environmental Quality, Protection and Beautification : Environment N.E.C.							
\$250 thousand or less							
CEO/Executive Director	12	3.0%		-0.1%	0.2%	4.7%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection and Beautification : Environment N.E.C.							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	19	1.9%		-0.8%	0.0%	7.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	4.3%	-3.4%	-0.4%	3.8%	10.0%	16.8%
Between \$1 million and \$2.5 million							
CEO/Executive Director	24	0.3%	-7.1%	-3.1%	0.8%	3.0%	8.1%
Between \$2.5 million and \$5 million							
CEO/Executive Director	17	2.9%		-3.0%	3.6%	8.0%	
Between \$5 million and \$10 million							
CEO/Executive Director	5	3.1%			2.6%		
Environmental Quality, Protection and Beautification : Environmental Beautification							
\$250 thousand or less							
CEO/Executive Director	17	1.8%		0.0%	0.7%	1.9%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	5.2%			4.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	3.5%			1.6%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	1.0%		-1.6%	0.3%	4.7%	
Environmental Quality, Protection and Beautification : Environmental Education							
\$250 thousand or less							
CEO/Executive Director	28	0.8%	-13.5%	-5.9%	0.0%	9.3%	17.5%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	33	1.7%	-6.0%	-0.9%	0.9%	5.4%	9.8%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection and Beautification : Environmental Education							
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	5.0%	-0.9%	0.9%	3.3%	9.7%	14.2%
Between \$1 million and \$2.5 million							
CEO/Executive Director	49	6.6%	-1.6%	0.9%	5.7%	13.3%	17.0%
Between \$2.5 million and \$5 million							
CEO/Executive Director	20	4.2%	-6.0%	-1.6%	3.4%	10.2%	14.3%
Environmental Quality, Protection and Beautification : Forest Conservation							
\$250 thousand or less							
CEO/Executive Director	5	2.2%			2.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	2.3%			2.1%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	4.6%		2.3%	4.2%	7.6%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	-1.6%			0.4%		
Environmental Quality, Protection and Beautification : Fund Raising & Fund Distribution							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	2.3%			2.1%		
Environmental Quality, Protection and Beautification : Land Resources Conservation							
\$250 thousand or less							
CEO/Executive Director	18	2.2%		0.0%	1.3%	7.1%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	43	4.1%	-3.2%	-0.6%	2.0%	8.8%	14.2%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection and Beautification : Land Resources Conservation							
Between \$500 thousand and \$1 million							
CEO/Executive Director	45	4.6%	-0.6%	1.4%	3.5%	7.1%	13.2%
Between \$1 million and \$2.5 million							
CEO/Executive Director	38	4.2%	-3.5%	0.0%	3.3%	9.7%	13.1%
Between \$2.5 million and \$5 million							
CEO/Executive Director	19	5.8%		1.3%	4.4%	10.4%	
Between \$5 million and \$10 million							
CEO/Executive Director	11	0.3%		-2.5%	0.5%	2.0%	
Environmental Quality, Protection and Beautification : Management & Technical Assistance							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	0.1%			2.2%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	3.5%			3.0%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	0.1%			0.7%		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
\$250 thousand or less							
CEO/Executive Director	43	-0.1%	-13.6%	-3.5%	0.0%	5.5%	10.8%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	74	2.9%	-6.1%	-0.1%	2.6%	6.0%	13.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	78	3.2%	-4.4%	-0.3%	3.1%	7.4%	13.0%
Between \$1 million and \$2.5 million							
CEO/Executive Director	101	3.0%	-7.0%	0.1%	3.2%	6.0%	12.1%
Top Finance Position	7	3.5%			2.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
Between \$2.5 million and \$5 million							
CEO/Executive Director	33	6.1%	-0.7%	0.2%	3.9%	10.5%	19.2%
Top Finance Position	8	6.4%			5.7%		
Between \$5 million and \$10 million							
CEO/Executive Director	21	1.6%	-5.5%	-2.4%	1.4%	4.3%	10.7%
Top Finance Position	8	2.8%			3.6%		
Between \$10 million and \$25 million							
CEO/Executive Director	15	3.8%		1.5%	4.6%	6.1%	
Top Finance Position	12	6.3%		3.5%	5.6%	9.5%	
Between \$25 million and \$50 million							
CEO/Executive Director	7	3.9%			2.7%		
Environmental Quality, Protection and Beautification : Pollution Abatement & Control							
\$250 thousand or less							
CEO/Executive Director	6	-0.6%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	5.7%			1.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.1%			5.3%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	3.5%			0.9%		
Environmental Quality, Protection and Beautification : Professional Societies & Associations							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	3.3%			1.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	-0.3%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection and Beautification : Professional Societies & Associations							
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	3.9%		-0.9%	1.9%	10.2%	
Environmental Quality, Protection and Beautification : Recycling							
\$250 thousand or less							
CEO/Executive Director	8	4.1%			2.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	-1.2%		-5.2%	0.0%	0.4%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	-1.9%			0.1%		
Environmental Quality, Protection and Beautification : Research Institutes & Public Policy Analysis							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	3.1%			0.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	1.8%			0.3%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	1.5%		0.4%	2.3%	6.0%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	-2.6%			1.5%		
Environmental Quality, Protection and Beautification : Single Organization Support							
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	7.5%			9.1%		



## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental Quality, Protection and Beautification : Water Resources, Wetlands Conservation & Management							
\$250 thousand or less							
CEO/Executive Director	40	4.5%	-5.9%	-0.7%	4.2%	13.5%	15.9%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	35	2.5%	-6.0%	-1.4%	2.0%	6.0%	10.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	36	1.0%	-14.0%	-3.1%	2.7%	5.5%	11.9%
Between \$1 million and \$2.5 million							
CEO/Executive Director	35	4.5%	-1.7%	0.7%	3.6%	8.3%	10.6%
Between \$2.5 million and \$5 million							
CEO/Executive Director	15	7.0%		3.3%	5.5%	9.6%	
Between \$5 million and \$10 million							
CEO/Executive Director	5	-1.4%			0.2%		
Food, Agriculture and Nutrition: Agricultural Programs							
\$250 thousand or less							
CEO/Executive Director	15	0.7%		-1.2%	3.0%	5.8%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	6.3%		1.3%	2.8%	12.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	2.0%		-0.5%	4.1%	6.6%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	4.8%		1.5%	3.2%	6.9%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	12	6.4%		3.1%	5.3%	9.1%	
Between \$5 million and \$10 million							
CEO/Executive Director	5	5.9%			7.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture and Nutrition: Alliances & Advocacy							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-0.4%			0.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	2.8%			1.7%		
Food, Agriculture and Nutrition: Congregate Meals							
\$250 thousand or less							
CEO/Executive Director	6	-2.5%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	2.7%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	7.5%			4.1%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	-0.8%		-3.4%	-0.6%	2.3%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	6.1%			-0.6%		
Food, Agriculture and Nutrition: Farmland Preservation							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	-0.5%			2.9%		
Food, Agriculture and Nutrition: Food Banks & Pantries							
\$250 thousand or less							
CEO/Executive Director	24	2.2%	-3.8%	-2.7%	0.1%	6.0%	10.3%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	17	5.7%		1.8%	5.0%	5.6%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture and Nutrition: Food Banks & Pantries							
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	3.8%	-1.5%	0.0%	2.2%	7.1%	10.3%
Between \$1 million and \$2.5 million							
CEO/Executive Director	29	5.8%	-2.6%	1.0%	5.1%	11.3%	16.1%
Between \$2.5 million and \$5 million							
CEO/Executive Director	30	3.9%	-2.5%	-0.2%	2.5%	9.3%	15.4%
Between \$5 million and \$10 million							
CEO/Executive Director	22	4.0%	-4.3%	0.0%	2.8%	8.6%	13.0%
Between \$10 million and \$25 million							
CEO/Executive Director	39	3.9%	-5.6%	1.4%	3.0%	7.0%	12.2%
Top Finance Position	7	3.0%			4.8%		
Between \$25 million and \$50 million							
CEO/Executive Director	17	1.2%		-2.5%	2.1%	4.2%	
Top Finance Position	6	2.2%			2.8%		
Greater than \$50 million							
CEO/Executive Director	19	3.8%		1.5%	5.5%	7.5%	
Top Development Position	11	12.2%		8.2%	14.0%	16.6%	
Top Finance Position	14	5.0%		-0.2%	5.7%	10.9%	
Top Operations Position	8	9.1%			7.0%		
Food, Agriculture and Nutrition: Food Programs							
\$250 thousand or less							
CEO/Executive Director	13	5.3%		0.0%	3.0%	7.8%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	2.2%		0.0%	4.0%	6.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	4.6%	-5.8%	-0.8%	5.1%	10.8%	15.4%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture and Nutrition: Food Programs							
Between \$1 million and \$2.5 million							
CEO/Executive Director	21	6.5%	-1.5%	1.6%	4.7%	11.8%	18.0%
Between \$2.5 million and \$5 million							
CEO/Executive Director	15	1.9%		0.0%	2.7%	6.1%	
Between \$5 million and \$10 million							
CEO/Executive Director	12	3.9%		0.4%	3.0%	7.8%	
Top Finance Position	6	6.6%			5.4%		
Between \$10 million and \$25 million							
CEO/Executive Director	18	8.1%		3.3%	9.1%	13.9%	
Top Finance Position	6	11.4%			11.2%		
Between \$25 million and \$50 million							
CEO/Executive Director	13	6.5%		3.3%	5.4%	9.2%	
Greater than \$50 million							
CEO/Executive Director	9	8.1%			6.0%		
Top Development Position	5	9.3%			5.5%		
Top Finance Position	7	7.8%			5.3%		
Food, Agriculture and Nutrition: Food, Agriculture & Nutrition N.E.C.							
\$250 thousand or less							
CEO/Executive Director	6	-1.9%			0.6%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	2.4%			2.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.9%			5.6%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	6.4%			6.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture and Nutrition: Meals on Wheels							
\$250 thousand or less							
CEO/Executive Director	11	6.6%		0.7%	5.1%	14.3%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	2.9%		0.3%	1.8%	5.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	3.7%		2.0%	3.9%	6.0%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	21	2.6%	-2.7%	-0.7%	2.0%	6.8%	10.7%
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	3.7%		-2.0%	3.2%	9.3%	
Between \$10 million and \$25 million							
CEO/Executive Director	8	5.0%			3.9%		
Top Finance Position	5	5.9%			7.6%		
Food, Agriculture and Nutrition: Nutrition							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	6.0%			6.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	0.6%		-1.4%	0.0%	1.5%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	2.4%		-5.1%	2.2%	7.3%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	5.4%			5.8%		
Between \$5 million and \$10 million							
CEO/Executive Director	7	5.1%			4.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, Agriculture and Nutrition: Soup Kitchens							
\$250 thousand or less							
CEO/Executive Director	7	6.0%			3.0%		
Health – General and Rehabilitative: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	9	-2.6%			-1.4%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	14	2.6%		-1.5%	4.2%	9.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	7.4%	-5.5%	1.4%	10.1%	12.7%	20.3%
Between \$1 million and \$2.5 million							
CEO/Executive Director	29	3.2%	-8.2%	0.5%	3.4%	9.2%	14.1%
Between \$2.5 million and \$5 million							
CEO/Executive Director	13	3.3%		-3.9%	1.6%	8.1%	
Between \$5 million and \$10 million							
CEO/Executive Director	9	7.5%			2.5%		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
\$250 thousand or less							
CEO/Executive Director	11	-2.6%		-5.6%	-0.2%	0.2%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	14	4.5%		0.3%	4.4%	8.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	1.0%		-3.7%	0.0%	5.3%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	38	3.7%	-4.5%	-0.2%	3.4%	7.5%	16.4%
Top Finance Position	5	3.9%			5.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
Between \$2.5 million and \$5 million							
CEO/Executive Director	37	4.9%	-2.0%	0.0%	3.1%	8.3%	14.8%
Top Finance Position	14	4.1%		0.4%	2.8%	9.0%	
Top Operations Position	5	5.4%			2.8%		
Between \$5 million and \$10 million							
CEO/Executive Director	49	3.6%	-8.7%	-0.6%	4.1%	8.4%	14.2%
Top Finance Position	25	5.6%	-3.6%	1.3%	3.7%	10.2%	15.4%
Top Operations Position	10	-1.9%		-1.3%	0.1%	4.9%	
Between \$10 million and \$25 million							
CEO/Executive Director	79	3.0%	-7.0%	-1.2%	2.8%	7.7%	11.9%
Top Finance Position	53	4.8%	-4.1%	0.7%	5.7%	9.0%	14.6%
Top Operations Position	20	5.3%	-1.7%	1.5%	5.5%	8.8%	11.7%
Between \$25 million and \$50 million							
CEO/Executive Director	29	5.0%	-6.2%	0.7%	5.0%	10.3%	18.0%
Top Finance Position	20	5.1%	-3.0%	2.1%	4.7%	7.5%	12.3%
Top Operations Position	13	6.6%		3.4%	4.4%	14.5%	
Greater than \$50 million							
CEO/Executive Director	11	0.9%		-2.2%	0.0%	5.9%	
Top Finance Position	11	9.9%		1.2%	10.5%	20.2%	
Top Operations Position	8	8.4%			13.0%		
Health – General and Rehabilitative: Blood Banks							
Between \$5 million and \$10 million							
CEO/Executive Director	5	0.8%			1.8%		
Between \$10 million and \$25 million							
CEO/Executive Director	12	2.4%		-1.9%	3.9%	6.7%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Blood Banks							
Greater than \$50 million							
CEO/Executive Director	9	8.9%			3.7%		
Top Finance Position	10	3.1%		0.0%	2.0%	5.8%	
Top Technology Position	5	-0.7%			1.2%		
Health – General and Rehabilitative: Community Clinics							
\$250 thousand or less							
CEO/Executive Director	22	1.8%	-7.7%	-4.2%	1.0%	4.4%	14.4%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	38	2.3%	-7.0%	0.0%	2.6%	6.3%	11.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	2.3%	-9.5%	-3.5%	0.6%	7.6%	15.1%
Between \$1 million and \$2.5 million							
CEO/Executive Director	53	4.3%	-4.3%	0.0%	3.2%	8.2%	12.8%
Top Finance Position	7	6.3%			1.6%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	61	4.4%	-3.8%	0.0%	4.1%	9.3%	16.5%
Top Finance Position	23	10.9%	2.5%	5.0%	11.1%	16.6%	19.5%
Top Operations Position	5	7.0%			6.8%		
Between \$5 million and \$10 million							
CEO/Executive Director	80	4.9%	-5.2%	0.0%	4.5%	10.4%	16.1%
Top Finance Position	47	5.9%	-3.2%	2.6%	5.1%	9.6%	15.6%
Top Operations Position	11	3.9%		-0.6%	5.0%	7.1%	



## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Community Clinics							
Between \$10 million and \$25 million							
CEO/Executive Director	115	4.7%	-6.0%	-0.3%	4.4%	9.9%	15.9%
Top Finance Position	81	6.8%	-2.5%	2.2%	5.9%	12.7%	16.3%
Top Operations Position	25	7.6%	-3.9%	0.1%	7.0%	15.0%	21.5%
Top Technology Position	6	7.2%			7.8%		
Between \$25 million and \$50 million							
CEO/Executive Director	59	6.1%	-2.6%	1.8%	6.0%	9.3%	15.0%
Top Finance Position	49	4.8%	-4.9%	-1.4%	5.5%	9.2%	16.9%
Top Operations Position	28	7.8%	0.7%	3.0%	7.6%	11.3%	16.7%
Greater than \$50 million							
CEO/Executive Director	28	5.0%	-7.6%	3.0%	6.1%	9.7%	16.4%
Top Finance Position	24	6.0%	-3.2%	1.1%	3.9%	13.2%	18.3%
Top Operations Position	11	3.8%		-3.4%	3.9%	8.9%	
Health – General and Rehabilitative: Community Health Systems							
\$250 thousand or less							
CEO/Executive Director	7	-0.7%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	5.7%		1.3%	3.8%	10.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	3.5%	-4.6%	0.3%	2.5%	6.4%	10.2%
Between \$1 million and \$2.5 million							
CEO/Executive Director	33	2.6%	-2.0%	-0.4%	2.1%	7.0%	11.0%
Top Finance Position	11	4.3%		-0.2%	3.6%	8.9%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Community Health Systems							
Between \$2.5 million and \$5 million							
CEO/Executive Director	30	4.3%	-9.6%	0.1%	4.4%	10.4%	14.3%
Top Finance Position	11	4.4%		1.7%	3.5%	8.7%	
Top Operations Position	6	3.9%			4.0%		
Between \$5 million and \$10 million							
CEO/Executive Director	45	4.4%	-0.8%	0.1%	2.9%	6.9%	13.4%
Top Finance Position	29	2.3%	-4.5%	-1.6%	2.7%	7.3%	12.1%
Top Operations Position	10	0.4%		-1.8%	2.6%	5.0%	
Between \$10 million and \$25 million							
CEO/Executive Director	56	3.6%	-6.6%	-0.8%	3.7%	8.0%	14.7%
Top Finance Position	32	6.4%	-1.5%	3.5%	7.2%	10.9%	14.4%
Top Operations Position	14	4.0%		1.9%	5.0%	6.8%	
Between \$25 million and \$50 million							
CEO/Executive Director	21	8.5%	0.1%	3.2%	8.2%	15.3%	19.1%
Top Finance Position	14	5.1%		-0.4%	4.4%	7.1%	
Top Operations Position	5	2.8%			6.8%		
Greater than \$50 million							
CEO/Executive Director	45	5.4%	-8.5%	-1.6%	4.3%	13.8%	19.9%
Top Finance Position	50	5.9%	-5.1%	-1.5%	5.5%	12.3%	16.8%
Top Human Resources Position	28	7.6%	-3.2%	3.4%	7.2%	14.6%	18.6%
Top Legal Position	19	10.0%		3.3%	7.9%	17.8%	
Top Operations Position	24	4.8%	-6.9%	-4.0%	4.7%	14.1%	18.9%
Top Technology Position	15	4.6%		1.7%	3.4%	9.6%	
Health – General and Rehabilitative: Emergency Medical Services & Transport							
\$250 thousand or less							
CEO/Executive Director	5	0.9%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Health – General and Rehabilitative: Emergency Medical Services &amp; Transport</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	13	3.2%		-0.1%	4.7%	8.5%	
Top Operations Position	5	6.9%			6.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	5.3%	-0.7%	0.2%	3.2%	8.2%	14.6%
Top Finance Position	8	0.0%			1.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	44	2.1%	-6.7%	-0.8%	1.3%	5.8%	12.8%
Top Administrative Position	6	4.7%			4.3%		
Top Finance Position	11	6.1%		1.2%	3.5%	8.1%	
Top Operations Position	5	4.9%			3.3%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	29	3.9%	-1.7%	0.0%	2.8%	6.6%	9.0%
Top Administrative Position	7	1.1%			0.4%		
Top Finance Position	7	2.7%			3.0%		
Between \$5 million and \$10 million							
CEO/Executive Director	17	1.1%		-1.1%	1.5%	4.7%	
Top Finance Position	6	3.9%			0.5%		
Between \$10 million and \$25 million							
CEO/Executive Director	5	1.5%			4.3%		
Between \$25 million and \$50 million							
CEO/Executive Director	7	2.7%			6.2%		
Top Finance Position	6	4.0%			3.3%		
<b>Health – General and Rehabilitative: Family Planning</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	5.9%			6.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Health – General and Rehabilitative: Family Planning</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	4.2%			2.4%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	2.2%			3.3%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	12	3.1%		-1.3%	0.7%	5.9%	
Top Finance Position	6	3.6%			4.4%		
Between \$5 million and \$10 million							
CEO/Executive Director	11	0.6%		-1.2%	0.4%	2.3%	
Top Finance Position	5	9.3%			8.8%		
Between \$10 million and \$25 million							
CEO/Executive Director	9	6.2%			1.4%		
Top Development Position	5	1.3%			2.5%		
Top Finance Position	7	10.0%			12.0%		
Top Operations Position	5	5.2%			4.9%		
<b>Health – General and Rehabilitative: Fund Raising &amp; Fund Distribution</b>							
\$250 thousand or less							
CEO/Executive Director	8	-4.4%			-0.4%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	0.3%			2.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	3.3%		-1.2%	1.3%	7.7%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	16	6.6%		2.1%	3.7%	12.9%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	0.6%		-2.8%	0.5%	3.6%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Fund Raising & Fund Distribution							
Between \$5 million and \$10 million							
CEO/Executive Director	6	0.9%			1.5%		
Between \$10 million and \$25 million							
CEO/Executive Director	9	6.0%			5.7%		
Between \$25 million and \$50 million							
CEO/Executive Director	5	4.5%			1.1%		
Health – General and Rehabilitative: General Hospitals							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	3.2%		-0.3%	2.2%	6.9%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	2.2%		-2.5%	1.5%	5.2%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	3.0%			3.5%		
Top Finance Position	6	4.4%			4.5%		
Between \$5 million and \$10 million							
CEO/Executive Director	19	4.8%		0.8%	3.5%	9.2%	
Top Administrative Position	6	8.6%			8.6%		
Top Finance Position	12	6.9%		4.3%	8.0%	10.8%	
Between \$10 million and \$25 million							
CEO/Executive Director	55	3.3%	-9.0%	-1.1%	3.9%	9.3%	12.2%
Top Administrative Position	6	0.1%			1.3%		
Top Finance Position	54	5.2%	-3.1%	0.3%	4.5%	9.9%	13.0%
Top Operations Position	8	6.1%			6.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: General Hospitals							
Between \$25 million and \$50 million							
CEO/Executive Director	35	3.8%	-4.3%	-0.5%	4.4%	6.9%	13.7%
Top Finance Position	48	5.0%	-5.4%	-0.6%	4.7%	10.9%	13.9%
Top Operations Position	7	5.2%			3.9%		
Greater than \$50 million							
CEO/Executive Director	125	4.6%	-6.2%	-0.7%	5.3%	11.6%	15.2%
Top Administrative Position	9	7.6%			5.6%		
Top Finance Position	115	6.0%	-3.7%	1.0%	5.5%	11.6%	18.6%
Top Human Resources Position	23	7.3%	-1.5%	2.0%	7.0%	11.3%	13.5%
Top Legal Position	10	10.8%		4.5%	10.1%	18.1%	
Top Operations Position	48	3.4%	-12.5%	-0.3%	4.2%	9.3%	16.6%
Top Technology Position	12	1.8%		-0.9%	0.7%	3.5%	
Health – General and Rehabilitative: Group Health Practices							
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	9.1%			9.8%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	-3.0%			3.7%		
Between \$5 million and \$10 million							
Top Finance Position	5	2.1%			1.5%		
Between \$10 million and \$25 million							
CEO/Executive Director	10	1.5%		-1.0%	1.6%	5.6%	
Top Finance Position	6	2.6%			3.3%		
Between \$25 million and \$50 million							
CEO/Executive Director	9	3.0%			5.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Group Health Practices							
Greater than \$50 million							
CEO/Executive Director	20	2.8%	-8.1%	-1.7%	4.2%	8.0%	13.1%
Top Finance Position	17	2.8%		0.1%	1.9%	5.1%	
Top Operations Position	14	6.1%		0.9%	4.9%	9.3%	
Health – General and Rehabilitative: Health (General & Financing)							
\$250 thousand or less							
CEO/Executive Director	6	-1.2%			0.7%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	5.0%			3.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.3%			3.8%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	1.7%		-2.1%	2.7%	7.6%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	2.5%		-1.7%	0.0%	4.7%	
Between \$5 million and \$10 million							
CEO/Executive Director	8	2.2%			1.0%		
Between \$10 million and \$25 million							
CEO/Executive Director	7	2.2%			1.2%		
Health – General and Rehabilitative: Health Care N.E.C.							
\$250 thousand or less							
CEO/Executive Director	10	0.6%		-3.0%	0.0%	0.4%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	22	0.5%	-9.1%	-3.5%	0.0%	3.5%	11.8%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Health Care N.E.C.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	2.4%	-7.2%	-1.1%	0.6%	7.0%	13.9%
Between \$1 million and \$2.5 million							
CEO/Executive Director	44	3.9%	-4.0%	-0.3%	3.5%	7.1%	11.6%
Between \$2.5 million and \$5 million							
CEO/Executive Director	18	5.4%		1.5%	4.1%	8.8%	
Top Finance Position	6	6.5%			1.8%		
Between \$5 million and \$10 million							
CEO/Executive Director	14	5.5%		1.6%	5.3%	8.1%	
Top Finance Position	9	6.5%			3.6%		
Top Operations Position	5	3.2%			2.3%		
Between \$10 million and \$25 million							
CEO/Executive Director	13	-0.3%		-5.7%	-1.2%	2.6%	
Top Finance Position	10	6.5%		3.6%	6.9%	9.0%	
Between \$25 million and \$50 million							
CEO/Executive Director	6	6.2%			7.3%		
Top Finance Position	5	10.1%			11.8%		
Health – General and Rehabilitative: Health Support							
\$250 thousand or less							
CEO/Executive Director	20	0.2%	-8.8%	-4.2%	0.0%	5.9%	11.3%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	18	2.3%		0.0%	3.1%	5.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	3.2%	-7.6%	-0.9%	2.5%	8.9%	12.9%
Between \$1 million and \$2.5 million							
CEO/Executive Director	40	1.2%	-8.4%	-2.5%	1.9%	4.4%	8.8%



## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Health – General and Rehabilitative: Health Support</b>							
Between \$2.5 million and \$5 million							
CEO/Executive Director	26	3.5%	-2.5%	0.0%	1.5%	7.3%	11.3%
Top Finance Position	7	8.8%			8.8%		
Between \$5 million and \$10 million							
CEO/Executive Director	14	4.3%		1.2%	4.2%	9.3%	
Between \$10 million and \$25 million							
CEO/Executive Director	15	6.1%		0.2%	2.8%	11.5%	
Top Finance Position	7	6.8%			4.2%		
Between \$25 million and \$50 million							
CEO/Executive Director	7	3.8%			4.9%		
Top Finance Position	6	4.9%			4.3%		
Greater than \$50 million							
CEO/Executive Director	12	1.4%		-3.9%	1.8%	7.4%	
Top Finance Position	11	5.9%		1.4%	4.6%	10.5%	
Top Operations Position	6	7.2%			5.9%		
<b>Health – General and Rehabilitative: Home Health Care</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	10.6%			10.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	0.8%		0.0%	1.9%	6.9%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	26	4.0%	-5.1%	-1.7%	3.6%	8.3%	13.4%
Between \$2.5 million and \$5 million							
CEO/Executive Director	27	2.4%	-3.4%	-0.1%	1.4%	5.2%	11.0%
Top Administrative Position	6	4.9%			4.1%		
Top Finance Position	10	5.8%		0.9%	5.6%	8.8%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Home Health Care							
Between \$5 million and \$10 million							
CEO/Executive Director	28	2.7%	-5.9%	-1.6%	3.7%	6.8%	11.4%
Top Finance Position	14	3.3%		-1.2%	1.9%	8.1%	
Between \$10 million and \$25 million							
CEO/Executive Director	27	4.7%	-2.2%	-0.9%	3.0%	8.4%	13.0%
Top Administrative Position	6	2.2%			-0.7%		
Top Finance Position	25	4.2%	-2.9%	-1.0%	4.5%	7.6%	13.4%
Top Human Resources Position	6	3.9%			2.0%		
Top Operations Position	11	5.3%		-2.2%	6.6%	12.2%	
Top Technology Position	5	1.5%			0.0%		
Between \$25 million and \$50 million							
CEO/Executive Director	15	5.1%		-0.6%	5.7%	11.9%	
Top Finance Position	13	7.5%		2.8%	9.3%	17.1%	
Top Human Resources Position	7	3.6%			3.9%		
Greater than \$50 million							
Top Finance Position	8	11.5%			14.5%		
Health – General and Rehabilitative: Hospitals							
\$250 thousand or less							
CEO/Executive Director	8	0.1%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	6.8%			6.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	5.7%		0.9%	4.2%	9.6%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	7.3%			1.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Health – General and Rehabilitative: Hospitals</b>							
Between \$2.5 million and \$5 million							
CEO/Executive Director	15	5.7%		-0.6%	4.4%	9.5%	
Between \$5 million and \$10 million							
CEO/Executive Director	23	4.0%	-2.7%	0.3%	2.9%	8.9%	13.5%
Top Finance Position	5	8.6%			4.5%		
Between \$10 million and \$25 million							
CEO/Executive Director	27	6.0%	-3.0%	0.4%	4.8%	11.5%	17.1%
Top Finance Position	14	6.2%		2.7%	6.9%	12.3%	
Top Operations Position	5	3.9%			3.9%		
Between \$25 million and \$50 million							
CEO/Executive Director	8	8.0%			6.6%		
Top Finance Position	11	6.7%		1.8%	3.1%	9.6%	
Greater than \$50 million							
CEO/Executive Director	23	6.5%	-2.1%	1.6%	5.4%	10.0%	19.2%
Top Finance Position	20	9.3%	2.4%	4.4%	9.3%	14.2%	18.3%
Top Operations Position	6	9.2%			8.0%		
<b>Health – General and Rehabilitative: Management &amp; Technical Assistance</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	4.2%			2.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.0%			-3.3%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	5.4%		-1.6%	5.9%	12.1%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	-3.7%			1.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Management & Technical Assistance							
Between \$5 million and \$10 million							
CEO/Executive Director	6	2.1%			1.3%		
Health – General and Rehabilitative: Nursing							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	-2.9%			-3.1%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	4.0%			7.2%		
Between \$5 million and \$10 million							
CEO/Executive Director	5	0.3%			-2.8%		
Between \$10 million and \$25 million							
CEO/Executive Director	12	5.9%		1.8%	3.5%	7.4%	
Top Administrative Position	7	0.6%			-0.6%		
Top Finance Position	6	3.7%			3.3%		
Health – General and Rehabilitative: Nursing Facilities							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	3.0%			3.3%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	3.9%			3.2%		
Top Administrative Position	9	0.4%			1.8%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	20	2.6%	-3.9%	-0.4%	2.5%	6.6%	15.7%
Top Administrative Position	41	2.8%	-6.2%	-2.0%	3.0%	7.3%	14.0%
Top Finance Position	12	1.0%		-2.9%	0.0%	3.1%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Nursing Facilities							
Between \$5 million and \$10 million							
CEO/Executive Director	49	1.2%	-6.2%	-3.0%	1.1%	5.9%	8.2%
Top Administrative Position	66	3.8%	-2.2%	0.0%	2.6%	6.0%	12.6%
Top Finance Position	28	2.7%	-1.4%	1.5%	3.2%	5.2%	6.3%
Between \$10 million and \$25 million							
CEO/Executive Director	99	2.7%	-3.1%	0.1%	2.3%	5.7%	7.7%
Top Administrative Position	79	3.2%	-4.9%	-0.5%	3.4%	6.7%	10.1%
Top Finance Position	72	4.5%	-4.4%	0.1%	3.2%	8.9%	13.4%
Top Operations Position	15	4.3%		-0.1%	2.2%	6.0%	
Between \$25 million and \$50 million							
CEO/Executive Director	21	0.7%	-9.7%	-3.1%	2.0%	4.8%	8.8%
Top Administrative Position	12	7.4%		2.1%	5.0%	16.2%	
Top Finance Position	20	1.0%	-13.8%	-0.9%	1.7%	5.3%	9.1%
Top Human Resources Position	5	7.0%			9.7%		
Top Operations Position	6	5.9%			5.9%		
Greater than \$50 million							
CEO/Executive Director	10	5.3%		2.9%	3.7%	10.6%	
Top Administrative Position	8	-0.2%			0.9%		
Top Finance Position	8	-0.1%			1.3%		
Top Operations Position	6	3.2%			0.6%		
Health – General and Rehabilitative: Organ & Tissue Banks							
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	3.7%			2.5%		
Between \$5 million and \$10 million							
CEO/Executive Director	11	3.6%		0.9%	2.1%	7.0%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Health – General and Rehabilitative: Organ &amp; Tissue Banks</b>							
Between \$10 million and \$25 million							
CEO/Executive Director	9	-0.9%			0.1%		
Top Operations Position	6	1.3%			-1.3%		
Between \$25 million and \$50 million							
CEO/Executive Director	9	1.3%			6.0%		
Top Finance Position	7	9.5%			5.6%		
Top Human Resources Position	5	10.4%			11.2%		
Top Operations Position	5	2.1%			2.6%		
Greater than \$50 million							
CEO/Executive Director	6	2.6%			3.4%		
Top Finance Position	5	6.6%			4.5%		
<b>Health – General and Rehabilitative: Patient &amp; Family Support</b>							
\$250 thousand or less							
CEO/Executive Director	10	2.3%		0.0%	2.2%	3.8%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	23	3.8%	-5.1%	-0.9%	4.0%	7.6%	17.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	4.9%	-2.2%	0.2%	4.7%	7.8%	14.7%
Between \$1 million and \$2.5 million							
CEO/Executive Director	30	3.6%	-2.2%	-1.3%	3.6%	6.4%	14.3%
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	3.4%			4.3%		
Between \$5 million and \$10 million							
CEO/Executive Director	5	3.5%			3.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Health – General and Rehabilitative: Professional Societies &amp; Associations</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	0.8%			1.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	5.3%		2.8%	5.3%	8.2%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	4.2%			2.2%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	3.7%		0.4%	2.0%	5.6%	
Between \$5 million and \$10 million							
CEO/Executive Director	11	4.1%		1.5%	4.9%	8.9%	
Top Finance Position	5	5.1%			4.7%		
Between \$10 million and \$25 million							
CEO/Executive Director	8	9.0%			7.4%		
Top Finance Position	7	4.9%			5.1%		
<b>Health – General and Rehabilitative: Public Health</b>							
\$250 thousand or less							
CEO/Executive Director	35	0.1%	-14.3%	-2.8%	0.0%	5.0%	11.8%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	37	2.6%	-3.1%	-0.5%	0.5%	5.9%	11.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	45	3.6%	-5.6%	0.0%	2.5%	8.3%	14.3%
Between \$1 million and \$2.5 million							
CEO/Executive Director	63	2.8%	-5.1%	-0.7%	2.1%	7.2%	12.4%
Between \$2.5 million and \$5 million							
CEO/Executive Director	33	4.8%	-3.9%	-0.1%	5.9%	12.2%	13.3%
Top Finance Position	8	4.4%			3.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Public Health							
Between \$5 million and \$10 million							
CEO/Executive Director	14	4.3%		-3.4%	0.5%	13.9%	
Top Finance Position	7	5.1%			3.3%		
Between \$10 million and \$25 million							
CEO/Executive Director	10	4.5%		2.2%	3.1%	4.9%	
Top Finance Position	7	3.6%			2.9%		
Greater than \$50 million							
CEO/Executive Director	5	7.9%			9.1%		
Health – General and Rehabilitative: Rehabilitative Care							
\$250 thousand or less							
CEO/Executive Director	13	0.3%		-1.5%	0.0%	0.9%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	3.6%		0.0%	1.7%	4.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	6.9%	-3.1%	2.2%	4.8%	12.9%	16.3%
Between \$1 million and \$2.5 million							
CEO/Executive Director	35	2.3%	-4.2%	-1.1%	2.6%	5.9%	10.0%
Between \$2.5 million and \$5 million							
CEO/Executive Director	24	0.5%	-10.4%	-2.8%	2.0%	3.8%	8.7%
Top Finance Position	5	4.4%			4.0%		
Between \$5 million and \$10 million							
CEO/Executive Director	18	3.9%		-1.2%	2.3%	8.8%	
Top Finance Position	12	5.4%		3.5%	6.4%	7.7%	
Between \$10 million and \$25 million							
CEO/Executive Director	13	7.0%		1.7%	4.1%	14.8%	
Top Finance Position	7	5.2%			4.9%		



## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health – General and Rehabilitative: Reproductive Health Care							
\$250 thousand or less							
CEO/Executive Director	33	3.2%	-3.5%	0.0%	3.0%	6.2%	11.0%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	31	3.1%	-5.3%	0.0%	2.8%	7.8%	13.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	5.6%	0.0%	1.5%	4.0%	7.6%	15.9%
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	3.2%		0.0%	2.7%	4.4%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	1.9%		2.6%	5.1%	7.2%	
Between \$10 million and \$25 million							
CEO/Executive Director	7	7.9%			8.4%		
Health – General and Rehabilitative: Research Institutes & Public Policy Analysis							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-2.5%			0.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	3.8%			3.2%		
Health – General and Rehabilitative: Single Organization Support							
\$250 thousand or less							
CEO/Executive Director	13	4.5%		0.0%	3.0%	6.4%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	14	3.9%		0.0%	2.5%	6.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	0.6%		-1.7%	2.6%	7.7%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Health – General and Rehabilitative: Single Organization Support</b>							
Between \$1 million and \$2.5 million							
CEO/Executive Director	18	1.8%		-1.2%	3.2%	5.4%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	15	2.6%		-1.8%	4.0%	6.7%	
Between \$5 million and \$10 million							
CEO/Executive Director	12	0.3%		-3.0%	1.2%	5.4%	
Between \$10 million and \$25 million							
CEO/Executive Director	6	6.8%			4.9%		
Top Finance Position	6	-2.3%			-0.1%		
<b>Health – General and Rehabilitative: Specialty Hospitals</b>							
Between \$25 million and \$50 million							
CEO/Executive Director	7	9.9%			7.1%		
Greater than \$50 million							
CEO/Executive Director	11	1.6%		0.0%	3.5%	10.4%	
Top Finance Position	12	3.4%		0.8%	4.5%	6.3%	
Top Human Resources Position	8	4.1%			4.2%		
Top Legal Position	5	3.6%			6.2%		
<b>Health – General and Rehabilitative: Support N.E.C.</b>							
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	3.2%			5.2%		
Between \$10 million and \$25 million							
CEO/Executive Director	6	6.1%			3.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Housing, Shelter: Alliances &amp; Advocacy</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	3.5%			2.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	6.2%			6.1%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	16	0.8%		-1.9%	1.2%	3.3%	
Between \$10 million and \$25 million							
CEO/Executive Director	6	-1.7%			-1.5%		
<b>Housing, Shelter: Home Improvement &amp; Repairs</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	4.8%		2.0%	4.0%	9.0%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	2.9%		-0.9%	0.2%	7.1%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	6.6%		-0.4%	5.4%	17.2%	
Top Finance Position	5	4.5%			1.4%		
<b>Housing, Shelter: Homeless Shelters</b>							
\$250 thousand or less							
CEO/Executive Director	33	6.0%	-0.2%	0.0%	3.1%	10.7%	18.5%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	61	0.5%	-11.7%	-2.1%	1.0%	5.4%	9.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	75	4.2%	-3.4%	-0.1%	3.4%	8.1%	13.0%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Homeless Shelters							
Between \$1 million and \$2.5 million							
CEO/Executive Director	82	2.9%	-7.4%	-1.4%	3.1%	8.0%	12.8%
Top Finance Position	9	-0.9%			0.9%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	60	3.6%	-4.6%	0.0%	2.8%	8.8%	12.3%
Top Finance Position	14	3.6%		0.4%	4.2%	7.6%	
Between \$5 million and \$10 million							
CEO/Executive Director	29	5.2%	-1.5%	0.8%	5.0%	9.8%	13.0%
Top Finance Position	14	0.4%		-4.2%	2.2%	6.9%	
Top Operations Position	5	3.0%			1.7%		
Between \$10 million and \$25 million							
CEO/Executive Director	20	4.7%	-0.9%	0.0%	4.3%	8.2%	11.6%
Top Finance Position	8	4.4%			4.1%		
Housing, Shelter: Homeowners & Tenants Associations							
\$250 thousand or less							
CEO/Executive Director	7	2.9%			2.5%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	-3.9%			-3.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.3%			4.4%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	2.8%			0.0%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	3.9%		0.1%	2.2%	9.7%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Housing & Shelter N.E.C.							
\$250 thousand or less							
CEO/Executive Director	11	6.7%		0.0%	7.7%	11.1%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	23	4.4%	-1.6%	0.0%	2.4%	7.8%	13.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	2.5%	-3.7%	0.0%	1.2%	5.5%	12.5%
Between \$1 million and \$2.5 million							
CEO/Executive Director	38	2.4%	-5.6%	-0.5%	2.2%	6.9%	11.3%
Between \$2.5 million and \$5 million							
CEO/Executive Director	18	5.5%		2.8%	5.8%	9.8%	
Between \$5 million and \$10 million							
CEO/Executive Director	14	3.7%		0.2%	2.8%	8.6%	
Top Finance Position	12	3.6%		0.3%	2.0%	6.9%	
Between \$10 million and \$25 million							
CEO/Executive Director	8	3.0%			3.0%		
Housing, Shelter: Housing Development, Construction & Management							
\$250 thousand or less							
CEO/Executive Director	60	2.2%	-4.8%	-0.2%	2.0%	5.9%	11.8%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	78	3.1%	-4.6%	0.0%	2.6%	7.2%	13.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	122	3.8%	-2.6%	0.2%	3.0%	8.6%	12.3%
Top Finance Position	5	6.5%			4.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Housing Development, Construction & Management							
Between \$1 million and \$2.5 million							
CEO/Executive Director	213	3.7%	-3.1%	0.0%	2.5%	8.1%	14.3%
Top Finance Position	31	4.3%	-2.5%	0.1%	2.5%	7.9%	15.0%
Top Operations Position	6	4.8%			4.4%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	109	4.5%	-4.0%	0.6%	3.3%	8.0%	12.4%
Top Finance Position	30	2.5%	-6.8%	0.0%	3.6%	6.0%	9.1%
Top Operations Position	13	2.4%		-0.2%	2.2%	6.4%	
Between \$5 million and \$10 million							
CEO/Executive Director	67	4.8%	-2.8%	0.4%	4.3%	7.6%	13.4%
Top Finance Position	35	5.0%	-6.9%	-1.3%	5.8%	10.2%	14.4%
Top Operations Position	5	7.9%			6.3%		
Between \$10 million and \$25 million							
CEO/Executive Director	35	4.8%	-3.4%	0.9%	4.3%	9.8%	13.1%
Top Finance Position	25	4.5%	-3.7%	-0.3%	4.2%	8.3%	10.7%
Top Operations Position	10	3.7%		0.4%	2.6%	5.9%	
Between \$25 million and \$50 million							
CEO/Executive Director	5	0.8%			-0.7%		
Top Finance Position	5	3.8%			2.5%		
Housing, Shelter: Housing Expense Reduction Support							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	2.8%			-0.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	1.2%			0.1%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	2.6%			1.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Housing Expense Reduction Support							
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	4.6%			5.5%		
Housing, Shelter: Housing Rehabilitation							
\$250 thousand or less							
CEO/Executive Director	5	-2.4%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	2.1%		0.7%	3.0%	4.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	4.9%		-0.1%	2.4%	10.9%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	24	3.6%	-3.1%	0.0%	1.9%	7.1%	10.2%
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	-1.1%			-1.3%		
Housing, Shelter: Housing Search Assistance							
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	3.5%			5.7%		
Housing, Shelter: Housing Support							
\$250 thousand or less							
CEO/Executive Director	11	3.5%		-2.2%	0.6%	11.9%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	33	3.8%	-4.1%	0.0%	2.9%	7.4%	11.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	2.4%	-6.6%	0.0%	3.1%	5.6%	9.3%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Housing, Shelter: Housing Support</b>							
Between \$1 million and \$2.5 million							
CEO/Executive Director	47	0.9%	-9.0%	-1.7%	1.4%	5.7%	7.8%
Between \$2.5 million and \$5 million							
CEO/Executive Director	25	5.6%	-3.5%	0.6%	6.1%	11.0%	15.3%
Top Finance Position	10	6.2%		3.6%	5.6%	8.5%	
Between \$5 million and \$10 million							
CEO/Executive Director	16	5.9%		2.4%	5.0%	9.4%	
Top Finance Position	8	6.4%			8.9%		
Between \$10 million and \$25 million							
CEO/Executive Director	8	0.7%			0.9%		
Top Finance Position	6	5.0%			4.5%		
<b>Housing, Shelter: Low Income &amp; Subsidized Rental Housing</b>							
\$250 thousand or less							
CEO/Executive Director	12	2.7%		1.3%	3.0%	5.0%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	2.1%		-2.8%	0.0%	4.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	5.8%		0.2%	2.0%	8.5%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	26	4.4%	-2.4%	0.1%	3.0%	9.9%	13.7%
Between \$2.5 million and \$5 million							
CEO/Executive Director	19	-1.3%		-4.2%	0.7%	2.8%	
Between \$5 million and \$10 million							
CEO/Executive Director	12	1.7%		0.7%	2.6%	4.8%	
Top Finance Position	6	6.3%			5.0%		



## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Low Income & Subsidized Rental Housing							
Between \$10 million and \$25 million							
CEO/Executive Director	10	7.2%		-1.1%	4.7%	15.5%	
Top Finance Position	5	7.6%			2.4%		
Housing, Shelter: Senior Citizens Housing & Retirement Communities							
\$250 thousand or less							
CEO/Executive Director	7	-2.0%			-0.4%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	21	4.4%	-3.2%	-1.8%	2.9%	9.7%	17.8%
Top Administrative Position	6	8.6%			8.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	3.4%	-4.0%	0.0%	2.7%	6.6%	10.7%
Top Administrative Position	11	5.2%		1.4%	6.0%	7.1%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	46	2.1%	-4.1%	-1.1%	1.7%	5.5%	9.5%
Top Administrative Position	16	5.1%		0.2%	3.8%	9.6%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	27	3.3%	-4.0%	0.4%	3.7%	6.7%	9.0%
Top Administrative Position	12	8.0%		3.5%	6.8%	13.5%	
Top Finance Position	8	6.2%			5.3%		
Between \$5 million and \$10 million							
CEO/Executive Director	33	3.8%	-3.3%	-1.0%	3.2%	9.2%	13.8%
Top Administrative Position	6	0.7%			3.1%		
Top Finance Position	14	-1.1%		-7.2%	-2.2%	3.0%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, Shelter: Senior Citizens Housing & Retirement Communities							
Between \$10 million and \$25 million							
CEO/Executive Director	35	7.4%	-1.2%	1.2%	6.7%	11.7%	17.1%
Top Finance Position	20	8.1%	-2.4%	1.9%	8.4%	12.7%	17.7%
Top Human Resources Position	5	0.6%			-0.9%		
Top Operations Position	8	4.3%			2.3%		
Between \$25 million and \$50 million							
CEO/Executive Director	17	6.5%		2.0%	6.1%	10.8%	
Top Finance Position	9	4.4%			2.9%		
Top Marketing Position	5	3.9%			0.8%		
Greater than \$50 million							
Top Finance Position	5	-0.2%			0.6%		
Housing, Shelter: Single Organization Support							
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	-10.7%			-9.9%		
Housing, Shelter: Temporary Housing							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	-0.7%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	0.8%		-2.0%	1.8%	7.3%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	0.8%		-1.6%	1.3%	8.9%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	5.7%			5.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Adoption							
\$250 thousand or less							
CEO/Executive Director	11	4.4%		0.0%	0.0%	6.6%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	19	2.3%		-1.7%	1.7%	4.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	3.9%	-8.3%	0.0%	2.7%	10.2%	16.0%
Between \$1 million and \$2.5 million							
CEO/Executive Director	30	4.0%	-2.8%	-0.2%	2.4%	6.4%	13.5%
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	1.8%		-4.3%	1.1%	9.1%	
Between \$5 million and \$10 million							
CEO/Executive Director	5	3.1%			4.2%		
Between \$10 million and \$25 million							
CEO/Executive Director	6	7.6%			3.8%		
Human Services – Multipurpose and Other: Adult Day Care							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	1.4%		0.0%	1.4%	2.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	0.3%		-1.7%	0.0%	2.0%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	1.5%		0.3%	1.7%	8.0%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	5.8%			6.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	9	2.6%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	18	4.2%		0.3%	2.9%	5.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	0.7%		-1.8%	1.8%	7.3%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	29	4.9%	-1.4%	0.9%	4.6%	9.5%	12.4%
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	3.5%			2.5%		
Between \$10 million and \$25 million							
CEO/Executive Director	5	7.2%			6.8%		
Human Services – Multipurpose and Other: Blind & Visually Impaired Centers							
\$250 thousand or less							
CEO/Executive Director	5	3.1%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	2.3%			2.5%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	15	7.4%		3.4%	7.3%	12.1%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	14	5.1%		1.3%	6.2%	11.4%	
Top Finance Position	6	7.2%			10.2%		
Between \$5 million and \$10 million							
CEO/Executive Director	9	2.1%			0.0%		
Top Finance Position	6	10.2%			6.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Blind & Visually Impaired Centers							
Between \$10 million and \$25 million							
CEO/Executive Director	5	7.7%			10.1%		
Between \$25 million and \$50 million							
CEO/Executive Director	5	7.4%			7.2%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
\$250 thousand or less							
CEO/Executive Director	68	2.7%	-14.3%	0.0%	1.1%	9.7%	15.5%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	78	2.2%	-10.0%	-0.7%	1.1%	7.0%	13.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	87	0.8%	-6.6%	-1.8%	1.0%	4.0%	8.3%
Top Finance Position	5	-2.4%			0.7%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	119	2.6%	-6.6%	-0.6%	1.2%	6.4%	12.3%
Top Finance Position	14	2.1%		-0.3%	1.5%	7.8%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	73	1.5%	-10.3%	-2.2%	3.0%	6.4%	11.4%
Top Finance Position	14	6.5%		1.7%	7.8%	12.0%	
Between \$5 million and \$10 million							
CEO/Executive Director	65	4.3%	-3.4%	-0.3%	3.2%	9.8%	14.6%
Top Finance Position	21	3.3%	-1.5%	1.5%	3.0%	5.1%	8.8%
Between \$10 million and \$25 million							
CEO/Executive Director	50	4.6%	-2.4%	0.4%	3.3%	9.8%	13.8%
Top Finance Position	32	4.9%	-2.8%	2.9%	4.3%	8.6%	11.0%
Top Operations Position	5	-2.2%			-0.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
Between \$25 million and \$50 million							
CEO/Executive Director	7	4.6%			2.3%		
Top Finance Position	9	5.9%			7.2%		
Greater than \$50 million							
CEO/Executive Director	12	2.2%		-4.2%	0.2%	7.6%	
Top Finance Position	10	2.7%		-4.2%	0.7%	10.2%	
Human Services – Multipurpose and Other: Child Day Care							
\$250 thousand or less							
CEO/Executive Director	43	1.8%	-9.9%	-2.2%	0.9%	8.8%	14.3%
Top Finance Position	6	6.4%			6.8%		
Top Program Position	5	-4.6%			-1.1%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	137	3.4%	-4.0%	-0.2%	3.0%	6.8%	13.6%
Top Administrative Position	13	4.3%		0.0%	2.6%	7.5%	
Top Finance Position	5	0.7%			0.0%		
Top Program Position	11	6.4%		0.9%	3.0%	14.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	211	3.4%	-3.7%	0.0%	3.0%	6.4%	12.5%
Top Administrative Position	12	6.1%		2.1%	5.1%	10.6%	
Top Finance Position	8	-0.2%			1.6%		
Top Program Position	7	1.5%			1.5%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	200	2.4%	-5.5%	-0.3%	1.9%	5.7%	11.1%
Top Administrative Position	5	-1.9%			1.5%		
Top Finance Position	22	0.8%	-9.6%	-4.0%	0.0%	4.8%	12.7%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Child Day Care							
Between \$2.5 million and \$5 million							
CEO/Executive Director	74	2.0%	-5.8%	-0.8%	2.3%	6.2%	10.4%
Top Finance Position	21	1.3%	-6.1%	-1.0%	1.9%	3.5%	10.6%
Between \$5 million and \$10 million							
CEO/Executive Director	49	3.7%	-4.2%	0.0%	2.2%	7.5%	15.1%
Top Finance Position	17	2.6%		-0.8%	1.7%	5.6%	
Between \$10 million and \$25 million							
CEO/Executive Director	24	3.0%	-10.8%	-1.3%	1.6%	6.6%	17.9%
Top Finance Position	13	2.9%		-3.4%	2.3%	10.4%	
Between \$25 million and \$50 million							
CEO/Executive Director	6	7.5%			6.0%		
Greater than \$50 million							
CEO/Executive Director	5	7.8%			6.6%		
Human Services – Multipurpose and Other: Children & Youth Services							
\$250 thousand or less							
CEO/Executive Director	66	3.1%	-7.0%	0.0%	0.3%	7.9%	17.2%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	94	3.3%	-6.1%	0.0%	2.9%	7.7%	15.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	126	2.7%	-5.8%	-1.7%	2.1%	7.5%	13.4%
Top Finance Position	6	3.9%			2.6%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	183	4.1%	-5.1%	0.0%	3.0%	7.0%	16.4%
Top Finance Position	16	4.1%		-1.1%	2.6%	10.6%	
Top Operations Position	5	7.0%			7.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Children & Youth Services							
Between \$2.5 million and \$5 million							
CEO/Executive Director	101	3.4%	-4.8%	-0.4%	1.9%	6.7%	14.1%
Top Development Position	8	3.9%			3.1%		
Top Finance Position	28	4.3%	-6.2%	0.6%	5.3%	9.9%	12.7%
Top Operations Position	15	5.2%		2.1%	4.0%	7.0%	
Between \$5 million and \$10 million							
CEO/Executive Director	77	3.5%	-5.2%	0.0%	2.9%	6.4%	14.0%
Top Finance Position	38	3.0%	-7.4%	-3.8%	3.1%	8.1%	13.6%
Top Operations Position	10	3.3%		-0.9%	1.6%	8.1%	
Top Program Position	6	5.8%			5.0%		
Between \$10 million and \$25 million							
CEO/Executive Director	95	4.0%	-3.1%	0.0%	4.3%	7.9%	11.9%
Top Development Position	11	0.5%		-3.0%	3.0%	5.9%	
Top Finance Position	51	4.6%	-0.8%	1.5%	4.2%	8.3%	12.5%
Top Human Resources Position	5	5.7%			7.5%		
Top Operations Position	23	2.6%	-11.0%	-1.2%	4.8%	7.7%	10.2%
Top Program Position	12	0.2%		-1.3%	-0.2%	0.8%	
Between \$25 million and \$50 million							
CEO/Executive Director	33	7.7%	0.8%	2.7%	4.6%	12.2%	17.3%
Top Finance Position	21	4.0%	-2.4%	-0.4%	1.0%	7.8%	13.7%
Top Operations Position	10	-1.2%		-8.1%	2.2%	3.2%	
Greater than \$50 million							
CEO/Executive Director	21	6.3%	-1.2%	0.8%	4.9%	13.6%	15.3%
Top Finance Position	19	6.3%		2.5%	5.5%	9.0%	
Top Human Resources Position	8	6.5%			5.5%		
Top Operations Position	10	8.4%		7.7%	8.7%	12.0%	



## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Deaf & Hearing Impaired Centers							
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	-2.9%			0.3%		
Human Services – Multipurpose and Other: Developmentally Disabled Centers							
\$250 thousand or less							
CEO/Executive Director	34	1.4%	-9.1%	0.0%	1.3%	4.0%	9.8%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	57	3.3%	-5.7%	0.0%	2.5%	7.2%	10.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	82	1.2%	-6.2%	-2.0%	1.3%	4.7%	10.7%
Top Finance Position	6	1.6%			1.9%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	150	2.1%	-5.3%	-0.9%	2.0%	6.7%	11.3%
Top Administrative Position	7	4.4%			4.5%		
Top Finance Position	13	3.1%		0.0%	1.4%	4.9%	
Top Operations Position	6	3.3%			1.8%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	127	3.4%	-5.1%	0.0%	3.6%	7.8%	11.7%
Top Finance Position	28	3.7%	-2.9%	-0.2%	2.7%	8.8%	15.2%
Between \$5 million and \$10 million							
CEO/Executive Director	178	3.5%	-3.7%	-0.2%	3.2%	7.2%	12.2%
Top Administrative Position	5	-0.1%			3.4%		
Top Finance Position	66	3.9%	-5.0%	-0.1%	3.5%	7.3%	13.3%
Top Operations Position	12	5.5%		-0.8%	3.8%	11.1%	
Top Program Position	5	3.2%			4.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Developmentally Disabled Centers							
Between \$10 million and \$25 million							
CEO/Executive Director	184	3.1%	-5.1%	-1.3%	3.3%	8.0%	13.3%
Top Administrative Position	8	2.4%			1.9%		
Top Finance Position	105	3.1%	-4.0%	-1.2%	2.4%	6.7%	13.8%
Top Human Resources Position	9	7.2%			3.1%		
Top Operations Position	31	4.9%	-2.9%	1.2%	2.9%	10.5%	13.0%
Top Program Position	6	7.4%			7.6%		
Between \$25 million and \$50 million							
CEO/Executive Director	71	3.6%	-4.4%	-0.4%	3.0%	8.2%	13.1%
Top Development Position	8	3.9%			4.1%		
Top Finance Position	42	5.6%	0.0%	1.0%	4.7%	8.5%	14.4%
Top Human Resources Position	11	5.7%		3.6%	5.4%	10.6%	
Top Operations Position	16	3.5%		0.2%	3.0%	5.2%	
Greater than \$50 million							
CEO/Executive Director	40	2.3%	-8.1%	-2.3%	2.6%	6.0%	12.4%
Top Finance Position	36	3.4%	-3.3%	-2.1%	1.9%	6.7%	12.1%
Top Human Resources Position	17	4.0%		1.2%	4.4%	7.2%	
Top Operations Position	19	5.6%		-0.9%	1.9%	10.1%	
Top Technology Position	6	5.2%			6.7%		
Human Services – Multipurpose and Other: Emergency Assistance							
\$250 thousand or less							
CEO/Executive Director	32	0.5%	-8.3%	-3.2%	0.3%	3.7%	10.0%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	33	3.3%	-1.8%	0.0%	2.0%	5.3%	11.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	55	4.0%	-1.4%	0.0%	2.5%	6.4%	12.0%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Emergency Assistance							
Between \$1 million and \$2.5 million							
CEO/Executive Director	72	3.7%	-4.0%	0.0%	2.5%	9.3%	14.7%
Top Finance Position	6	2.5%			2.9%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	32	3.4%	-1.4%	0.0%	1.7%	8.2%	13.5%
Top Finance Position	7	6.3%			6.3%		
Top Operations Position	5	7.7%			6.0%		
Between \$5 million and \$10 million							
CEO/Executive Director	20	6.6%	-1.1%	1.9%	5.4%	11.7%	16.4%
Top Finance Position	9	9.3%			8.5%		
Between \$10 million and \$25 million							
CEO/Executive Director	16	3.4%		0.6%	2.9%	7.0%	
Top Finance Position	9	3.9%			5.0%		
Between \$25 million and \$50 million							
CEO/Executive Director	10	2.9%		-0.4%	2.7%	5.9%	
Top Finance Position	5	2.8%			2.9%		
Human Services – Multipurpose and Other: Ethnic & Immigrant Centers							
\$250 thousand or less							
CEO/Executive Director	21	2.5%	-6.7%	-4.5%	3.2%	8.4%	15.7%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	27	5.4%	-1.3%	0.0%	4.6%	9.2%	20.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	38	2.2%	-3.6%	-0.1%	0.4%	5.9%	11.7%
Between \$1 million and \$2.5 million							
CEO/Executive Director	49	5.1%	-0.8%	0.4%	4.1%	9.2%	14.9%
Top Finance Position	8	6.9%			6.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Ethnic & Immigrant Centers							
Between \$2.5 million and \$5 million							
CEO/Executive Director	30	2.0%	-10.0%	0.0%	2.3%	5.3%	14.3%
Top Finance Position	8	4.4%			3.8%		
Between \$5 million and \$10 million							
CEO/Executive Director	12	6.8%		0.4%	5.2%	12.7%	
Between \$10 million and \$25 million							
CEO/Executive Director	8	2.4%			2.8%		
Human Services – Multipurpose and Other: Family Counseling							
\$250 thousand or less							
CEO/Executive Director	30	0.5%	-14.6%	-6.3%	0.0%	7.4%	17.5%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	25	2.2%	-6.8%	-0.6%	0.7%	7.2%	10.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	1.4%	-9.0%	-1.2%	2.9%	5.3%	9.9%
Between \$1 million and \$2.5 million							
CEO/Executive Director	22	2.9%	-10.5%	-2.4%	3.2%	9.9%	16.3%
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	4.8%			0.1%		
Human Services – Multipurpose and Other: Family Services							
\$250 thousand or less							
CEO/Executive Director	73	2.9%	-3.6%	0.0%	2.0%	8.3%	11.7%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	61	2.6%	-4.7%	-1.0%	0.2%	5.9%	15.9%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Family Services							
Between \$500 thousand and \$1 million							
CEO/Executive Director	72	3.0%	-6.6%	0.0%	2.7%	6.4%	14.3%
Top Finance Position	5	6.1%			5.3%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	114	2.0%	-8.3%	-1.3%	2.6%	6.3%	12.0%
Top Finance Position	9	0.7%			2.2%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	55	4.0%	-4.1%	-0.4%	4.0%	8.3%	12.6%
Top Finance Position	14	6.6%		2.2%	4.5%	10.9%	
Between \$5 million and \$10 million							
CEO/Executive Director	45	3.0%	-4.7%	-0.3%	2.6%	6.5%	11.8%
Top Finance Position	23	3.7%	-5.2%	-1.2%	2.0%	9.7%	13.7%
Between \$10 million and \$25 million							
CEO/Executive Director	49	4.1%	-2.5%	0.0%	3.7%	6.4%	15.1%
Top Finance Position	26	4.7%	-2.8%	1.4%	6.1%	7.7%	10.9%
Top Operations Position	10	3.8%		0.5%	3.6%	6.8%	
Between \$25 million and \$50 million							
CEO/Executive Director	16	3.3%		-0.1%	3.0%	6.7%	
Top Finance Position	9	4.5%			5.5%		
Top Operations Position	6	2.3%			1.8%		
Human Services – Multipurpose and Other: Family Services for Adolescent Parents							
\$250 thousand or less							
CEO/Executive Director	8	1.0%			2.9%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	0.9%		-0.6%	1.6%	4.8%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Family Services for Adolescent Parents							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	2.8%			1.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	15	1.3%		0.0%	0.8%	5.2%	
Human Services – Multipurpose and Other: Family Violence Shelters							
\$250 thousand or less							
CEO/Executive Director	8	1.5%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	46	6.8%	-3.0%	0.9%	6.2%	12.0%	18.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	103	4.4%	-2.2%	0.2%	3.8%	8.8%	12.4%
Top Finance Position	7	0.7%			1.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	145	3.8%	-4.3%	0.1%	3.6%	7.8%	12.4%
Top Finance Position	26	4.2%	-2.2%	0.1%	3.5%	7.1%	13.8%
Between \$2.5 million and \$5 million							
CEO/Executive Director	53	3.4%	-5.7%	-1.0%	3.1%	7.1%	14.7%
Top Finance Position	13	1.2%		-1.2%	2.0%	5.4%	
Between \$5 million and \$10 million							
CEO/Executive Director	15	1.1%		-4.5%	2.6%	4.9%	
Top Finance Position	7	4.1%			5.1%		
Between \$10 million and \$25 million							
CEO/Executive Director	5	8.0%			8.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Financial Counseling							
\$250 thousand or less							
CEO/Executive Director	17	2.8%		0.0%	3.0%	4.5%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	3.4%		-0.5%	3.4%	5.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	1.6%	-4.8%	0.0%	0.7%	3.5%	11.3%
Between \$1 million and \$2.5 million							
CEO/Executive Director	23	2.1%	-0.7%	0.1%	1.2%	4.9%	11.5%
Top Finance Position	6	2.6%			0.0%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	13	1.6%		-2.3%	-0.6%	9.0%	
Between \$5 million and \$10 million							
CEO/Executive Director	6	2.7%			3.5%		
Between \$10 million and \$25 million							
CEO/Executive Director	6	1.7%			1.7%		
Top Finance Position	5	4.5%			1.9%		
Human Services – Multipurpose and Other: Foster Care							
\$250 thousand or less							
CEO/Executive Director	7	4.1%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	1.4%			1.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	3.3%	-7.7%	0.0%	2.0%	7.3%	15.4%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Foster Care							
Between \$1 million and \$2.5 million							
CEO/Executive Director	53	4.0%	-5.3%	0.0%	3.9%	9.3%	12.7%
Top Administrative Position	5	0.2%			0.8%		
Top Finance Position	6	5.9%			2.3%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	31	0.8%	-6.6%	-2.1%	1.1%	5.2%	8.0%
Top Finance Position	6	0.9%			1.2%		
Between \$5 million and \$10 million							
CEO/Executive Director	17	6.6%		1.1%	4.9%	11.3%	
Top Finance Position	7	10.1%			6.8%		
Between \$10 million and \$25 million							
CEO/Executive Director	24	4.5%	-6.5%	-0.8%	4.4%	9.0%	14.5%
Top Finance Position	16	2.4%		-0.2%	2.7%	5.6%	
Top Operations Position	9	3.8%			3.1%		
Human Services – Multipurpose and Other: Fund Raising & Fund Distribution							
\$250 thousand or less							
CEO/Executive Director	11	-0.2%		-1.1%	0.0%	1.8%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	3.5%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	4.1%		2.1%	4.4%	5.5%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	15	0.6%		-1.2%	0.3%	4.1%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	3.7%			3.3%		



## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Fund Raising & Fund Distribution							
Between \$10 million and \$25 million							
CEO/Executive Director	7	5.0%			2.7%		
Human Services – Multipurpose and Other: Gift Distribution							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	3.4%			2.7%		
Human Services – Multipurpose and Other: Group Homes							
\$250 thousand or less							
CEO/Executive Director	5	1.6%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	19	0.7%		-0.9%	1.3%	4.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	3.5%	-2.1%	-0.1%	1.2%	5.9%	20.8%
Top Administrative Position	5	8.2%			6.6%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	78	2.7%	-4.9%	-0.3%	1.8%	7.0%	12.6%
Top Administrative Position	10	1.3%		0.0%	1.7%	4.1%	
Top Finance Position	10	6.5%		5.2%	7.1%	9.8%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	54	2.6%	-4.0%	-0.4%	1.8%	5.3%	9.3%
Top Finance Position	13	7.9%		1.6%	4.4%	18.0%	
Between \$5 million and \$10 million							
CEO/Executive Director	56	3.8%	-5.8%	-0.7%	3.7%	7.8%	14.1%
Top Finance Position	25	1.1%	-11.3%	-2.9%	2.7%	7.5%	9.6%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Group Homes							
Between \$10 million and \$25 million							
CEO/Executive Director	38	3.7%	-2.3%	-0.7%	2.1%	8.4%	12.9%
Top Finance Position	18	6.2%		0.4%	3.8%	12.4%	
Top Operations Position	10	3.7%		0.1%	3.4%	5.8%	
Between \$25 million and \$50 million							
CEO/Executive Director	8	6.9%			4.9%		
Top Finance Position	6	3.5%			3.8%		
Human Services – Multipurpose and Other: Homeless Centers							
\$250 thousand or less							
CEO/Executive Director	15	4.8%		0.0%	3.7%	11.4%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	30	4.4%	-3.0%	0.1%	2.0%	10.1%	15.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	36	4.4%	-3.5%	0.0%	1.1%	9.2%	14.1%
Between \$1 million and \$2.5 million							
CEO/Executive Director	50	3.0%	-10.1%	0.5%	3.0%	6.9%	12.4%
Top Finance Position	6	4.2%			4.1%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	43	5.7%	-1.3%	0.5%	3.7%	10.4%	15.6%
Top Finance Position	5	3.6%			3.5%		
Between \$5 million and \$10 million							
CEO/Executive Director	29	7.6%	1.0%	3.2%	5.6%	12.4%	15.8%
Top Development Position	6	5.5%			7.7%		
Top Finance Position	12	4.5%		2.6%	3.9%	6.0%	
Top Operations Position	6	7.0%			6.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Homeless Centers							
Between \$10 million and \$25 million							
CEO/Executive Director	27	4.8%	-2.1%	0.5%	3.0%	8.6%	16.2%
Top Development Position	7	4.2%			4.5%		
Top Finance Position	16	4.9%		2.6%	4.7%	8.6%	
Top Operations Position	7	4.2%			4.7%		
Human Services – Multipurpose and Other: Hospices							
\$250 thousand or less							
CEO/Executive Director	8	-6.7%			-5.8%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	3.5%		0.0%	1.8%	3.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	3.4%			4.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	27	2.3%	-6.5%	-2.9%	1.6%	4.2%	11.9%
Top Administrative Position	5	2.9%			2.1%		
Top Finance Position	7	1.6%			0.1%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	32	6.3%	-7.9%	1.2%	5.2%	13.2%	20.6%
Between \$5 million and \$10 million							
CEO/Executive Director	36	4.0%	-4.0%	-0.3%	4.8%	7.2%	10.1%
Top Finance Position	18	4.2%		0.8%	4.3%	7.2%	
Between \$10 million and \$25 million							
CEO/Executive Director	43	3.3%	-6.0%	-1.8%	3.3%	9.2%	15.3%
Top Finance Position	24	7.1%	-0.5%	0.9%	4.0%	12.6%	16.6%
Top Operations Position	8	2.1%			7.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Hospices							
Between \$25 million and \$50 million							
CEO/Executive Director	18	6.8%		1.8%	4.8%	13.4%	
Top Finance Position	14	5.5%		3.3%	7.4%	9.8%	
Top Operations Position	8	9.5%			8.0%		
Greater than \$50 million							
CEO/Executive Director	5	10.0%			4.6%		
Human Services – Multipurpose and Other: Human Service Organizations							
\$250 thousand or less							
CEO/Executive Director	150	1.3%	-9.6%	-2.4%	0.0%	6.3%	13.6%
Top Program Position	5	-1.7%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	151	3.0%	-4.1%	-0.6%	1.8%	6.2%	13.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	183	3.3%	-3.7%	0.0%	2.1%	6.6%	14.6%
Top Finance Position	8	2.0%			0.8%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	220	3.2%	-5.2%	-0.6%	2.2%	7.0%	13.1%
Top Finance Position	24	5.2%	-2.6%	-0.1%	2.6%	7.8%	18.2%
Top Operations Position	9	3.4%			-0.3%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	192	4.3%	-4.5%	0.0%	3.3%	8.6%	15.0%
Top Finance Position	54	3.8%	-5.4%	0.5%	3.9%	7.5%	12.6%
Top Operations Position	6	0.4%			1.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Human Service Organizations							
Between \$5 million and \$10 million							
CEO/Executive Director	205	3.4%	-5.9%	-0.4%	3.1%	7.7%	14.1%
Top Finance Position	86	4.4%	-3.1%	0.8%	3.8%	8.9%	11.6%
Top Operations Position	16	3.7%		0.0%	3.7%	6.9%	
Top Program Position	7	1.4%			2.5%		
Between \$10 million and \$25 million							
CEO/Executive Director	182	2.7%	-5.2%	-1.3%	2.2%	6.7%	12.3%
Top Development Position	9	0.1%			0.4%		
Top Finance Position	113	5.3%	-2.3%	0.9%	3.4%	9.7%	16.1%
Top Human Resources Position	9	6.2%			4.8%		
Top Operations Position	37	6.7%	-0.8%	1.7%	4.3%	12.5%	15.5%
Between \$25 million and \$50 million							
CEO/Executive Director	67	4.1%	-2.9%	0.1%	3.6%	6.5%	13.5%
Top Administrative Position	7	-0.4%			-1.2%		
Top Finance Position	60	5.8%	-2.8%	0.9%	4.3%	10.2%	17.4%
Top Human Resources Position	7	3.5%			3.0%		
Top Operations Position	24	6.9%	-1.6%	3.0%	6.4%	10.7%	18.3%
Top Program Position	7	4.0%			3.0%		
Top Technology Position	5	1.5%			1.8%		
Greater than \$50 million							
CEO/Executive Director	33	6.1%	-3.0%	0.7%	4.6%	9.1%	22.5%
Top Development Position	6	2.4%			2.6%		
Top Finance Position	21	3.4%	-6.7%	-0.6%	4.1%	9.0%	13.6%
Top Human Resources Position	12	0.1%		-4.9%	0.5%	5.5%	
Top Operations Position	12	3.5%		-0.6%	5.1%	6.8%	
Top Technology Position	7	5.5%			3.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Human Services N.E.C.							
\$250 thousand or less							
CEO/Executive Director	43	2.7%	-9.0%	-1.5%	0.0%	9.7%	15.7%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	48	4.9%	-4.5%	-0.2%	2.6%	9.7%	17.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	42	4.4%	-4.3%	0.0%	3.0%	9.4%	17.2%
Between \$1 million and \$2.5 million							
CEO/Executive Director	87	3.3%	-6.0%	-0.1%	3.9%	8.5%	12.9%
Top Finance Position	8	7.2%			5.8%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	47	3.6%	-3.2%	-0.3%	1.8%	8.8%	13.0%
Top Finance Position	16	1.8%		-3.6%	0.9%	9.2%	
Top Operations Position	6	3.4%			3.7%		
Between \$5 million and \$10 million							
CEO/Executive Director	40	3.0%	-5.0%	-0.5%	4.0%	7.0%	9.5%
Top Finance Position	17	5.6%		3.0%	5.8%	9.6%	
Between \$10 million and \$25 million							
CEO/Executive Director	45	4.1%	-3.7%	-0.2%	3.1%	8.5%	12.8%
Top Finance Position	27	6.5%	0.2%	1.9%	5.4%	10.3%	14.8%
Top Operations Position	6	7.7%			7.5%		
Between \$25 million and \$50 million							
CEO/Executive Director	25	6.2%	-0.2%	1.9%	4.1%	11.4%	13.0%
Top Finance Position	16	5.0%		2.5%	4.2%	6.1%	
Top Operations Position	6	4.2%			3.6%		
Top Program Position	5	8.1%			9.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Human Services N.E.C.							
Greater than \$50 million							
CEO/Executive Director	22	5.0%	-2.6%	1.2%	4.7%	10.0%	13.1%
Top Finance Position	13	8.8%		3.4%	6.7%	10.0%	
Top Operations Position	5	8.9%			5.9%		
Human Services – Multipurpose and Other: In Home Assistance							
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	3.4%			1.9%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	5.6%			5.2%		
Between \$10 million and \$25 million							
CEO/Executive Director	5	2.8%			6.0%		
Top Finance Position	5	4.2%			0.6%		
Human Services – Multipurpose and Other: Management & Technical Assistance							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	3.6%			0.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	0.4%			-0.4%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	-3.5%			-2.1%		
Between \$5 million and \$10 million							
CEO/Executive Director	5	1.1%			1.1%		
Human Services – Multipurpose and Other: Neighborhood Centers							
\$250 thousand or less							
CEO/Executive Director	26	-0.3%	-10.6%	-3.7%	0.5%	4.7%	9.4%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Neighborhood Centers							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	39	2.2%	-4.0%	-0.9%	0.2%	6.8%	12.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	48	1.7%	-6.8%	-3.2%	2.4%	5.5%	10.4%
Between \$1 million and \$2.5 million							
CEO/Executive Director	50	3.7%	-3.4%	0.0%	2.5%	6.8%	9.8%
Top Finance Position	7	4.9%			2.9%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	27	2.1%	-3.0%	-1.4%	3.6%	5.7%	8.1%
Between \$5 million and \$10 million							
CEO/Executive Director	26	6.0%	-0.6%	0.7%	4.9%	10.5%	15.9%
Top Finance Position	9	5.0%			2.1%		
Between \$10 million and \$25 million							
CEO/Executive Director	14	2.5%		-0.6%	1.9%	5.7%	
Top Finance Position	6	1.8%			0.8%		
Between \$25 million and \$50 million							
CEO/Executive Director	6	5.9%			5.6%		
Human Services – Multipurpose and Other: Personal Social Services							
\$250 thousand or less							
CEO/Executive Director	21	5.9%	-2.5%	0.0%	3.3%	12.4%	19.7%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	19	6.7%		0.5%	5.7%	10.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	1.2%	-10.9%	-3.3%	0.0%	10.2%	14.8%
Between \$1 million and \$2.5 million							
CEO/Executive Director	29	2.9%	-3.1%	-0.3%	2.4%	4.6%	10.9%



## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Personal Social Services							
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	3.5%			4.1%		
Between \$5 million and \$10 million							
CEO/Executive Director	7	7.0%			8.7%		
Between \$10 million and \$25 million							
CEO/Executive Director	8	2.7%			2.1%		
Human Services – Multipurpose and Other: Pregnancy Centers							
\$250 thousand or less							
CEO/Executive Director	66	2.6%	-3.8%	-0.1%	1.2%	4.6%	10.9%
Top Administrative Position	6	-1.8%			-0.1%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	38	4.7%	-1.1%	0.6%	4.0%	7.8%	11.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	6.2%		0.8%	4.0%	10.6%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	1.1%			1.6%		
Human Services – Multipurpose and Other: Professional Societies & Associations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.0%			0.8%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	4.9%			4.3%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
\$250 thousand or less							
CEO/Executive Director	12	7.4%		0.0%	9.3%	17.4%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	21	3.9%	-12.0%	0.0%	1.1%	14.0%	16.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	2.0%	-7.5%	-0.4%	0.0%	5.1%	15.3%
Top Finance Position	5	1.1%			-0.1%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	55	1.7%	-4.0%	-2.4%	0.5%	4.5%	9.6%
Top Finance Position	5	5.5%			1.7%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	48	1.7%	-8.8%	-2.7%	0.3%	3.7%	11.8%
Top Finance Position	7	-2.1%			4.0%		
Between \$5 million and \$10 million							
CEO/Executive Director	39	2.8%	-5.7%	-0.1%	3.3%	6.4%	10.7%
Top Finance Position	19	3.5%		-3.9%	2.6%	10.1%	
Between \$10 million and \$25 million							
CEO/Executive Director	36	3.6%	-4.7%	0.0%	2.1%	8.3%	11.4%
Top Finance Position	18	2.2%		-3.6%	2.3%	5.2%	
Between \$25 million and \$50 million							
CEO/Executive Director	9	4.9%			6.5%		
Top Finance Position	7	7.9%			3.9%		
Human Services – Multipurpose and Other: Senior Centers							
\$250 thousand or less							
CEO/Executive Director	74	2.6%	-3.7%	0.0%	1.7%	4.9%	10.8%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	104	3.5%	-7.2%	0.0%	2.5%	8.4%	15.0%
Top Administrative Position	5	3.9%			3.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Senior Centers							
Between \$500 thousand and \$1 million							
CEO/Executive Director	116	2.2%	-3.9%	-0.1%	2.7%	4.6%	9.8%
Top Finance Position	7	3.0%			-0.9%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	137	3.2%	-5.9%	0.0%	3.0%	8.1%	12.5%
Top Finance Position	16	3.5%		0.4%	2.0%	4.0%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	82	5.1%	-0.9%	0.7%	4.0%	8.5%	14.2%
Top Finance Position	24	6.6%	0.2%	2.0%	6.2%	9.6%	15.9%
Between \$5 million and \$10 million							
CEO/Executive Director	55	3.9%	-3.7%	-0.5%	2.2%	8.2%	13.6%
Top Finance Position	27	5.7%	0.2%	2.1%	5.3%	10.7%	15.7%
Top Operations Position	8	2.1%			2.6%		
Between \$10 million and \$25 million							
CEO/Executive Director	47	3.6%	-6.5%	0.2%	4.1%	8.7%	11.5%
Top Finance Position	25	6.8%	0.6%	2.0%	5.5%	9.5%	16.5%
Between \$25 million and \$50 million							
CEO/Executive Director	14	1.6%		1.2%	3.6%	6.8%	
Top Finance Position	11	3.6%		2.3%	4.9%	6.1%	
Greater than \$50 million							
CEO/Executive Director	12	3.8%		-1.2%	5.5%	12.1%	
Top Finance Position	8	2.1%			-0.3%		
Top Technology Position	5	4.1%			6.8%		
Human Services – Multipurpose and Other: Single Organization Support							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.4%			1.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Single Organization Support							
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	3.0%			3.9%		
Human Services – Multipurpose and Other: Single Parent Agencies							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.1%			1.0%		
Human Services – Multipurpose and Other: Support N.E.C.							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	-0.9%			1.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	1.2%			0.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	1.8%			3.0%		
Human Services – Multipurpose and Other: Supportive Housing for Older Adults							
\$250 thousand or less							
CEO/Executive Director	12	0.6%		0.0%	1.2%	3.1%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	0.1%			-0.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	3.5%		0.4%	3.0%	9.2%	
Top Administrative Position	5	-1.4%			-1.6%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	23	5.0%	-4.5%	0.9%	3.5%	11.4%	17.5%
Top Administrative Position	8	0.1%			0.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Supportive Housing for Older Adults							
Between \$2.5 million and \$5 million							
CEO/Executive Director	24	3.0%	-5.6%	-1.8%	3.2%	8.4%	10.7%
Top Administrative Position	10	-0.6%		-2.2%	0.7%	3.1%	
Between \$5 million and \$10 million							
CEO/Executive Director	44	4.0%	-4.6%	0.2%	3.1%	9.3%	15.3%
Top Administrative Position	16	1.8%		-0.1%	2.1%	5.3%	
Top Finance Position	21	6.9%	-0.6%	1.2%	5.6%	11.0%	19.0%
Between \$10 million and \$25 million							
CEO/Executive Director	139	4.5%	-3.9%	0.8%	4.0%	8.0%	16.0%
Top Administrative Position	28	3.4%	-3.5%	0.8%	3.1%	5.6%	10.6%
Top Business Position	5	4.9%			3.7%		
Top Facilities Position	5	-0.4%			2.8%		
Top Finance Position	81	4.2%	-4.8%	1.5%	4.2%	7.5%	12.1%
Top Human Resources Position	8	4.8%			3.9%		
Top Marketing Position	14	1.9%		-0.6%	1.5%	3.9%	
Top Operations Position	20	3.3%	-2.4%	1.3%	3.7%	6.2%	9.2%
Top Technology Position	5	0.4%			1.9%		
Between \$25 million and \$50 million							
CEO/Executive Director	81	4.7%	-6.0%	-0.6%	4.1%	10.7%	15.7%
Top Administrative Position	15	1.6%		-0.4%	1.2%	4.9%	
Top Development Position	6	4.8%			1.3%		
Top Facilities Position	9	2.3%			3.6%		
Top Finance Position	68	4.1%	-6.7%	-0.7%	4.2%	8.4%	15.2%
Top Human Resources Position	19	4.9%		0.4%	1.9%	6.2%	
Top Marketing Position	21	3.5%	-5.6%	-0.8%	4.7%	6.3%	15.2%
Top Operations Position	27	3.7%	-2.9%	-0.1%	3.0%	7.3%	10.5%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Supportive Housing for Older Adults							
Greater than \$50 million							
CEO/Executive Director	24	3.8%	-3.7%	0.0%	4.7%	6.1%	10.2%
Top Business Position	8	0.4%			1.5%		
Top Finance Position	27	3.6%	-5.3%	-0.3%	3.7%	6.8%	13.2%
Top Human Resources Position	11	6.1%		-1.3%	4.7%	14.2%	
Top Operations Position	7	5.9%			2.5%		
Human Services – Multipurpose and Other: Thrift Shops							
\$250 thousand or less							
CEO/Executive Director	13	5.6%		0.0%	6.1%	11.0%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	6.2%		0.0%	4.1%	10.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	6.2%			5.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	-0.2%			-1.7%		
Between \$5 million and \$10 million							
CEO/Executive Director	5	6.8%			6.0%		
Human Services – Multipurpose and Other: Transportation Assistance							
\$250 thousand or less							
CEO/Executive Director	7	-4.8%			-0.7%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	0.2%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	5.9%		0.0%	4.9%	9.4%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Transportation Assistance							
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	6.4%		1.9%	3.6%	11.7%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	8.6%			8.1%		
Between \$10 million and \$25 million							
CEO/Executive Director	7	1.3%			4.7%		
Between \$25 million and \$50 million							
CEO/Executive Director	6	10.7%			10.0%		
Human Services – Multipurpose and Other: Urban League							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	8.0%			5.9%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	1.5%		-1.8%	0.0%	4.3%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	1.7%		-0.5%	2.3%	4.1%	
Human Services – Multipurpose and Other: Victims Services							
\$250 thousand or less							
CEO/Executive Director	19	3.6%		-3.9%	3.8%	5.3%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	18	5.0%		-1.7%	3.4%	11.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	2.6%	-5.1%	-1.4%	3.4%	5.4%	11.6%
Top Finance Position	5	8.1%			9.4%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	30	2.5%	-3.5%	-0.6%	3.1%	5.3%	9.0%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Victims Services							
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	4.6%			5.4%		
Human Services – Multipurpose and Other: Women's Centers							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	4.8%			7.2%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	5.6%			4.5%		
Human Services – Multipurpose and Other: Young Mens or Womens Associations							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	17	2.3%		0.3%	2.0%	5.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	51	3.3%	-5.4%	0.0%	2.7%	6.2%	14.0%
Between \$1 million and \$2.5 million							
CEO/Executive Director	163	3.3%	-3.1%	-0.6%	2.0%	7.0%	12.6%
Top Finance Position	16	2.3%		-2.1%	2.5%	8.6%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	134	3.7%	-3.1%	0.0%	2.6%	7.3%	13.0%
Top Finance Position	31	3.5%	-4.1%	-0.9%	2.7%	6.2%	11.2%
Between \$5 million and \$10 million							
CEO/Executive Director	92	3.8%	-2.3%	0.1%	2.9%	7.1%	11.6%
Top Finance Position	42	6.1%	-1.1%	1.8%	4.6%	10.4%	17.1%
Top Operations Position	13	4.5%		1.2%	5.5%	9.5%	



## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human Services – Multipurpose and Other: Young Mens or Womens Associations							
Between \$10 million and \$25 million							
CEO/Executive Director	59	3.3%	-3.1%	1.3%	3.2%	6.1%	9.4%
Top Finance Position	41	1.4%	-4.8%	-1.6%	0.7%	5.6%	9.7%
Top Human Resources Position	8	2.2%			2.5%		
Top Operations Position	27	1.9%	-7.7%	-0.1%	2.5%	5.9%	7.7%
Between \$25 million and \$50 million							
CEO/Executive Director	28	3.7%	-3.7%	-1.2%	2.1%	8.0%	16.1%
Top Development Position	9	3.9%			2.6%		
Top Finance Position	25	2.9%	-2.8%	-1.2%	1.6%	7.1%	11.6%
Top Human Resources Position	7	6.6%			0.1%		
Top Operations Position	18	2.1%		-0.5%	2.1%	7.1%	
Greater than \$50 million							
CEO/Executive Director	16	6.5%		4.2%	5.3%	11.3%	
Top Finance Position	11	5.5%		1.4%	3.9%	5.9%	
Top Human Resources Position	8	5.6%			6.4%		
Top Operations Position	11	7.9%		2.8%	5.6%	10.5%	
International, Foreign Affairs and National Security: Fund Raising & Fund Distribution							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	7.1%			4.4%		
International, Foreign Affairs and National Security: International Academic Exchange							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.3%			0.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	2.1%			2.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs and National Security: International Academic Exchange							
Between \$10 million and \$25 million							
CEO/Executive Director	5	5.0%			1.1%		
International, Foreign Affairs and National Security: International Cultural Exchange							
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	5.2%			2.1%		
International, Foreign Affairs and National Security: International Development							
\$250 thousand or less							
CEO/Executive Director	30	1.3%	-15.1%	-5.6%	0.0%	10.1%	18.6%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	20	4.3%	-7.4%	0.0%	3.0%	12.2%	15.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	7.0%	-3.6%	0.0%	5.8%	14.3%	19.3%
Between \$1 million and \$2.5 million							
CEO/Executive Director	35	1.0%	-5.8%	-2.5%	0.0%	4.6%	8.2%
Between \$2.5 million and \$5 million							
CEO/Executive Director	17	6.2%		0.0%	1.6%	13.9%	
Top Finance Position	6	5.9%			8.9%		
Between \$5 million and \$10 million							
CEO/Executive Director	14	-1.2%		-5.2%	1.0%	3.1%	
Top Finance Position	8	1.8%			0.2%		
Between \$10 million and \$25 million							
CEO/Executive Director	9	1.2%			2.3%		
Top Finance Position	5	3.9%			1.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs and National Security: International Development							
Between \$25 million and \$50 million							
CEO/Executive Director	6	-1.1%			0.0%		
Top Finance Position	5	0.6%			0.5%		
Greater than \$50 million							
CEO/Executive Director	17	3.9%		-0.2%	3.2%	7.4%	
Top Finance Position	10	7.9%		3.1%	6.4%	12.3%	
Top Operations Position	5	7.8%			5.6%		
International, Foreign Affairs and National Security: International Economic Development							
\$250 thousand or less							
CEO/Executive Director	5	6.7%			3.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	2.5%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	-0.4%			-3.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	2.4%		0.0%	0.8%	3.8%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	1.5%			5.2%		
Between \$5 million and \$25 million							
CEO/Executive Director	5	4.2%			2.4%		
International, Foreign Affairs and National Security: International Exchange N.E.C.							
\$250 thousand or less							
CEO/Executive Director	6	2.7%			1.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs and National Security: International Human Rights							
\$250 thousand or less							
CEO/Executive Director	8	1.5%			-1.6%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	-1.3%			0.3%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	0.9%		-6.4%	2.0%	5.0%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	3.0%			-0.5%		
International, Foreign Affairs and National Security: International Peace & Security							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.8%			0.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	-0.9%		-2.5%	0.2%	2.8%	
International, Foreign Affairs and National Security: International Relief							
\$250 thousand or less							
CEO/Executive Director	29	2.3%	-5.0%	0.0%	0.0%	2.6%	16.4%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	34	1.1%	-15.0%	-1.0%	0.0%	8.6%	13.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	2.1%	-5.8%	-0.3%	0.9%	5.2%	8.7%
Between \$1 million and \$2.5 million							
CEO/Executive Director	21	4.2%	-10.9%	-3.8%	4.7%	11.7%	18.8%
Between \$2.5 million and \$5 million							
CEO/Executive Director	14	4.4%		0.0%	2.5%	9.1%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs and National Security: International Relief							
Between \$5 million and \$10 million							
CEO/Executive Director	9	-1.7%			-0.3%		
Between \$25 million and \$50 million							
CEO/Executive Director	5	9.3%			11.8%		
Greater than \$50 million							
CEO/Executive Director	7	3.2%			4.6%		
Top Finance Position	8	2.1%			3.5%		
International, Foreign Affairs and National Security: Promotion of International Understanding							
\$250 thousand or less							
CEO/Executive Director	8	-1.4%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	4.0%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	-2.5%		-3.6%	-0.8%	2.1%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	17	-2.3%		-4.3%	1.8%	2.3%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	0.9%			0.8%		
International, Foreign Affairs and National Security: Research Institutes & Public Policy Analysis							
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	9.4%		5.0%	8.1%	15.7%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	1.2%			1.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, Foreign Affairs and National Security: Single Organization Support							
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	-0.7%			0.9%		
Medical Research: Cancer Research							
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	1.9%		0.0%	1.6%	4.0%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	7.9%			9.2%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	3.1%			3.7%		
Greater than \$50 million							
Top Finance Position	6	0.7%			1.1%		
Medical Research: Fund Raising & Fund Distribution							
\$250 thousand or less							
CEO/Executive Director	6	-1.7%			-1.4%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	-1.9%			4.2%		
Medical Research: Medical Research N.E.C.							
\$250 thousand or less							
CEO/Executive Director	6	1.2%			1.4%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	3.5%			2.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	0.9%			1.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Medical Research: Medical Research N.E.C.							
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	3.8%		0.4%	3.0%	10.4%	
Between \$10 million and \$25 million							
CEO/Executive Director	6	1.9%			2.8%		
Medical Research: Professional Societies & Associations							
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	3.1%			2.8%		
Mental Health, Crisis Intervention: Alliances & Advocacy							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	4.1%		0.0%	1.9%	10.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	1.7%		0.0%	1.2%	7.7%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	15	3.8%		0.1%	4.8%	8.1%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	7.7%			6.7%		
Between \$5 million and \$10 million							
CEO/Executive Director	6	7.3%			5.2%		
Mental Health, Crisis Intervention: Community Mental Health Centers							
\$250 thousand or less							
CEO/Executive Director	13	2.3%		0.0%	1.5%	7.2%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	19	-0.4%		-7.3%	1.3%	4.5%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Community Mental Health Centers							
Between \$500 thousand and \$1 million							
CEO/Executive Director	39	1.5%	-8.3%	-2.7%	0.5%	5.6%	10.4%
Between \$1 million and \$2.5 million							
CEO/Executive Director	47	1.6%	-5.1%	-3.0%	1.5%	6.1%	8.7%
Top Finance Position	5	-1.8%			1.3%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	48	3.4%	-2.4%	0.0%	3.0%	6.8%	12.3%
Top Finance Position	16	4.3%		0.4%	4.2%	5.9%	
Top Operations Position	5	-1.3%			0.0%		
Between \$5 million and \$10 million							
CEO/Executive Director	69	3.6%	-4.9%	-0.6%	3.0%	7.4%	14.3%
Top Administrative Position	6	2.6%			1.1%		
Top Finance Position	29	3.6%	-6.0%	1.2%	4.4%	6.6%	11.9%
Top Operations Position	12	4.0%		-0.6%	1.3%	5.9%	
Between \$10 million and \$25 million							
CEO/Executive Director	80	4.8%	-5.1%	0.0%	4.3%	9.6%	16.7%
Top Development Position	5	3.9%			3.9%		
Top Finance Position	50	3.8%	-4.3%	-0.2%	2.9%	7.2%	12.8%
Top Human Resources Position	5	7.9%			8.6%		
Top Operations Position	15	5.0%		-0.1%	3.9%	11.5%	
Between \$25 million and \$50 million							
CEO/Executive Director	25	5.1%	-2.5%	2.0%	4.8%	7.4%	13.0%
Top Finance Position	21	1.0%	-11.2%	-2.2%	3.3%	5.6%	8.6%
Top Operations Position	9	6.6%			6.0%		
Greater than \$50 million							
CEO/Executive Director	6	10.9%			9.4%		
Top Finance Position	5	14.8%			16.4%		



## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Mental Health, Crisis Intervention: Counseling</b>							
\$250 thousand or less							
CEO/Executive Director	32	1.2%	-14.7%	-4.5%	1.7%	9.9%	17.1%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	28	0.2%	-8.2%	-1.8%	0.0%	4.3%	7.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	3.5%	-4.2%	0.0%	2.7%	5.6%	12.2%
Between \$1 million and \$2.5 million							
CEO/Executive Director	23	2.1%	-7.2%	0.0%	1.8%	5.1%	9.3%
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	0.1%			1.8%		
<b>Mental Health, Crisis Intervention: Hot Lines &amp; Crisis Intervention</b>							
\$250 thousand or less							
CEO/Executive Director	14	6.6%		0.0%	2.0%	12.6%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	3.2%			1.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	2.3%		0.4%	2.1%	6.7%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	17	5.2%		1.2%	5.5%	9.3%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	6.3%			6.2%		
Between \$5 million and \$10 million							
CEO/Executive Director	5	3.3%			2.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
\$250 thousand or less							
CEO/Executive Director	13	1.3%		0.0%	0.9%	6.0%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	15	5.5%		0.0%	1.8%	7.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	1.3%		-0.5%	3.4%	5.7%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	16	-0.1%		-2.4%	-0.9%	2.2%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	13	3.9%		-2.1%	1.6%	8.7%	
Between \$5 million and \$10 million							
CEO/Executive Director	8	3.6%			0.6%		
Between \$10 million and \$25 million							
CEO/Executive Director	10	3.3%		-1.4%	1.0%	11.0%	
Top Finance Position	7	4.6%			5.4%		
Mental Health, Crisis Intervention: Mental Health Associations							
\$250 thousand or less							
CEO/Executive Director	16	3.4%		-0.7%	3.6%	7.2%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	24	2.7%	-9.9%	-0.9%	2.7%	7.8%	12.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	3.7%	-3.4%	-0.9%	1.5%	9.7%	14.6%
Between \$1 million and \$2.5 million							
CEO/Executive Director	22	6.5%	-0.6%	0.0%	4.6%	9.7%	18.9%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Mental Health Associations							
Between \$2.5 million and \$5 million							
CEO/Executive Director	16	3.6%		0.0%	2.2%	5.5%	
Between \$5 million and \$10 million							
CEO/Executive Director	18	4.1%		-1.6%	3.9%	7.3%	
Top Finance Position	5	8.0%			10.9%		
Between \$10 million and \$25 million							
CEO/Executive Director	19	2.5%		-0.6%	2.1%	4.4%	
Top Finance Position	12	5.2%		-0.2%	4.9%	8.6%	
Mental Health, Crisis Intervention: Mental Health Disorders							
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	-0.3%			-1.2%		
Mental Health, Crisis Intervention: Mental Health Treatment							
\$250 thousand or less							
CEO/Executive Director	12	0.6%		-2.0%	1.0%	4.3%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	3.4%		-0.8%	5.5%	6.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	39	4.3%	-3.2%	-0.6%	2.8%	7.8%	17.1%
Between \$1 million and \$2.5 million							
CEO/Executive Director	62	3.3%	-3.0%	-0.2%	3.0%	7.0%	11.6%
Top Finance Position	11	4.6%		0.7%	6.0%	8.4%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	49	4.2%	-3.6%	0.0%	4.0%	9.2%	13.0%
Top Finance Position	12	5.6%		-0.9%	5.1%	11.8%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Mental Health Treatment							
Between \$5 million and \$10 million							
CEO/Executive Director	38	3.5%	-4.1%	-0.5%	3.3%	8.1%	10.7%
Top Finance Position	19	3.5%		0.2%	3.7%	6.3%	
Between \$10 million and \$25 million							
CEO/Executive Director	72	3.3%	-4.8%	-0.7%	3.6%	7.4%	11.3%
Top Finance Position	49	3.6%	-6.0%	-1.6%	3.3%	7.8%	14.2%
Top Operations Position	24	2.5%	-7.3%	-0.7%	2.2%	6.7%	11.1%
Between \$25 million and \$50 million							
CEO/Executive Director	34	5.1%	-4.0%	-0.1%	3.9%	8.8%	16.9%
Top Finance Position	21	4.1%	-6.3%	0.0%	2.8%	9.2%	16.0%
Top Operations Position	9	2.8%			1.7%		
Top Technology Position	6	-0.3%			-0.2%		
Greater than \$50 million							
CEO/Executive Director	17	6.8%		-0.4%	8.3%	14.5%	
Top Finance Position	17	4.2%		0.0%	3.4%	12.7%	
Top Operations Position	8	0.3%			1.6%		
Mental Health, Crisis Intervention: Professional Societies & Associations							
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	8.1%			4.4%		
Mental Health, Crisis Intervention: Psychiatric Hospitals							
Between \$10 million and \$25 million							
CEO/Executive Director	7	5.1%			6.0%		
Top Finance Position	7	4.6%			4.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Residential Mental Health Treatment							
\$250 thousand or less							
CEO/Executive Director	6	-4.5%			-4.1%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	2.2%			1.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	3.7%		0.1%	2.1%	7.9%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	19	3.5%		-1.2%	2.6%	8.7%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	31	0.9%	-6.6%	-3.4%	1.4%	5.3%	9.5%
Top Finance Position	6	7.2%			6.4%		
Between \$5 million and \$10 million							
CEO/Executive Director	35	1.7%	-7.8%	-2.7%	2.0%	6.5%	11.3%
Top Finance Position	13	-0.8%		-7.1%	-0.2%	4.5%	
Between \$10 million and \$25 million							
CEO/Executive Director	24	4.3%	-1.4%	-0.1%	3.5%	7.4%	15.3%
Top Finance Position	19	6.8%		0.0%	6.6%	12.3%	
Top Operations Position	12	4.7%		-1.3%	5.0%	9.1%	
Between \$25 million and \$50 million							
CEO/Executive Director	9	5.6%			3.9%		
Top Finance Position	6	-2.0%			-2.5%		
Top Operations Position	5	4.8%			10.0%		
Greater than \$50 million							
CEO/Executive Director	10	3.2%		0.9%	3.4%	4.8%	
Top Finance Position	7	2.3%			2.6%		
Top Operations Position	5	13.4%			11.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Sexual Assault Services							
\$250 thousand or less							
CEO/Executive Director	5	0.9%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	3.3%			0.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	2.8%	-2.5%	-0.2%	1.0%	4.8%	8.5%
Between \$1 million and \$2.5 million							
CEO/Executive Director	16	9.1%		4.5%	7.0%	13.9%	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
\$250 thousand or less							
CEO/Executive Director	20	2.0%	-2.9%	-2.1%	0.0%	2.0%	11.5%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	36	2.7%	-12.5%	-3.1%	3.2%	9.1%	13.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	41	1.6%	-8.6%	-1.8%	1.3%	5.4%	13.2%
Top Finance Position	6	7.8%			11.6%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	72	3.8%	-4.3%	-0.1%	2.9%	10.4%	14.9%
Top Finance Position	9	1.1%			1.5%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	67	1.7%	-8.8%	-2.3%	1.4%	6.6%	10.6%
Top Finance Position	23	2.1%	-7.2%	-0.8%	2.8%	7.6%	10.1%
Top Operations Position	8	5.0%			2.0%		
Between \$5 million and \$10 million							
CEO/Executive Director	37	3.5%	-3.7%	-1.9%	3.9%	8.9%	12.5%
Top Finance Position	13	6.3%		1.0%	5.4%	10.6%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
Between \$10 million and \$25 million							
CEO/Executive Director	28	3.0%	-6.4%	-0.1%	3.2%	6.8%	13.5%
Top Finance Position	19	4.5%		1.4%	5.2%	9.2%	
Top Operations Position	6	9.1%			3.7%		
Between \$25 million and \$50 million							
CEO/Executive Director	8	2.1%			0.9%		
Mental Health, Crisis Intervention: Substance Abuse Prevention							
\$250 thousand or less							
CEO/Executive Director	15	0.9%		0.0%	0.0%	2.9%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	21	3.0%	-2.1%	0.0%	1.9%	5.6%	6.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	5.4%		-0.2%	4.7%	12.7%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	22	3.7%	-0.5%	0.2%	2.8%	6.1%	10.4%
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	-4.6%			-2.4%		
Between \$10 million and \$25 million							
CEO/Executive Director	7	2.8%			0.0%		
Mental Health, Crisis Intervention: Substance Abuse Treatment							
\$250 thousand or less							
CEO/Executive Director	23	3.7%	-4.0%	0.0%	0.7%	7.2%	16.4%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	20	4.2%	-3.4%	0.0%	3.9%	10.7%	17.0%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental Health, Crisis Intervention: Substance Abuse Treatment							
Between \$500 thousand and \$1 million							
CEO/Executive Director	41	3.8%	-2.5%	0.0%	2.5%	7.9%	11.7%
Between \$1 million and \$2.5 million							
CEO/Executive Director	65	2.6%	-4.1%	0.0%	1.8%	5.1%	11.0%
Top Administrative Position	5	1.8%			2.6%		
Top Finance Position	14	3.1%		-1.3%	3.1%	5.6%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	60	2.7%	-6.5%	-2.7%	3.5%	7.7%	12.0%
Top Administrative Position	5	1.8%			-1.5%		
Top Finance Position	26	1.6%	-13.1%	-4.8%	1.7%	6.3%	17.8%
Top Operations Position	5	5.2%			4.5%		
Between \$5 million and \$10 million							
CEO/Executive Director	45	2.3%	-6.7%	-1.2%	1.7%	6.5%	11.0%
Top Finance Position	19	2.2%		-0.4%	3.3%	6.6%	
Between \$10 million and \$25 million							
CEO/Executive Director	31	2.1%	-14.9%	-0.6%	3.2%	8.6%	15.1%
Top Finance Position	22	4.3%	-5.8%	-0.8%	3.4%	7.9%	17.9%
Top Operations Position	15	3.3%		0.6%	3.5%	5.5%	
Mutual/Membership Benefit Organizations, Other: Mutual & Membership Benefit N.E.C.							
Between \$5 million and \$10 million							
CEO/Executive Director	5	4.1%			3.7%		
Mutual/Membership Benefit Organizations, Other: Professional Societies & Associations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	7.3%			5.2%		



## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mutual/Membership Benefit Organizations, Other: Professional Societies & Associations							
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	-1.3%			-1.0%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	4.4%			4.7%		
Philanthropy, Voluntarism and Grantmaking Foundations: Community Foundations							
\$250 thousand or less							
CEO/Executive Director	11	4.1%		-0.6%	0.0%	11.3%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	31	3.6%	-4.1%	0.0%	2.7%	8.0%	17.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	57	3.6%	-2.4%	1.0%	4.0%	5.6%	10.7%
Between \$1 million and \$2.5 million							
CEO/Executive Director	117	5.3%	-1.6%	0.9%	4.3%	8.4%	14.7%
Between \$2.5 million and \$5 million							
CEO/Executive Director	70	3.3%	-3.1%	0.7%	3.7%	8.1%	10.2%
Top Finance Position	11	6.0%		3.9%	4.3%	6.8%	
Between \$5 million and \$10 million							
CEO/Executive Director	60	3.5%	-1.6%	0.4%	2.9%	6.4%	13.3%
Top Finance Position	17	3.3%		1.5%	3.8%	5.2%	
Top Operations Position	5	0.1%			1.4%		
Between \$10 million and \$25 million							
CEO/Executive Director	62	4.4%	-0.8%	1.8%	3.9%	6.4%	13.8%
Top Administrative Position	5	3.0%			2.9%		
Top Development Position	7	3.3%			3.3%		
Top Finance Position	35	4.0%	-3.3%	1.3%	3.8%	6.3%	11.8%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism and Grantmaking Foundations: Community Foundations							
Between \$25 million and \$50 million							
CEO/Executive Director	15	1.5%		-2.6%	2.6%	6.9%	
Top Finance Position	13	6.0%		3.2%	4.6%	6.3%	
Greater than \$50 million							
CEO/Executive Director	24	2.9%	-2.0%	0.3%	2.9%	5.2%	7.1%
Top Development Position	6	4.2%			4.9%		
Top Finance Position	19	4.3%		1.6%	3.3%	5.8%	
Top Operations Position	5	2.0%			4.2%		
Top PR/Communications Position	5	7.6%			6.8%		
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
\$250 thousand or less							
CEO/Executive Director	44	0.7%	-7.8%	0.0%	0.3%	2.3%	5.4%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	62	3.1%	-3.5%	0.0%	2.5%	6.8%	16.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	90	3.4%	-1.2%	0.2%	3.0%	6.2%	10.3%
Between \$1 million and \$2.5 million							
CEO/Executive Director	118	3.4%	-2.9%	-0.1%	2.5%	6.8%	12.2%
Top Finance Position	20	6.9%	-0.1%	2.0%	6.0%	9.4%	17.1%
Between \$2.5 million and \$5 million							
CEO/Executive Director	58	2.3%	-4.5%	-0.3%	1.9%	3.9%	9.5%
Top Finance Position	17	1.9%		-1.6%	2.1%	5.6%	
Between \$5 million and \$10 million							
CEO/Executive Director	29	2.8%	-4.1%	-0.8%	2.1%	6.1%	8.4%
Top Finance Position	19	4.8%		2.0%	4.9%	7.3%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
Between \$10 million and \$25 million							
CEO/Executive Director	26	2.2%	-4.9%	0.9%	2.7%	3.7%	5.6%
Top Development Position	5	5.8%			4.8%		
Top Finance Position	19	1.6%		0.5%	2.3%	4.0%	
Top Operations Position	5	2.0%			2.7%		
Between \$25 million and \$50 million							
CEO/Executive Director	6	4.9%			3.6%		
Top Finance Position	8	2.4%			4.1%		
Greater than \$50 million							
CEO/Executive Director	9	5.8%			3.8%		
Top Finance Position	7	1.5%			3.1%		
Top Operations Position	5	0.5%			3.1%		
Philanthropy, Voluntarism and Grantmaking Foundations: Fund Raising & Fund Distribution							
\$250 thousand or less							
CEO/Executive Director	10	0.4%		0.0%	1.0%	2.5%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	6.3%		4.4%	6.6%	8.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	1.0%		-2.5%	1.5%	3.8%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	21	5.5%	0.0%	1.0%	3.0%	8.7%	11.5%
Between \$2.5 million and \$5 million							
CEO/Executive Director	10	1.2%		-0.5%	2.4%	4.7%	
Between \$5 million and \$10 million							
CEO/Executive Director	5	3.3%			3.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism and Grantmaking Foundations: Fund Raising & Fund Distribution							
Between \$10 million and \$25 million							
CEO/Executive Director	7	4.0%			3.7%		
Top Operations Position	5	12.4%			14.1%		
Philanthropy, Voluntarism and Grantmaking Foundations: Named Trusts N.E.C.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.5%			3.4%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	7.6%			5.9%		
Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Charity & Voluntarism Promotion							
\$250 thousand or less							
CEO/Executive Director	11	0.5%		-2.0%	-1.0%	2.3%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	13	1.7%		0.0%	0.9%	5.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	7.4%		2.9%	6.5%	11.2%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	19	0.9%		-1.8%	2.0%	6.2%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	0.5%			4.5%		
Between \$5 million and \$10 million							
CEO/Executive Director	12	2.8%		-2.0%	5.0%	5.7%	
Top Finance Position	7	3.2%			3.9%		
Between \$10 million and \$25 million							
CEO/Executive Director	7	1.8%			2.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Voluntarism & Grantmaking Foundations N.E.C.							
\$250 thousand or less							
CEO/Executive Director	8	1.4%			2.9%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	1.5%		0.0%	0.9%	3.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	0.9%		0.0%	1.4%	4.3%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	19	6.1%		1.6%	7.0%	10.7%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	3.1%		0.4%	3.6%	5.0%	
Between \$5 million and \$10 million							
CEO/Executive Director	5	0.8%			2.9%		
Greater than \$50 million							
CEO/Executive Director	6	4.1%			1.2%		
Top Finance Position	6	4.8%			4.1%		
Top Operations Position	5	5.7%			8.2%		
Philanthropy, Voluntarism and Grantmaking Foundations: Private Grantmaking Foundations							
\$250 thousand or less							
CEO/Executive Director	15	3.2%		0.0%	0.0%	7.5%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	2.9%		-0.2%	4.7%	10.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	0.8%		-6.9%	2.0%	7.0%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	19	1.0%		-2.2%	2.0%	5.9%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism and Grantmaking Foundations: Private Grantmaking Foundations							
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	-0.2%			0.3%		
Philanthropy, Voluntarism and Grantmaking Foundations: Private Independent Foundations							
\$250 thousand or less							
CEO/Executive Director	5	3.3%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	-0.5%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.5%			3.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	3.8%		1.4%	3.0%	6.2%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	4.6%			4.8%		
Between \$5 million and \$10 million							
CEO/Executive Director	5	3.7%			3.0%		
Philanthropy, Voluntarism and Grantmaking Foundations: Professional Societies & Associations							
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	9.2%			5.4%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	0.1%			0.1%		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
\$250 thousand or less							
CEO/Executive Director	26	-0.7%	-9.7%	-2.9%	0.5%	3.0%	7.9%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	24	3.3%	-12.7%	-0.3%	4.6%	7.8%	16.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	5.5%	-1.9%	1.3%	4.1%	11.0%	14.8%
Between \$1 million and \$2.5 million							
CEO/Executive Director	38	2.7%	-9.2%	-4.3%	2.6%	8.5%	16.8%
Between \$2.5 million and \$5 million							
CEO/Executive Director	14	4.5%		0.0%	3.6%	9.2%	
Between \$5 million and \$10 million							
CEO/Executive Director	17	2.5%		0.1%	1.6%	4.5%	
Top Finance Position	5	1.2%			4.3%		
Top Operations Position	5	4.6%			4.5%		
Between \$10 million and \$25 million							
CEO/Executive Director	8	4.3%			2.4%		
Greater than \$50 million							
Top Finance Position	6	3.4%			4.2%		
Philanthropy, Voluntarism and Grantmaking Foundations: Single Organization Support							
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	5.6%			3.5%		
Philanthropy, Voluntarism and Grantmaking Foundations: Voluntarism Promotion							
\$250 thousand or less							
CEO/Executive Director	21	1.1%	-3.5%	0.0%	1.6%	3.8%	8.1%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	3.9%		1.4%	4.2%	5.1%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, Voluntarism and Grantmaking Foundations: Voluntarism Promotion							
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	3.3%		0.9%	3.8%	5.1%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	15	5.2%		1.1%	4.6%	8.3%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	1.0%			0.7%		
Public Safety, Disaster Preparedness and Relief: Disaster Preparedness & Relief Services							
\$250 thousand or less							
CEO/Executive Director	7	1.2%			1.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	1.6%			1.2%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	5.8%			3.7%		
Public Safety, Disaster Preparedness and Relief: Fire Prevention							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	-0.7%			0.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.1%			4.4%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	1.6%			1.7%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	3.7%			3.1%		
Between \$5 million and \$10 million							
CEO/Executive Director	7	1.5%			2.1%		



## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public Safety, Disaster Preparedness and Relief: Safety Education							
\$250 thousand or less							
CEO/Executive Director	12	5.3%		0.0%	1.3%	9.1%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	5.8%			5.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	8.0%		3.9%	7.4%	12.2%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	6.3%			5.9%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	4.5%			3.8%		
Public, Society Benefit – Multipurpose and Other: Alliances & Advocacy							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	6.6%			5.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	2.1%		-2.3%	1.3%	8.8%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	3.6%			1.7%		
Public, Society Benefit – Multipurpose and Other: Citizen Participation							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	5.4%			4.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	8.3%			7.1%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	5.1%			0.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit – Multipurpose and Other: Consumer Protection							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	-3.8%			-0.7%		
Public, Society Benefit – Multipurpose and Other: Financial Institutions							
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	5.5%			5.4%		
Public, Society Benefit – Multipurpose and Other: Fund Raising & Fund Distribution							
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	5.1%			4.1%		
Public, Society Benefit – Multipurpose and Other: Government & Public Administration							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	4.4%			1.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.4%			0.3%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	4.8%		0.8%	5.2%	8.7%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	7.1%			2.7%		
Between \$10 million and \$25 million							
CEO/Executive Director	7	8.1%			7.4%		
Public, Society Benefit – Multipurpose and Other: Leadership Development							
\$250 thousand or less							
CEO/Executive Director	34	0.4%	-7.5%	-3.4%	0.0%	3.4%	9.4%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit – Multipurpose and Other: Leadership Development							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	24	1.9%	-11.5%	-1.3%	2.3%	7.7%	12.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	1.9%	-6.9%	-0.1%	2.8%	5.1%	8.5%
Between \$1 million and \$2.5 million							
CEO/Executive Director	24	3.8%	-2.1%	-0.9%	2.9%	5.6%	15.9%
Between \$2.5 million and \$5 million							
CEO/Executive Director	15	4.0%		-0.2%	0.0%	7.3%	
Between \$5 million and \$10 million							
CEO/Executive Director	5	6.1%			5.2%		
Public, Society Benefit – Multipurpose and Other: Management & Technical Assistance							
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	2.3%			-0.1%		
Public, Society Benefit – Multipurpose and Other: Military & Veterans Organizations							
\$250 thousand or less							
CEO/Executive Director	13	0.1%		-5.5%	0.0%	5.8%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	2.6%		-4.0%	0.0%	10.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	-0.2%		-4.2%	0.0%	1.5%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	24	2.4%	-4.7%	-1.3%	0.7%	7.5%	14.6%
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	4.4%		1.5%	3.4%	7.4%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit – Multipurpose and Other: Military & Veterans Organizations							
Between \$5 million and \$10 million							
CEO/Executive Director	11	0.0%		-2.9%	0.3%	4.2%	
Between \$10 million and \$25 million							
CEO/Executive Director	9	-3.4%			-2.0%		
Top Finance Position	5	0.6%			1.6%		
Public, Society Benefit – Multipurpose and Other: Professional Societies & Associations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	1.9%			2.4%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	3.4%			3.3%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	3.4%			2.0%		
Public, Society Benefit – Multipurpose and Other: Public & Societal Benefit N.E.C.							
\$250 thousand or less							
CEO/Executive Director	15	-0.9%		-2.9%	1.6%	6.1%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	26	2.1%	-3.7%	0.0%	1.7%	5.7%	12.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	2.3%	-4.4%	0.0%	0.9%	5.0%	11.6%
Between \$1 million and \$2.5 million							
CEO/Executive Director	28	0.6%	-7.1%	-2.7%	0.3%	2.1%	5.6%
Top Finance Position	5	2.2%			0.8%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	26	3.3%	-8.5%	0.4%	3.5%	8.8%	12.2%
Top Finance Position	7	4.6%			4.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit – Multipurpose and Other: Public & Societal Benefit N.E.C.							
Between \$5 million and \$10 million							
CEO/Executive Director	11	1.1%		-1.1%	3.1%	5.0%	
Between \$10 million and \$25 million							
CEO/Executive Director	13	3.7%		-1.1%	3.0%	6.8%	
Top Operations Position	5	6.9%			3.5%		
Greater than \$50 million							
Top Finance Position	5	7.0%			7.1%		
Public, Society Benefit – Multipurpose and Other: Public Transportation Systems							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	5.1%			3.9%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	7.9%			6.2%		
Public, Society Benefit – Multipurpose and Other: Public Utilities							
\$250 thousand or less							
CEO/Executive Director	5	1.1%			5.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.6%			8.0%		
Public, Society Benefit – Multipurpose and Other: Research Institutes & Public Policy Analysis							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	2.7%			0.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	5.6%		-0.6%	1.3%	9.9%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	0.0%		-3.4%	0.9%	3.6%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, Society Benefit – Multipurpose and Other: Research Institutes & Public Policy Analysis							
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	2.5%			2.5%		
Between \$5 million and \$10 million							
CEO/Executive Director	9	3.9%			4.6%		
Between \$10 million and \$25 million							
CEO/Executive Director	5	1.3%			1.8%		
Public, Society Benefit – Multipurpose and Other: Support N.E.C.							
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	1.1%			2.0%		
Recreation, Sports, Leisure, Athletics: Alliances & Advocacy							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	1.0%			1.6%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
\$250 thousand or less							
CEO/Executive Director	37	-0.1%	-11.6%	-3.7%	0.0%	6.1%	9.3%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	27	3.2%	-2.6%	0.0%	1.6%	3.8%	12.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	1.4%	-5.3%	-0.5%	0.0%	4.1%	11.9%
Between \$1 million and \$2.5 million							
CEO/Executive Director	37	1.5%	-12.6%	-1.2%	2.2%	6.7%	12.5%
Top Finance Position	6	5.7%			1.9%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	12	5.1%		0.1%	5.5%	8.4%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Amateur Sports							
Between \$5 million and \$10 million							
CEO/Executive Director	8	4.9%			4.0%		
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
\$250 thousand or less							
CEO/Executive Director	5	-0.7%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	2.6%		-0.2%	1.6%	2.6%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	3.6%		0.6%	3.2%	7.5%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	2.9%			3.3%		
Recreation, Sports, Leisure, Athletics: Baseball & Softball							
\$250 thousand or less							
CEO/Executive Director	11	-3.2%		-5.8%	0.0%	0.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	1.4%			0.0%		
Recreation, Sports, Leisure, Athletics: Basketball							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	-6.2%			-3.9%		
Recreation, Sports, Leisure, Athletics: Camps							
\$250 thousand or less							
CEO/Executive Director	19	1.4%		-4.9%	0.0%	5.0%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Camps							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	25	2.3%	-3.4%	-0.5%	2.2%	5.4%	8.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	44	2.0%	-2.7%	0.0%	2.3%	3.9%	9.6%
Between \$1 million and \$2.5 million							
CEO/Executive Director	64	2.4%	-4.9%	-1.3%	2.4%	5.4%	10.5%
Between \$2.5 million and \$5 million							
CEO/Executive Director	18	4.7%		0.9%	1.9%	8.8%	
Between \$5 million and \$10 million							
CEO/Executive Director	14	6.2%		0.5%	4.0%	9.9%	
Top Finance Position	7	2.2%			2.4%		
Recreation, Sports, Leisure, Athletics: Community Recreational Centers							
\$250 thousand or less							
CEO/Executive Director	5	-2.3%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	19	3.8%		0.0%	3.3%	6.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	2.1%		-2.7%	1.7%	5.6%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	2.8%			3.7%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	7.8%			6.1%		
Between \$5 million and \$10 million							
CEO/Executive Director	7	5.6%			7.5%		
Top Finance Position	5	0.9%			0.0%		



## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Equestrian							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	2.1%			3.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.9%			3.8%		
Recreation, Sports, Leisure, Athletics: Fairs							
\$250 thousand or less							
CEO/Executive Director	5	3.4%			5.3%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	1.9%			1.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	-0.7%		-2.4%	1.0%	2.4%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	20	1.0%	-7.7%	0.4%	2.0%	5.0%	7.0%
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	7.3%			3.7%		
Between \$5 million and \$10 million							
CEO/Executive Director	10	2.4%		-0.2%	3.4%	5.0%	
Between \$10 million and \$25 million							
CEO/Executive Director	5	6.2%			7.2%		
Recreation, Sports, Leisure, Athletics: Football							
\$250 thousand or less							
CEO/Executive Director	6	1.6%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Golf							
\$250 thousand or less							
CEO/Executive Director	5	0.6%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	4.0%		1.5%	4.2%	6.6%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	4.8%			6.2%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	3.3%			4.8%		
Recreation, Sports, Leisure, Athletics: Parks & Playgrounds							
\$250 thousand or less							
CEO/Executive Director	9	0.5%			0.5%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	1.6%		-3.5%	-0.2%	5.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.4%			1.2%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	2.0%		-1.0%	1.4%	7.5%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	4.0%			2.7%		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	10	0.8%		0.0%	0.9%	2.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	2.6%		-1.6%	3.8%	8.1%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
Between \$1 million and \$2.5 million							
CEO/Executive Director	19	3.5%		-1.4%	2.0%	7.8%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	-5.1%			-3.1%		
Between \$5 million and \$10 million							
CEO/Executive Director	7	4.5%			2.6%		
Between \$10 million and \$25 million							
CEO/Executive Director	5	9.5%			9.5%		
Recreation, Sports, Leisure, Athletics: Racquet Sports							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	-7.0%			-5.1%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	7.7%			7.3%		
Recreation, Sports, Leisure, Athletics: Recreation & Sports N.E.C.							
\$250 thousand or less							
CEO/Executive Director	11	4.0%		0.0%	0.0%	8.0%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	13	4.4%		0.9%	3.1%	6.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	6.3%		1.3%	5.6%	11.0%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	4.4%		1.2%	3.0%	6.4%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	5.5%			4.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
\$250 thousand or less							
CEO/Executive Director	10	3.9%		-1.4%	0.0%	7.6%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	3.8%			3.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-1.7%			0.6%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	1.2%			-0.9%		
Recreation, Sports, Leisure, Athletics: Soccer							
\$250 thousand or less							
CEO/Executive Director	10	-2.8%		-6.5%	-3.9%	-0.4%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	20	3.3%	-4.9%	-0.4%	0.7%	5.7%	16.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	4.6%	-7.5%	0.9%	4.6%	10.4%	12.5%
Between \$1 million and \$2.5 million							
CEO/Executive Director	34	5.9%	-0.4%	1.7%	4.5%	8.8%	16.0%
Between \$2.5 million and \$5 million							
CEO/Executive Director	22	1.8%	-3.0%	-1.0%	2.5%	3.9%	6.7%
Recreation, Sports, Leisure, Athletics: Special Olympics							
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	1.4%		-0.1%	1.6%	4.9%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	0.9%			2.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Sports Associations & Training Facilities							
\$250 thousand or less							
CEO/Executive Director	5	2.0%			2.5%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	13	-1.3%		-6.6%	0.0%	5.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	0.0%		-2.6%	0.0%	2.7%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	12	1.3%		-0.9%	2.0%	2.8%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	3.0%			0.6%		
Between \$5 million and \$10 million							
CEO/Executive Director	7	3.5%			8.4%		
Between \$10 million and \$25 million							
CEO/Executive Director	5	4.8%			4.8%		
Recreation, Sports, Leisure, Athletics: Swimming & Other Water Recreation							
\$250 thousand or less							
CEO/Executive Director	15	1.4%		-3.0%	0.0%	0.9%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	16	1.5%		-1.7%	1.0%	10.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	5.0%		0.0%	3.0%	8.5%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	16	4.6%		0.1%	3.1%	8.9%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, Sports, Leisure, Athletics: Winter Sports							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	-0.9%			2.3%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	1.7%		-1.8%	1.0%	3.4%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	-0.4%			0.0%		
Religion-Related, Spiritual Development: Buddhism							
\$250 thousand or less							
CEO/Executive Director	6	4.6%			0.6%		
Religion-Related, Spiritual Development: Christianity							
\$250 thousand or less							
CEO/Executive Director	553	0.2%	-14.0%	-4.4%	0.0%	4.6%	13.8%
Top Administrative Position	5	1.2%			0.0%		
Top Finance Position	12	5.6%		-0.9%	0.0%	16.9%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	288	1.7%	-8.5%	-1.9%	1.3%	7.4%	12.5%
Top Administrative Position	9	4.3%			3.5%		
Top Finance Position	18	-1.0%		-3.8%	0.0%	1.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	194	1.9%	-8.1%	-1.6%	1.1%	5.7%	14.1%
Top Administrative Position	5	3.1%			1.4%		
Top Finance Position	16	4.0%		0.0%	1.3%	8.4%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Christianity							
Between \$1 million and \$2.5 million							
CEO/Executive Director	172	2.4%	-9.1%	-1.7%	1.8%	6.7%	15.8%
Top Administrative Position	6	-3.2%			0.0%		
Top Finance Position	24	4.5%	-4.5%	-0.3%	1.9%	14.6%	17.4%
Top Operations Position	10	-2.7%		-3.7%	-2.0%	1.5%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	60	1.4%	-7.8%	-3.0%	1.8%	6.4%	10.8%
Top Finance Position	17	3.1%		-0.5%	1.4%	6.2%	
Top Operations Position	6	3.0%			2.6%		
Between \$5 million and \$10 million							
CEO/Executive Director	28	1.7%	-12.9%	-6.2%	1.0%	9.6%	13.9%
Top Finance Position	11	5.3%		-0.1%	3.8%	10.0%	
Top Operations Position	5	5.9%			4.8%		
Between \$10 million and \$25 million							
CEO/Executive Director	19	-3.3%		-8.4%	-0.1%	2.3%	
Top Finance Position	15	3.1%		-0.3%	1.7%	7.5%	
Between \$25 million and \$50 million							
CEO/Executive Director	5	2.8%			0.1%		
Religion-Related, Spiritual Development: Fund Raising & Fund Distribution							
\$250 thousand or less							
CEO/Executive Director	7	4.9%			7.5%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	1.0%			0.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	11.8%			12.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Interfaith Coalitions							
\$250 thousand or less							
CEO/Executive Director	21	-0.2%	-8.9%	-3.1%	0.0%	2.1%	10.0%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	13	2.9%		-3.1%	0.0%	6.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.0%			3.1%		
Religion-Related, Spiritual Development: Judaism							
\$250 thousand or less							
CEO/Executive Director	14	-2.9%		-6.4%	-0.3%	0.1%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	18	0.5%		-7.7%	3.1%	7.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	1.0%	-7.3%	-1.1%	1.0%	4.7%	8.6%
Between \$1 million and \$2.5 million							
CEO/Executive Director	23	2.1%	-3.5%	0.0%	0.0%	7.2%	11.7%
Between \$2.5 million and \$5 million							
CEO/Executive Director	12	1.6%		-1.3%	0.3%	3.0%	
Between \$5 million and \$10 million							
CEO/Executive Director	14	4.2%		0.0%	1.4%	4.5%	
Between \$10 million and \$25 million							
CEO/Executive Director	8	4.8%			4.5%		
Religion-Related, Spiritual Development: Management & Technical Assistance							
\$250 thousand or less							
CEO/Executive Director	6	-0.2%			2.3%		



## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Professional Societies & Associations							
\$250 thousand or less							
CEO/Executive Director	6	8.2%			3.6%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	1.5%			0.0%		
Religion-Related, Spiritual Development: Protestant							
\$250 thousand or less							
CEO/Executive Director	219	0.5%	-14.1%	-4.6%	0.0%	6.6%	15.2%
Top Finance Position	9	-1.0%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	112	1.3%	-11.9%	-4.3%	0.0%	5.8%	15.5%
Top Administrative Position	5	2.0%			3.0%		
Top Finance Position	16	-1.1%		-2.0%	-0.1%	0.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	66	2.1%	-7.3%	-1.2%	1.6%	5.6%	12.1%
Top Finance Position	5	-2.4%			1.4%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	56	2.1%	-7.7%	-3.2%	0.9%	5.7%	14.3%
Between \$2.5 million and \$5 million							
CEO/Executive Director	11	-0.9%		-9.6%	2.2%	4.8%	
Between \$5 million and \$10 million							
CEO/Executive Director	7	-1.5%			0.7%		
Top Finance Position	5	4.4%			4.4%		
Between \$10 million and \$25 million							
CEO/Executive Director	6	4.7%			3.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Religion Related N.E.C.							
\$250 thousand or less							
CEO/Executive Director	99	0.6%	-8.7%	-4.1%	0.0%	3.9%	14.8%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	54	1.8%	-8.7%	-2.9%	1.0%	5.3%	14.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	2.7%	-4.9%	-1.6%	2.1%	8.8%	12.9%
Top Finance Position	6	0.1%			-0.8%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	27	3.2%	-7.6%	-2.0%	3.0%	10.8%	13.1%
Top Finance Position	7	6.3%			6.3%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	14	4.9%		-3.0%	4.4%	7.0%	
Between \$5 million and \$10 million							
CEO/Executive Director	13	2.0%		-2.3%	0.1%	3.3%	
Top Finance Position	5	7.0%			7.3%		
Between \$10 million and \$25 million							
CEO/Executive Director	10	3.5%		0.3%	3.0%	6.9%	
Top Finance Position	6	4.5%			3.9%		
Religion-Related, Spiritual Development: Religious Media & Communications							
\$250 thousand or less							
CEO/Executive Director	14	1.5%		-2.0%	0.2%	6.8%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	1.5%		-0.1%	0.0%	3.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	2.4%			3.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Religious Media & Communications							
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	3.2%			0.4%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	8.8%			3.1%		
Between \$5 million and \$10 million							
CEO/Executive Director	5	2.3%			3.0%		
Religion-Related, Spiritual Development: Religious Printing & Publishing							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	12	1.5%		0.0%	0.1%	2.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	0.7%		-0.9%	1.9%	6.5%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	-2.0%		-2.0%	-1.0%	0.0%	
Religion-Related, Spiritual Development: Religious Radio							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	3.9%			4.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	2.3%		0.0%	3.6%	5.7%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	4.3%			2.8%		
Between \$10 million and \$25 million							
CEO/Executive Director	5	3.1%			6.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-Related, Spiritual Development: Religious Television							
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	8.7%			8.7%		
Religion-Related, Spiritual Development: Roman Catholic							
\$250 thousand or less							
CEO/Executive Director	5	3.0%			5.4%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	3.2%			3.3%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	3.7%		1.5%	6.3%	6.7%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	8	5.8%			3.5%		
Religion-Related, Spiritual Development: Single Organization Support							
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	0.1%			-0.8%		
Religion-Related, Spiritual Development: Support N.E.C.							
\$250 thousand or less							
CEO/Executive Director	18	0.2%		-6.6%	0.0%	8.2%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	4.0%			5.2%		
Science and Technology Research Institutes, Services: Biological & Life Sciences							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	-3.8%			-1.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science and Technology Research Institutes, Services: Biological & Life Sciences							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	5.6%			3.2%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	13	0.1%		-2.4%	2.1%	5.8%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	0.0%			1.2%		
Science and Technology Research Institutes, Services: Computer Science							
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	2.7%			2.4%		
Science and Technology Research Institutes, Services: Engineering & Technology							
Between \$5 million and \$10 million							
CEO/Executive Director	8	7.4%			6.8%		
Between \$10 million and \$25 million							
CEO/Executive Director	5	4.6%			0.6%		
Science and Technology Research Institutes, Services: General Science							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	2.8%			2.9%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	-0.7%			0.9%		
Science and Technology Research Institutes, Services: Marine Science & Oceanography							
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	2.7%			3.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science and Technology Research Institutes, Services: Physical & Earth Sciences							
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	5.2%			1.8%		
Science and Technology Research Institutes, Services: Professional Societies & Associations							
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	3.1%			0.2%		
Between \$5 million and \$10 million							
CEO/Executive Director	6	8.7%			6.8%		
Top Finance Position	5	1.9%			2.1%		
Between \$10 million and \$25 million							
CEO/Executive Director	6	4.8%			4.6%		
Top Finance Position	7	2.7%			4.8%		
Science and Technology Research Institutes, Services: Research Institutes & Public Policy Analysis							
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	-0.7%			1.9%		
Between \$5 million and \$10 million							
CEO/Executive Director	5	1.6%			2.1%		
Science and Technology Research Institutes, Services: Science & Technology N.E.C.							
Between \$1 million and \$2.5 million							
CEO/Executive Director	11	5.2%		0.8%	2.9%	4.9%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	2.6%			2.0%		
Between \$5 million and \$10 million							
CEO/Executive Director	5	5.1%			4.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Social Science Research Institutes, Services: Behavioral Science							
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	0.9%			0.0%		
Social Science Research Institutes, Services: Interdisciplinary Research							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	-3.8%			-3.7%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	2.2%			2.6%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	0.9%			-1.0%		
Social Science Research Institutes, Services: Research Institutes & Public Policy Analysis							
Between \$1 million and \$2.5 million							
CEO/Executive Director	6	7.6%			7.2%		
Social Science Research Institutes, Services: Social Science							
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	2.4%			1.6%		
Greater than \$50 million							
CEO/Executive Director	5	0.8%			5.2%		
Unknown							
\$250 thousand or less							
CEO/Executive Director	71	1.2%	-13.4%	-3.2%	0.1%	6.8%	15.3%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	58	4.5%	-8.0%	-0.2%	2.7%	11.4%	17.0%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Unknown</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	60	3.6%	-6.3%	0.0%	3.7%	7.9%	13.6%
Between \$1 million and \$2.5 million							
CEO/Executive Director	68	2.9%	-5.7%	-0.8%	1.5%	6.5%	14.5%
Top Finance Position	6	3.9%			0.0%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	26	6.5%	-1.4%	0.2%	4.9%	11.6%	17.0%
Top Finance Position	6	11.4%			9.9%		
Between \$5 million and \$10 million							
CEO/Executive Director	25	3.2%	-5.1%	-0.2%	1.8%	5.9%	13.2%
Top Finance Position	14	0.6%		-3.0%	1.8%	4.2%	
Between \$10 million and \$25 million							
CEO/Executive Director	17	4.6%		-1.2%	3.7%	13.4%	
Top Finance Position	11	3.4%		0.1%	0.5%	3.8%	
Greater than \$50 million							
Top Finance Position	6	1.8%			5.5%		
<b>Youth Development: Adult &amp; Child Matching Programs</b>							
\$250 thousand or less							
CEO/Executive Director	11	7.8%		1.8%	4.5%	13.2%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	1.7%			5.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	2.6%		-3.1%	0.8%	7.9%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	4.7%			6.1%		



## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	9	-3.1%			-0.9%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	11	3.4%		-3.3%	1.6%	11.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	0.1%			3.1%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	14	2.0%		-0.9%	2.2%	4.0%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	-2.9%			1.1%		
Youth Development: Big Brothers & Big Sisters							
\$250 thousand or less							
CEO/Executive Director	24	3.5%	-1.3%	0.8%	2.8%	4.9%	9.4%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	35	0.8%	-4.8%	-3.0%	0.0%	2.9%	9.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	2.2%	-2.5%	-0.7%	1.3%	5.9%	9.6%
Between \$1 million and \$2.5 million							
CEO/Executive Director	21	1.2%	-3.2%	-1.5%	0.4%	3.8%	6.1%
Between \$2.5 million and \$5 million							
CEO/Executive Director	6	2.3%			1.0%		
Youth Development: Boy Scouts of America							
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	5.2%		1.2%	4.2%	9.9%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Boy Scouts of America							
Between \$1 million and \$2.5 million							
CEO/Executive Director	53	5.4%	-2.9%	1.6%	4.9%	9.9%	14.1%
Between \$2.5 million and \$5 million							
CEO/Executive Director	29	4.0%	-5.5%	-0.1%	3.9%	9.5%	18.1%
Between \$5 million and \$10 million							
CEO/Executive Director	12	3.6%		4.5%	6.8%	10.3%	
Between \$10 million and \$25 million							
CEO/Executive Director	5	11.0%			8.1%		
Top Finance Position	7	8.7%			9.0%		
Youth Development: Boys & Girls Clubs							
\$250 thousand or less							
CEO/Executive Director	12	2.2%		-0.6%	4.6%	6.8%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	30	4.9%	-2.3%	0.0%	2.2%	10.7%	15.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	47	2.2%	-5.3%	-0.6%	2.2%	6.3%	10.2%
Between \$1 million and \$2.5 million							
CEO/Executive Director	96	2.9%	-4.0%	0.0%	3.0%	6.4%	10.5%
Top Finance Position	8	5.3%			3.4%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	36	5.7%	0.2%	1.5%	3.2%	8.3%	13.6%
Top Finance Position	10	5.3%		0.8%	5.7%	7.9%	
Between \$5 million and \$10 million							
CEO/Executive Director	25	2.6%	-6.9%	-1.5%	1.0%	5.5%	18.1%
Top Development Position	5	5.6%			5.4%		
Top Finance Position	11	1.3%		0.2%	0.8%	4.7%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Boys & Girls Clubs							
Between \$10 million and \$25 million							
CEO/Executive Director	9	8.4%			7.3%		
Youth Development: Boys Clubs							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	7.1%			5.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	0.4%		0.0%	0.0%	0.9%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	3.8%			2.4%		
Youth Development: Camp Fire							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	5	0.3%			2.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	0.7%			0.3%		
Youth Development: Girl Scouts of the U.S.A.							
Between \$1 million and \$2.5 million							
CEO/Executive Director	7	1.3%			0.0%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	25	1.2%	-5.1%	-3.3%	2.0%	4.9%	8.7%
Top Finance Position	12	2.2%		-1.6%	3.1%	7.9%	
Top Operations Position	5	4.1%			8.0%		
Between \$5 million and \$10 million							
CEO/Executive Director	22	4.3%	-4.5%	-0.4%	4.2%	9.2%	10.1%
Top Finance Position	16	3.3%		1.9%	2.9%	5.1%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Girl Scouts of the U.S.A.							
Between \$10 million and \$25 million							
CEO/Executive Director	16	4.5%		-1.0%	3.2%	9.7%	
Top Finance Position	11	1.1%		0.0%	1.7%	3.7%	
Top Operations Position	5	2.6%			3.6%		
Youth Development: Girls Clubs							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	13	0.9%		-0.1%	0.9%	4.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	3.5%		-4.2%	3.0%	6.6%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	9	-2.1%			-1.3%		
Youth Development: Scouting							
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	-6.1%			-2.3%		
Youth Development: Single Organization Support							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-4.8%			-4.6%		
Youth Development: Youth Centers & Clubs							
\$250 thousand or less							
CEO/Executive Director	26	2.9%	-10.7%	-1.1%	0.5%	9.6%	20.0%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	29	0.5%	-13.7%	-3.6%	0.0%	4.3%	11.6%

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Youth Centers & Clubs							
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	2.4%	-4.7%	-1.4%	0.1%	7.2%	12.2%
Between \$1 million and \$2.5 million							
CEO/Executive Director	30	1.8%	-4.8%	-0.1%	1.6%	4.8%	9.7%
Between \$2.5 million and \$5 million							
CEO/Executive Director	21	4.1%	0.0%	0.7%	3.7%	7.3%	11.2%
Youth Development: Youth Community Service Clubs							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	3.1%			7.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.6%			2.4%		
Youth Development: Youth Development Agricultural							
\$250 thousand or less							
CEO/Executive Director	9	1.4%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	6	2.8%			5.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	4.1%			0.4%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	8	3.4%			2.7%		
Youth Development: Youth Development Business							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	7	0.7%			0.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Youth Development Business							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.8%			2.8%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	10	-0.3%		-3.2%	-0.5%	3.0%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	5	2.8%			4.2%		
Between \$5 million and \$10 million							
CEO/Executive Director	5	3.2%			10.3%		
Youth Development: Youth Development Citizenship							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	6.4%			6.9%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	-0.1%			1.1%		
Youth Development: Youth Development N.E.C.							
\$250 thousand or less							
CEO/Executive Director	11	2.8%		0.0%	0.0%	3.6%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	17	1.5%		-3.7%	1.5%	8.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	0.3%		-3.1%	2.6%	3.7%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	24	3.0%	-7.0%	-0.7%	2.1%	7.6%	16.2%
Between \$2.5 million and \$5 million							
CEO/Executive Director	14	2.2%		-2.2%	2.8%	7.9%	

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Youth Development N.E.C.							
Between \$5 million and \$10 million							
CEO/Executive Director	6	11.8%			11.8%		
Between \$10 million and \$25 million							
CEO/Executive Director	8	3.3%			1.9%		
Youth Development: Youth Development Programs							
\$250 thousand or less							
CEO/Executive Director	106	4.2%	-7.0%	0.0%	3.7%	9.1%	17.0%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	150	3.6%	-6.9%	0.0%	2.5%	7.7%	17.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	157	3.3%	-6.9%	-0.5%	2.3%	7.5%	16.8%
Top Finance Position	6	-8.9%			-12.2%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	145	4.0%	-5.8%	-0.8%	2.5%	9.7%	14.9%
Top Finance Position	10	2.8%		-1.7%	2.7%	5.2%	
Top Operations Position	10	4.4%		1.3%	3.9%	9.0%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	72	3.9%	-4.0%	-1.4%	3.4%	8.7%	13.0%
Top Finance Position	11	4.1%		1.2%	3.4%	7.5%	
Top Operations Position	7	9.2%			5.8%		
Between \$5 million and \$10 million							
CEO/Executive Director	28	0.8%	-5.7%	-0.4%	1.6%	3.5%	5.8%
Top Finance Position	10	-0.9%		-4.2%	-0.4%	6.8%	
Top Operations Position	7	0.0%			0.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases National by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth Development: Youth Development Programs							
Between \$10 million and \$25 million							
CEO/Executive Director	22	4.9%	-3.3%	1.3%	3.6%	7.2%	17.7%
Top Finance Position	15	7.9%		1.4%	5.3%	11.3%	
Top Operations Position	5	7.9%			9.3%		
Greater than \$50 million							
CEO/Executive Director	5	2.2%			3.5%		
Youth Development: Youth Development Religious Leadership							
\$250 thousand or less							
CEO/Executive Director	18	1.9%		-3.3%	1.7%	5.3%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	22	4.5%	-1.2%	0.1%	3.2%	6.9%	14.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	4.5%		-0.2%	5.9%	14.1%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	22	4.5%	-2.7%	1.3%	5.9%	10.1%	12.2%
Between \$2.5 million and \$5 million							
CEO/Executive Director	7	-2.8%			0.0%		



## Other Subsections Incumbent Compensation Increases National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>501(c)(01) - Government Instrumentality</b>							
\$500 thousand or less							
CEO/Executive Director	7	1.2%			1.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	8.7%			9.9%		
<b>501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees</b>							
\$500 thousand or less							
CEO/Executive Director	267	3.8%	-3.6%	0.0%	2.7%	7.3%	16.4%
Top Administrative Position	18	3.0%		-1.6%	1.8%	8.0%	
Top Finance Position	15	-0.1%		-1.5%	0.0%	5.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	189	1.9%	-8.8%	-0.9%	2.0%	6.4%	12.0%
Top Administrative Position	7	2.8%			4.4%		
Top Finance Position	10	2.2%		0.0%	2.2%	4.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	241	3.3%	-4.8%	-0.2%	2.6%	7.7%	14.3%
Top Administrative Position	20	2.9%	-1.6%	0.0%	1.7%	5.3%	6.6%
Top Finance Position	27	1.2%	-6.6%	-0.8%	2.9%	5.3%	7.3%
Top Operations Position	16	2.9%		0.5%	2.9%	6.2%	
Greater than \$5 million							
CEO/Executive Director	159	4.1%	-5.2%	0.2%	3.3%	9.0%	14.0%
Top Administrative Position	26	2.4%	-6.4%	-0.8%	1.9%	5.4%	12.6%
Top Business Position	12	3.1%		-5.8%	4.4%	13.0%	
Top Development Position	6	5.3%			5.3%		
Top Facilities Position	7	-2.3%			-1.3%		
Top Finance Position	85	5.1%	-2.6%	1.3%	4.9%	10.6%	13.4%
Top Human Resources Position	16	7.4%		0.7%	5.3%	15.4%	

## Other Subsections Incumbent Compensation Increases National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Greater than \$5 million							
Top Legal Position	27	3.6%	-7.0%	1.2%	3.2%	7.4%	13.5%
Top Marketing Position	7	2.3%			1.0%		
Top Operations Position	49	3.2%	-9.4%	0.2%	3.1%	7.5%	16.1%
Top PR/Communications Position	11	3.3%		0.4%	1.8%	5.0%	
Top Program Position	5	-0.3%			-1.0%		
Top Technology Position	24	6.9%	-0.7%	2.7%	6.2%	8.8%	17.9%
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	392	2.0%	-5.7%	-1.4%	1.8%	5.1%	11.5%
Top Administrative Position	31	3.9%	-2.9%	0.5%	2.7%	6.6%	12.8%
Top Business Position	171	2.4%	-4.6%	0.0%	2.4%	5.4%	11.0%
Top Education Position	22	6.0%	1.2%	2.4%	3.3%	6.1%	15.7%
Top Finance Position	103	3.1%	-2.2%	0.0%	2.4%	5.5%	12.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	374	3.0%	-3.3%	0.0%	2.1%	5.6%	11.2%
Top Administrative Position	20	1.9%	-6.9%	-0.8%	3.9%	5.7%	6.5%
Top Business Position	225	2.9%	-3.3%	0.9%	2.7%	5.0%	10.2%
Top Education Position	11	4.1%		1.5%	2.8%	4.1%	
Top Finance Position	164	2.9%	-2.1%	0.5%	2.6%	4.9%	10.9%
Between \$1 million and \$5 million							
CEO/Executive Director	734	3.0%	-3.6%	0.0%	2.5%	5.8%	10.3%
Top Administrative Position	38	1.6%	-3.3%	0.8%	2.4%	4.6%	6.8%
Top Business Position	468	3.2%	-1.3%	1.0%	2.6%	5.2%	8.5%
Top Education Position	15	4.8%		2.3%	3.2%	4.4%	
Top Finance Position	415	2.9%	-2.3%	0.7%	2.8%	5.5%	9.1%

## Other Subsections Incumbent Compensation Increases National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
Top Legal Position	19	2.8%		0.4%	2.7%	4.1%	
Top Operations Position	7	-1.4%			0.1%		
Greater than \$5 million							
CEO/Executive Director	297	3.1%	-3.0%	0.0%	2.8%	5.5%	10.2%
Top Administrative Position	28	2.9%	-1.1%	0.9%	2.8%	5.0%	6.7%
Top Business Position	114	3.2%	-1.4%	0.9%	3.1%	5.4%	8.9%
Top Education Position	6	0.6%			3.4%		
Top Finance Position	204	2.5%	-4.4%	0.1%	3.0%	5.5%	9.0%
Top Human Resources Position	6	4.5%			1.9%		
Top Legal Position	72	3.6%	-2.0%	0.8%	2.8%	5.2%	9.7%
Top Operations Position	12	7.7%		0.9%	6.2%	14.9%	
Top PR/Communications Position	20	3.3%	-6.9%	1.2%	2.8%	7.5%	12.1%
Top Technology Position	13	7.7%		3.3%	5.9%	11.0%	
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	2,455	2.9%	-5.0%	0.0%	2.4%	6.6%	12.4%
Top Administrative Position	44	2.1%	-7.7%	-0.2%	2.1%	5.2%	11.9%
Top Finance Position	22	1.8%	-9.8%	-0.6%	0.2%	6.2%	15.0%
Top Operations Position	9	3.1%			5.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	1,327	3.4%	-4.7%	0.0%	3.0%	6.7%	13.1%
Top Administrative Position	12	4.7%		2.1%	3.8%	5.8%	
Top Finance Position	32	1.9%	-6.8%	-0.1%	3.0%	6.4%	8.2%
Top Operations Position	28	5.7%	-1.8%	2.9%	6.3%	8.8%	15.4%

## Other Subsections Incumbent Compensation Increases National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	1,968	3.6%	-4.8%	0.0%	3.2%	7.4%	13.3%
Top Administrative Position	64	4.2%	-3.0%	0.7%	4.5%	7.1%	10.1%
Top Business Position	19	4.2%		0.6%	5.1%	7.0%	
Top Education Position	18	3.6%		-0.6%	3.2%	6.6%	
Top Finance Position	209	4.5%	-2.8%	0.7%	4.4%	8.2%	13.7%
Top Legal Position	49	1.6%	-5.7%	0.1%	2.9%	4.1%	7.9%
Top Marketing Position	23	2.2%	-4.7%	-1.2%	2.8%	4.7%	8.4%
Top Operations Position	125	4.3%	-4.1%	0.3%	3.9%	8.5%	14.9%
Top PR/Communications Position	36	3.7%	-4.0%	0.0%	3.8%	6.0%	14.0%
Top Program Position	10	3.5%		0.2%	4.4%	6.4%	
Top Technology Position	29	3.9%	-3.9%	-0.1%	3.0%	7.7%	13.3%
Greater than \$5 million							
CEO/Executive Director	631	4.3%	-4.4%	0.5%	4.1%	8.1%	15.0%
Top Administrative Position	59	4.7%	-0.7%	1.4%	4.2%	7.0%	14.0%
Top Business Position	47	3.8%	-10.2%	-1.7%	3.2%	11.6%	18.6%
Top Development Position	8	5.4%			5.0%		
Top Education Position	16	2.3%		-0.2%	2.6%	7.8%	
Top Finance Position	352	4.2%	-3.2%	0.6%	4.2%	8.3%	12.7%
Top Human Resources Position	27	3.4%	-5.1%	0.0%	4.0%	7.7%	11.3%
Top Legal Position	129	5.0%	-2.2%	1.8%	4.7%	9.7%	14.7%
Top Marketing Position	60	6.1%	-3.4%	2.2%	4.7%	12.6%	17.2%
Top Operations Position	168	4.3%	-4.2%	1.0%	4.0%	8.4%	13.9%
Top PR/Communications Position	84	3.8%	-6.8%	1.3%	4.1%	7.7%	12.0%
Top Program Position	7	0.5%			0.4%		
Top Technology Position	91	3.2%	-4.0%	0.7%	3.2%	7.6%	10.8%

## Other Subsections Incumbent Compensation Increases National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(07) - Social and Recreational Clubs							
\$500 thousand or less							
CEO/Executive Director	48	1.6%	-3.9%	-1.2%	0.6%	4.2%	8.7%
Top Administrative Position	14	1.0%		-2.7%	2.1%	3.5%	
Top Finance Position	7	0.8%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	48	3.0%	-5.0%	-0.9%	1.6%	7.3%	13.9%
Top Administrative Position	23	4.7%	-1.2%	0.4%	4.0%	7.2%	10.6%
Between \$1 million and \$5 million							
CEO/Executive Director	359	3.3%	-4.5%	-0.1%	2.9%	6.5%	13.3%
Top Administrative Position	294	3.4%	-3.9%	-0.1%	2.7%	6.8%	13.7%
Top Facilities Position	76	2.4%	-5.4%	-1.0%	2.3%	5.0%	8.8%
Top Finance Position	75	3.1%	-2.4%	-0.3%	3.4%	6.7%	10.0%
Top Operations Position	17	3.8%		0.0%	3.5%	7.1%	
Greater than \$5 million							
CEO/Executive Director	395	3.6%	-4.9%	-0.4%	3.2%	8.1%	13.8%
Top Administrative Position	389	3.4%	-5.6%	-0.8%	3.0%	7.9%	13.8%
Top Business Position	8	0.8%			2.1%		
Top Facilities Position	224	4.1%	-3.0%	0.8%	4.2%	7.7%	11.9%
Top Finance Position	287	3.4%	-3.7%	0.2%	3.2%	7.0%	11.1%
Top Human Resources Position	6	4.2%			4.1%		
Top Operations Position	36	2.8%	-10.3%	-3.3%	3.2%	9.3%	16.8%
501(c)(08) - Fraternal Beneficiary Societies and Associations							
\$500 thousand or less							
CEO/Executive Director	13	2.7%		0.0%	1.5%	5.4%	
Top Administrative Position	38	1.9%	-1.9%	0.0%	0.0%	2.1%	12.2%

## Other Subsections Incumbent Compensation Increases National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(08) - Fraternal Beneficiary Societies and Associations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-0.5%			-0.4%		
Top Administrative Position	16	4.1%		-0.3%	1.0%	9.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	15	-0.3%		-5.2%	0.0%	3.7%	
Top Administrative Position	7	5.2%			0.0%		
Top Finance Position	7	-1.9%			-1.1%		
Greater than \$5 million							
CEO/Executive Director	36	2.9%	-4.7%	0.0%	3.0%	6.6%	12.7%
Top Administrative Position	7	4.1%			3.0%		
Top Business Position	5	4.8%			10.2%		
Top Finance Position	28	5.2%	-1.7%	1.4%	3.3%	7.5%	14.2%
Top Technology Position	6	5.7%			4.5%		
501(c)(09) - Voluntary Employees Beneficiary Associations							
Between \$1 million and \$5 million							
Top Administrative Position	10	3.7%		0.4%	1.9%	5.0%	
Greater than \$5 million							
CEO/Executive Director	42	4.0%	-3.3%	0.6%	3.3%	5.6%	12.7%
Top Administrative Position	39	4.0%	-3.0%	0.8%	3.2%	5.5%	15.5%
Top Finance Position	29	5.6%	0.9%	2.5%	4.0%	9.5%	13.3%
Top Legal Position	7	2.8%			3.8%		
Top Operations Position	9	7.5%			3.0%		
Top Technology Position	8	3.4%			3.5%		

## Other Subsections Incumbent Compensation Increases National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(10) - Domestic Fraternal Societies and Associations							
\$500 thousand or less							
CEO/Executive Director	14	2.4%		0.0%	0.3%	2.7%	
Top Administrative Position	9	3.3%			0.5%		
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
\$500 thousand or less							
CEO/Executive Director	21	3.9%	-0.3%	0.0%	0.5%	5.7%	12.1%
Top Administrative Position	9	1.3%			0.5%		
Top Finance Position	6	8.9%			6.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	1.6%	-5.3%	-1.2%	3.2%	4.6%	7.9%
Top Administrative Position	12	3.7%		-0.6%	5.0%	7.8%	
Top Finance Position	5	1.9%			1.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	97	3.8%	-1.3%	0.8%	3.1%	5.8%	10.3%
Top Administrative Position	44	3.9%	-2.2%	1.2%	3.9%	6.3%	11.0%
Top Finance Position	18	3.6%		0.9%	3.5%	5.9%	
Greater than \$5 million							
CEO/Executive Director	556	5.5%	-1.6%	1.9%	5.0%	9.0%	14.6%
Top Administrative Position	298	5.1%	-1.2%	1.9%	4.8%	8.7%	14.3%
Top Business Position	10	9.9%		5.9%	9.3%	13.7%	
Top Facilities Position	10	4.6%		1.3%	5.3%	6.3%	
Top Finance Position	266	4.9%	-1.7%	2.2%	4.7%	7.7%	12.8%
Top Human Resources Position	34	4.5%	0.3%	2.3%	5.4%	7.0%	11.8%
Top Legal Position	10	6.0%		2.2%	3.8%	9.0%	
Top Marketing Position	6	0.3%			2.1%		
Top Operations Position	171	4.4%	-2.7%	1.4%	4.6%	7.8%	14.2%

## Other Subsections Incumbent Compensation Increases National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
Greater than \$5 million							
Top Technology Position	41	4.5%	0.3%	1.8%	3.6%	7.5%	10.1%
501(c)(13) - Cemetery Companies							
\$500 thousand or less							
CEO/Executive Director	43	0.2%	-7.2%	-1.2%	0.0%	3.4%	7.6%
Top Administrative Position	22	-0.1%	-7.1%	-1.6%	1.3%	3.1%	6.3%
Top Finance Position	17	0.5%		-0.2%	0.5%	3.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	4.6%	-1.2%	0.2%	3.0%	8.0%	14.8%
Top Administrative Position	10	2.7%		-0.1%	2.2%	2.8%	
Top Finance Position	6	4.1%			2.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	54	1.3%	-9.7%	-0.4%	1.0%	5.7%	11.3%
Top Administrative Position	22	1.1%	-6.4%	-0.5%	1.3%	3.7%	11.4%
Top Finance Position	7	5.3%			3.4%		
Greater than \$5 million							
CEO/Executive Director	20	5.2%	-0.2%	0.8%	6.0%	8.3%	12.7%
Top Finance Position	15	3.7%		1.7%	5.2%	8.8%	
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
\$500 thousand or less							
CEO/Executive Director	156	2.7%	-3.6%	0.0%	2.6%	5.5%	10.0%
Top Administrative Position	12	1.0%		-1.5%	0.0%	1.7%	
Top Finance Position	22	2.1%	0.0%	0.0%	1.9%	4.7%	9.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	155	3.6%	-2.6%	0.2%	2.8%	6.3%	11.8%



## Other Subsections Incumbent Compensation Increases National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$500 thousand and \$1 million							
Top Administrative Position	6	2.1%			3.8%		
Top Finance Position	20	3.8%	-0.7%	0.1%	1.8%	7.8%	10.5%
Top Operations Position	6	4.6%			4.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	408	3.2%	-5.5%	-0.7%	3.0%	7.1%	12.3%
Top Administrative Position	14	4.2%		3.2%	5.1%	9.6%	
Top Finance Position	120	2.7%	-6.7%	-2.3%	2.4%	6.9%	12.9%
Top Operations Position	67	1.2%	-10.9%	-2.1%	1.9%	5.0%	11.0%
Greater than \$5 million							
CEO/Executive Director	433	5.0%	-6.0%	-0.1%	5.2%	10.1%	15.6%
Top Administrative Position	24	7.8%	1.4%	3.4%	5.9%	12.0%	15.7%
Top Business Position	38	5.5%	-2.9%	1.4%	4.6%	9.2%	15.2%
Top Development Position	5	8.3%			5.0%		
Top Finance Position	333	5.2%	-3.6%	1.0%	5.3%	9.5%	14.6%
Top Human Resources Position	91	6.6%	-2.1%	1.9%	5.6%	9.9%	17.1%
Top Legal Position	21	5.7%	-3.2%	0.2%	5.1%	13.4%	16.2%
Top Marketing Position	88	5.2%	-4.6%	1.1%	4.5%	9.7%	17.2%
Top Operations Position	191	5.4%	-5.5%	0.9%	5.1%	10.7%	15.7%
Top Technology Position	116	6.0%	-1.6%	2.2%	5.7%	9.7%	15.0%
501(c)(15) - Mutual Insurance Company other than Life or Marine							
\$500 thousand or less							
Top Finance Position	19	-0.3%		-1.0%	0.2%	2.8%	

## Other Subsections Incumbent Compensation Increases National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(19) - Post or Organization of Past or Present Members of the Armed Forces							
\$500 thousand or less							
CEO/Executive Director	24	-0.6%	-5.2%	-2.1%	0.0%	1.2%	3.6%
Top Finance Position	11	1.2%		-0.6%	0.0%	2.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	5.5%			2.2%		
Greater than \$5 million							
CEO/Executive Director	5	9.0%			12.2%		
Top Finance Position	5	9.0%			2.9%		

## Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(01) - Government Instrumentality							
\$500 thousand or less							
CEO/Executive Director							
F	5	1.7%			2.9%		
Between \$1 million and \$5 million							
CEO/Executive Director							
M	8	9.3%			9.9%		
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director							
F	114	3.8%	-3.9%	0.0%	3.1%	7.1%	15.3%
M	137	4.5%	-2.2%	0.0%	2.6%	8.5%	17.1%
U	16	-1.2%		-5.6%	-1.1%	0.8%	
Top Administrative Position							
F	13	3.8%		-1.3%	1.0%	8.3%	
Top Finance Position							
F	8	1.2%			1.6%		
M	6	-2.6%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	70	2.7%	-7.9%	-0.8%	2.3%	9.1%	13.3%
M	106	1.0%	-8.8%	-1.3%	1.4%	5.0%	9.4%
U	13	4.9%		4.0%	5.1%	10.3%	
Top Finance Position							
F	5	3.1%			0.0%		
M	5	1.2%			2.5%		

## Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	69	4.5%	-3.5%	0.0%	3.2%	9.8%	16.5%
	M	161	2.8%	-5.3%	-0.4%	2.2%	7.3%	13.9%
	U	11	3.5%		0.1%	3.4%	6.1%	
Top Administrative Position								
	F	8	5.7%			4.7%		
	M	12	1.0%		-1.4%	0.6%	1.8%	
Top Finance Position								
	F	20	0.1%	-10.4%	-1.7%	3.6%	5.5%	7.1%
	M	7	4.2%			2.8%		
Top Operations Position								
	F	10	3.8%		1.4%	3.1%	5.8%	
	M	6	1.5%			0.5%		
Greater than \$5 million								
CEO/Executive Director								
	F	25	4.4%	-2.7%	2.0%	4.3%	9.0%	11.1%
	M	126	4.2%	-5.2%	0.2%	3.3%	8.7%	13.8%
	U	8	3.1%			1.0%		
Top Administrative Position								
	M	20	3.8%	-2.3%	-0.1%	2.5%	5.6%	16.1%
Top Business Position								
	F	5	-0.6%			-3.4%		
	M	5	1.7%			2.1%		
Top Facilities Position								
	M	7	-2.3%			-1.3%		

## Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Greater than \$5 million							
Top Finance Position							
F	30	6.0%	-0.1%	2.1%	4.0%	7.9%	13.4%
M	49	5.0%	-3.9%	0.3%	5.8%	10.7%	13.5%
U	6	2.0%			3.0%		
Top Human Resources Position							
F	12	9.7%		2.9%	8.7%	16.8%	
Top Legal Position							
F	7	5.4%			7.3%		
M	19	2.2%		1.2%	2.2%	5.1%	
Top Operations Position							
F	17	-0.8%		-4.0%	0.5%	5.3%	
M	29	5.3%	-4.2%	2.0%	3.3%	10.4%	18.0%
Top PR/Communications Position							
F	8	4.0%			2.2%		
Top Technology Position							
M	20	5.6%	-1.3%	2.4%	5.5%	7.8%	13.1%
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director							
F	86	3.3%	-4.8%	-1.5%	1.9%	7.2%	15.8%
M	283	1.5%	-6.0%	-1.5%	1.7%	4.8%	9.6%
U	23	3.7%	-1.9%	0.5%	2.0%	7.0%	15.3%
Top Administrative Position							
F	21	5.1%	-1.3%	1.1%	3.4%	10.1%	14.3%
M	10	1.5%		0.1%	1.7%	2.8%	

## Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
Top Business Position							
F	9	-0.3%			1.3%		
M	152	2.5%	-3.6%	0.0%	2.5%	5.6%	10.9%
U	10	2.2%		1.7%	2.2%	5.4%	
Top Education Position							
M	21	6.1%	1.0%	2.3%	3.1%	6.4%	15.8%
Top Finance Position							
F	34	5.1%	-0.6%	1.0%	3.7%	9.6%	15.0%
M	64	2.6%	-2.1%	-0.2%	2.2%	4.2%	9.6%
U	5	-3.2%			-0.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	50	3.4%	-8.4%	-1.0%	2.7%	8.8%	12.7%
M	302	3.1%	-2.5%	0.1%	2.1%	5.3%	10.2%
U	22	1.2%	-3.3%	-1.2%	0.9%	4.0%	5.0%
Top Administrative Position							
F	13	1.4%		-5.1%	4.8%	5.6%	
M	6	3.4%			3.8%		
Top Business Position							
F	7	2.6%			3.0%		
M	213	2.9%	-3.5%	0.9%	2.7%	5.0%	10.3%
U	5	3.4%			2.9%		
Top Education Position							
M	10	4.3%		1.2%	2.9%	4.3%	

## Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
Top Finance Position							
F	32	3.6%	0.0%	1.0%	2.8%	5.1%	10.9%
M	122	2.5%	-2.5%	0.6%	2.5%	4.7%	10.4%
U	10	6.0%		0.5%	2.8%	11.9%	
Between \$1 million and \$5 million							
CEO/Executive Director							
F	88	3.7%	-4.5%	-0.5%	3.0%	7.1%	15.3%
M	617	2.8%	-3.1%	0.0%	2.4%	5.4%	9.6%
U	29	5.2%	-4.1%	1.2%	5.2%	8.5%	13.3%
Top Administrative Position							
F	15	3.0%		1.8%	2.4%	4.6%	
M	21	0.2%	-7.8%	0.0%	2.1%	3.8%	7.6%
Top Business Position							
F	19	2.7%		-0.5%	2.5%	4.4%	
M	434	3.2%	-1.1%	1.1%	2.7%	5.3%	8.5%
U	15	2.1%		0.3%	1.1%	4.0%	
Top Education Position							
M	13	5.3%		2.5%	3.2%	4.5%	
Top Finance Position							
F	54	2.2%	-3.9%	-0.7%	1.5%	4.8%	8.8%
M	342	2.8%	-1.9%	0.7%	2.8%	5.4%	8.6%
U	19	6.6%		2.6%	6.0%	9.7%	
Top Legal Position							
M	14	2.7%		0.2%	2.6%	3.7%	
Top Operations Position							
M	6	-0.3%			0.3%		

## Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(05) - Labor, Agricultural, and Horticultural Organizations								
Greater than \$5 million								
CEO/Executive Director								
	F	37	3.6%	-3.9%	1.2%	3.9%	5.6%	12.8%
	M	242	3.1%	-3.0%	0.0%	2.7%	5.5%	10.2%
	U	18	1.9%		-1.0%	1.5%	4.7%	
Top Administrative Position								
	F	8	5.0%			2.8%		
	M	17	2.2%		0.7%	2.9%	5.4%	
Top Business Position								
	M	106	3.5%	-1.3%	1.1%	3.2%	5.9%	9.2%
Top Finance Position								
	F	46	3.5%	-0.8%	0.5%	3.7%	6.6%	8.7%
	M	136	2.2%	-5.1%	-0.1%	2.8%	5.2%	9.3%
	U	22	2.3%	-3.4%	-0.2%	2.9%	4.6%	5.7%
Top Legal Position								
	F	23	4.1%	0.1%	1.2%	2.6%	4.8%	7.8%
	M	42	3.4%	-2.3%	0.4%	3.3%	5.9%	9.7%
	U	7	3.2%			2.9%		
Top Operations Position								
	M	7	6.2%			5.2%		
Top PR/Communications Position								
	F	6	3.6%			3.6%		
	M	13	3.3%		1.6%	3.1%	7.0%	
Top Technology Position								
	M	9	8.2%			6.4%		



## Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.								
\$500 thousand or less								
CEO/Executive Director								
	F	1,426	3.1%	-4.9%	0.0%	2.5%	6.5%	12.4%
	M	884	2.7%	-5.6%	0.0%	2.2%	6.4%	12.4%
	U	145	2.9%	-6.0%	0.0%	2.5%	7.3%	11.9%
Top Administrative Position								
	F	34	2.0%	-10.0%	-0.5%	2.9%	4.9%	11.9%
	M	8	2.9%			1.0%		
Top Finance Position								
	F	13	0.2%		-0.6%	0.0%	1.7%	
	M	9	4.1%			2.8%		
Top Operations Position								
	F	8	3.5%			5.3%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	531	3.5%	-5.2%	0.0%	3.3%	7.0%	13.2%
	M	733	3.4%	-3.7%	0.0%	3.0%	6.6%	12.8%
	U	63	3.4%	-6.7%	-0.5%	3.5%	7.6%	15.0%
Top Administrative Position								
	F	6	3.9%			4.4%		
	M	6	5.6%			3.6%		
Top Finance Position								
	F	22	2.5%	-6.8%	-0.8%	4.2%	7.3%	8.7%
	M	6	-0.8%			0.2%		
Top Operations Position								
	F	16	7.0%		4.4%	7.4%	12.1%	
	M	10	4.0%		2.6%	5.1%	7.1%	

## Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director							
F	594	4.2%	-4.1%	0.1%	3.7%	8.1%	13.7%
M	1,293	3.4%	-4.9%	0.0%	3.1%	7.0%	13.0%
U	81	2.9%	-6.1%	-0.2%	3.2%	5.8%	12.6%
Top Administrative Position							
F	41	5.3%	-1.5%	1.4%	5.1%	8.5%	11.2%
M	19	3.5%		1.8%	4.4%	6.5%	
Top Business Position							
F	6	6.0%			6.0%		
M	12	1.8%		0.4%	2.4%	5.8%	
Top Education Position							
M	14	3.5%		-1.1%	2.9%	6.6%	
Top Finance Position							
F	129	4.3%	-3.5%	1.0%	4.7%	8.5%	13.4%
M	70	4.4%	-2.4%	0.0%	4.1%	7.3%	13.3%
U	10	7.3%		3.3%	5.1%	10.6%	
Top Legal Position							
F	18	3.0%		1.7%	3.3%	4.6%	
M	28	0.5%	-7.4%	-1.1%	2.0%	3.6%	6.7%
Top Marketing Position							
F	10	3.7%		-1.3%	4.4%	8.3%	
M	11	1.3%		0.5%	2.0%	3.8%	
Top Operations Position							
F	74	2.9%	-4.5%	0.0%	2.7%	6.2%	11.7%
M	42	6.2%	-0.7%	1.9%	5.5%	11.3%	18.0%
U	9	6.3%			5.2%		

## Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
Top PR/Communications Position							
F	18	2.9%		-0.4%	4.0%	6.2%	
M	17	3.9%		0.0%	3.5%	5.3%	
Top Program Position							
F	8	3.6%			4.4%		
Top Technology Position							
M	24	4.2%	-4.7%	0.0%	2.5%	8.4%	14.4%
Greater than \$5 million							
CEO/Executive Director							
F	127	4.6%	-7.2%	0.0%	5.3%	9.1%	15.8%
M	479	4.2%	-4.3%	0.5%	3.8%	7.8%	14.6%
U	25	4.5%	0.2%	2.1%	3.3%	7.3%	11.0%
Top Administrative Position							
F	28	6.1%	-0.8%	2.2%	5.0%	9.9%	16.0%
M	29	3.6%	0.0%	1.2%	3.7%	5.5%	11.3%
Top Business Position							
F	14	7.6%		1.6%	4.1%	13.1%	
M	32	2.2%	-12.7%	-3.9%	2.8%	10.2%	16.7%
Top Education Position							
F	10	0.2%		-0.8%	2.3%	4.2%	
Top Finance Position							
F	130	5.1%	-2.2%	1.2%	4.6%	8.5%	14.6%
M	200	3.6%	-4.9%	0.2%	4.1%	8.3%	12.4%
U	22	4.3%	-2.2%	1.0%	4.2%	8.5%	12.4%

## Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
Top Human Resources Position							
F	18	4.0%		0.2%	5.4%	7.4%	
M	6	0.1%			0.0%		
Top Legal Position							
F	39	5.5%	-1.7%	1.2%	3.9%	11.1%	15.0%
M	80	4.6%	-3.0%	1.7%	4.5%	8.5%	13.4%
U	10	6.6%		3.6%	6.5%	8.7%	
Top Marketing Position							
F	32	6.0%	-6.1%	2.2%	4.6%	12.6%	18.6%
M	27	5.8%	-1.0%	1.4%	4.5%	11.3%	15.1%
Top Operations Position							
F	77	4.5%	-1.4%	1.8%	4.4%	8.7%	13.0%
M	82	4.1%	-5.1%	0.2%	3.8%	8.3%	15.0%
U	9	4.6%			1.1%		
Top PR/Communications Position							
F	42	3.3%	-7.7%	1.4%	4.6%	7.7%	11.8%
M	40	4.0%	-3.5%	1.5%	3.9%	7.0%	11.4%
Top Program Position							
M	6	0.6%			2.4%		
Top Technology Position							
F	12	4.3%		2.4%	4.3%	6.4%	
M	64	2.9%	-4.0%	0.2%	2.9%	7.6%	10.0%
U	15	3.5%		1.8%	3.7%	7.0%	

## Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(07) - Social and Recreational Clubs							
\$500 thousand or less							
CEO/Executive Director							
F	17	5.2%		0.0%	4.6%	6.8%	
M	30	-0.4%	-5.8%	-2.4%	-0.2%	2.2%	4.4%
Top Administrative Position							
M	11	0.6%		-4.1%	0.0%	3.7%	
Top Finance Position							
M	5	0.1%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	11	1.4%		-1.7%	1.5%	4.9%	
M	33	2.9%	-6.3%	-1.3%	1.6%	8.8%	14.2%
Top Administrative Position							
F	5	4.6%			4.7%		
M	15	3.9%		-0.4%	2.8%	7.4%	
Between \$1 million and \$5 million							
CEO/Executive Director							
F	44	5.5%	0.0%	1.9%	3.6%	8.4%	13.8%
M	304	3.1%	-5.1%	-0.7%	2.8%	6.3%	13.2%
U	11	1.3%		0.7%	1.3%	3.8%	
Top Administrative Position							
F	27	5.8%	0.6%	2.0%	4.2%	8.4%	13.8%
M	258	3.2%	-5.0%	-0.7%	2.7%	6.5%	13.8%
U	9	3.1%			1.3%		
Top Facilities Position							
M	74	2.6%	-4.8%	0.0%	2.4%	5.0%	9.0%

## Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(07) - Social and Recreational Clubs							
Between \$1 million and \$5 million							
Top Finance Position							
F	46	3.7%	-1.8%	1.9%	3.8%	7.6%	11.0%
M	27	2.1%	-2.5%	-1.8%	1.6%	4.6%	8.2%
Top Operations Position							
M	15	3.9%		0.0%	3.5%	8.1%	
Greater than \$5 million							
CEO/Executive Director							
F	32	6.1%	-4.0%	1.4%	6.8%	10.6%	16.5%
M	339	3.7%	-4.6%	-0.4%	3.2%	7.7%	13.6%
U	24	-0.3%	-16.4%	-4.5%	0.8%	5.3%	12.9%
Top Administrative Position							
F	25	3.8%	-5.5%	0.0%	2.9%	9.2%	11.2%
M	342	3.6%	-4.8%	-0.7%	3.2%	7.7%	13.7%
U	22	-0.3%	-17.2%	-6.2%	0.0%	4.4%	15.2%
Top Facilities Position							
M	222	4.0%	-3.0%	0.7%	4.1%	7.6%	11.6%
Top Finance Position							
F	133	3.3%	-3.3%	0.0%	2.9%	6.2%	10.2%
M	135	3.1%	-6.1%	0.4%	3.2%	7.4%	11.0%
U	19	6.4%		1.4%	5.7%	10.7%	
Top Human Resources Position							
F	6	4.2%			4.1%		
Top Operations Position							
M	33	1.9%	-10.4%	-3.7%	2.9%	5.2%	12.6%

## Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>501(c)(08) - Fraternal Beneficiary Societies and Associations</b>							
\$500 thousand or less							
CEO/Executive Director							
M	9	-0.6%			0.0%		
Top Administrative Position							
M	36	2.0%	-1.9%	0.0%	0.0%	2.3%	12.4%
Between \$500 thousand and \$1 million							
Top Administrative Position							
M	15	4.4%		0.0%	1.3%	9.8%	
Between \$1 million and \$5 million							
CEO/Executive Director							
M	12	-0.3%		-6.6%	0.1%	3.2%	
Top Administrative Position							
M	5	6.5%			0.0%		
Greater than \$5 million							
CEO/Executive Director							
F	5	3.2%			0.7%		
M	29	2.6%	-4.8%	0.0%	2.9%	5.0%	12.0%
Top Administrative Position							
M	5	4.9%			4.8%		
Top Finance Position							
F	6	2.0%			2.1%		
M	21	6.2%	0.0%	1.5%	4.2%	9.6%	16.4%
<b>501(c)(09) - Voluntary Employees Beneficiary Associations</b>							
Between \$1 million and \$5 million							
Top Administrative Position							
M	6	4.6%			1.9%		

## Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(09) - Voluntary Employees Beneficiary Associations							
Greater than \$5 million							
CEO/Executive Director							
F	16	3.9%		-2.7%	3.3%	6.2%	
M	25	3.3%	-1.6%	0.9%	3.3%	4.9%	7.7%
Top Administrative Position							
F	14	2.5%		1.0%	3.2%	4.4%	
M	24	4.3%	-2.8%	0.8%	3.0%	6.5%	18.3%
Top Finance Position							
F	12	7.2%		4.2%	7.4%	11.1%	
M	15	4.6%		1.7%	3.5%	9.1%	
Top Operations Position							
M	5	6.9%			2.7%		
Top Technology Position							
M	5	0.9%			-0.5%		
501(c)(10) - Domestic Fraternal Societies and Associations							
\$500 thousand or less							
CEO/Executive Director							
M	11	0.6%		0.0%	0.1%	2.4%	
Top Administrative Position							
M	5	0.5%			0.5%		
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
\$500 thousand or less							
CEO/Executive Director							
M	18	4.0%		0.0%	0.5%	6.2%	
Top Administrative Position							
M	6	2.0%			2.7%		



## Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director							
M	18	1.2%		-2.1%	2.6%	4.6%	
Top Administrative Position							
M	7	-0.8%			0.6%		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	13	1.9%		0.0%	1.5%	5.1%	
M	79	3.9%	-1.5%	0.9%	3.4%	6.2%	10.4%
U	5	7.2%			5.0%		
Top Administrative Position							
F	9	2.2%			2.0%		
M	32	4.2%	-2.4%	0.8%	3.5%	8.0%	12.0%
Top Finance Position							
F	11	3.5%		-0.4%	3.6%	5.6%	
M	7	3.8%			3.1%		
Greater than \$5 million							
CEO/Executive Director							
F	40	6.9%	-2.7%	2.6%	6.9%	11.7%	14.8%
M	493	5.4%	-1.3%	1.9%	5.0%	8.8%	14.4%
U	23	3.8%	-8.7%	0.0%	5.0%	9.1%	16.5%
Top Administrative Position							
F	26	6.5%	-4.2%	1.5%	6.9%	12.2%	15.8%
M	260	5.1%	-1.2%	2.0%	4.8%	8.1%	13.5%
U	12	4.1%		0.0%	4.0%	9.8%	
Top Business Position							
F	5	10.4%			11.2%		

## Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.								
Greater than \$5 million								
Top Facilities Position								
	M	10	4.6%		1.3%	5.3%	6.3%	
Top Finance Position								
	F	110	5.7%	-0.3%	3.1%	4.8%	8.9%	13.0%
	M	147	4.3%	-2.9%	1.4%	4.4%	7.6%	11.8%
	U	9	5.6%			5.7%		
Top Human Resources Position								
	F	25	5.8%	0.7%	2.4%	5.8%	7.8%	12.4%
	M	8	1.0%			3.6%		
Top Legal Position								
	F	5	8.5%			8.4%		
Top Operations Position								
	F	9	3.1%			1.1%		
	M	158	4.4%	-2.5%	1.6%	4.7%	7.8%	13.9%
Top Technology Position								
	F	5	4.8%			3.0%		
	M	36	4.4%	-0.3%	1.6%	4.1%	7.5%	9.8%
501(c)(13) - Cemetery Companies								
\$500 thousand or less								
CEO/Executive Director								
	F	7	5.6%			3.6%		
	M	35	-0.2%	-6.9%	-1.6%	0.0%	2.9%	6.7%
Top Administrative Position								
	F	6	1.8%			0.9%		
	M	15	0.6%		-1.3%	2.0%	3.1%	

## Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(13) - Cemetery Companies								
\$500 thousand or less								
Top Finance Position								
	F	7	2.7%			0.5%		
	M	9	-1.1%			0.6%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	M	27	4.5%	-1.0%	0.4%	3.0%	8.0%	12.3%
Top Administrative Position								
	M	9	3.0%			2.4%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	10	-2.6%		-4.9%	0.4%	4.3%	
	M	44	2.2%	-8.2%	0.0%	1.7%	6.4%	11.3%
Top Administrative Position								
	M	19	0.7%		-0.4%	1.6%	3.4%	
Greater than \$5 million								
CEO/Executive Director								
	M	18	5.4%		1.3%	6.6%	9.6%	
Top Finance Position								
	F	5	7.8%			5.4%		
	M	10	1.6%		0.0%	2.6%	8.9%	

## Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
\$500 thousand or less							
CEO/Executive Director							
F	121	2.5%	-4.1%	0.0%	2.6%	5.0%	8.8%
M	27	2.7%	-1.5%	0.0%	1.6%	6.0%	10.7%
U	8	4.5%			2.7%		
Top Administrative Position							
F	9	0.3%			0.0%		
Top Finance Position							
F	13	3.3%		1.8%	2.6%	5.3%	
M	8	-0.7%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	82	4.2%	-2.6%	0.6%	3.2%	7.4%	12.4%
M	64	2.7%	-2.6%	0.1%	2.0%	5.9%	10.3%
U	9	5.3%			4.5%		
Top Administrative Position							
F	5	1.7%			3.4%		
Top Finance Position							
F	8	6.1%			7.0%		
M	12	2.2%		0.1%	1.7%	2.7%	
Top Operations Position							
F	5	5.1%			7.1%		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	168	3.0%	-5.1%	-0.1%	3.3%	6.9%	12.0%
M	219	3.1%	-5.4%	-0.7%	3.0%	7.1%	12.0%
U	21	4.9%	-8.0%	-1.0%	4.3%	13.4%	21.4%

## Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
Top Administrative Position							
F	6	4.7%			4.3%		
M	8	3.9%			6.7%		
Top Finance Position							
F	59	2.2%	-8.3%	-2.1%	2.2%	5.7%	12.1%
M	57	3.1%	-6.0%	-2.5%	3.1%	7.3%	14.8%
Top Operations Position							
F	51	0.3%	-10.5%	-2.7%	1.2%	4.6%	8.0%
M	13	3.6%		1.6%	4.6%	9.6%	
Greater than \$5 million							
CEO/Executive Director							
F	87	4.8%	-6.6%	-0.7%	6.2%	9.9%	14.4%
M	321	5.0%	-5.7%	0.0%	5.1%	9.9%	16.0%
U	25	5.3%	-5.8%	3.0%	6.4%	10.5%	11.9%
Top Administrative Position							
F	13	7.8%		4.0%	7.7%	11.5%	
M	11	7.8%		2.9%	4.2%	11.9%	
Top Business Position							
F	15	4.5%		1.7%	4.6%	8.2%	
M	20	5.3%	-4.3%	0.7%	4.2%	9.5%	15.8%
Top Finance Position							
F	121	6.3%	-2.1%	1.6%	6.1%	10.5%	15.1%
M	185	4.5%	-4.6%	0.2%	5.2%	9.4%	13.9%
U	27	5.0%	-3.8%	2.5%	4.7%	8.1%	13.6%

## Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds								
Greater than \$5 million								
Top Human Resources Position								
	F	73	6.9%	-0.9%	2.2%	5.9%	9.9%	17.2%
	M	15	5.8%		2.0%	5.4%	11.3%	
Top Legal Position								
	M	13	4.4%		-1.3%	3.4%	13.4%	
Top Marketing Position								
	F	52	4.8%	-3.1%	1.0%	4.3%	9.4%	14.5%
	M	31	5.5%	-5.7%	1.6%	5.9%	11.2%	17.7%
	U	5	7.2%			4.6%		
Top Operations Position								
	F	105	4.7%	-7.1%	-0.6%	4.3%	10.7%	15.7%
	M	76	6.3%	-3.6%	1.8%	6.2%	11.0%	15.7%
	U	10	5.4%		3.6%	5.6%	7.0%	
Top Technology Position								
	F	21	4.1%	-3.3%	0.2%	6.1%	7.7%	13.4%
	M	84	6.4%	-0.9%	2.7%	5.5%	9.7%	15.7%
	U	11	6.2%		3.6%	9.6%	10.3%	
501(c)(15) - Mutual Insurance Company other than Life or Marine								
\$500 thousand or less								
Top Finance Position								
	F	9	-0.2%			0.2%		
	M	8	-0.6%			0.1%		

## Other Subsections Incumbent Compensation Increases National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(19) - Post or Organization of Past or Present Members of the Armed Forces								
\$500 thousand or less								
CEO/Executive Director								
	F	12	0.7%		-0.5%	0.7%	1.8%	
	M	12	-1.9%		-4.0%	-0.2%	0.3%	
Top Finance Position								
	M	7	0.7%			0.0%		
Greater than \$5 million								
CEO/Executive Director								
	M	5	9.0%			12.2%		

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
\$250 thousand or less							
CEO/Executive Director	130	2.5%	-7.1%	-1.2%	0.5%	7.8%	13.5%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	121	2.4%	-3.7%	0.0%	2.2%	5.1%	10.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	124	4.4%	-1.9%	0.0%	3.7%	8.2%	14.3%
Top Business Position	7	3.1%			2.9%		
Top Finance Position	8	5.7%			3.5%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	131	3.3%	-4.8%	-0.6%	2.2%	6.8%	13.0%
Top Administrative Position	11	1.2%		-0.3%	1.6%	2.6%	
Top Finance Position	13	2.8%		-1.5%	4.1%	9.1%	
Top Operations Position	5	0.1%			2.2%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	49	2.4%	-5.8%	-1.5%	1.9%	5.8%	12.1%
Top Finance Position	10	0.7%		-5.3%	2.7%	5.9%	
Between \$5 million and \$10 million							
CEO/Executive Director	57	3.6%	-1.9%	0.3%	3.1%	6.5%	11.1%
Top Administrative Position	7	3.2%			2.8%		
Top Finance Position	16	4.5%		0.7%	5.0%	9.2%	
Top Operations Position	6	4.5%			8.0%		
Between \$10 million and \$25 million							
CEO/Executive Director	28	3.4%	-2.9%	0.0%	1.7%	5.6%	13.5%
Top Finance Position	12	6.1%		1.0%	5.8%	10.7%	
Top Operations Position	6	6.3%			8.1%		



## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
Between \$25 million and \$50 million							
CEO/Executive Director	26	-0.3%	-12.7%	-5.6%	1.0%	5.4%	7.6%
Top Administrative Position	6	1.0%			2.2%		
Top Finance Position	15	6.5%		3.1%	4.9%	10.0%	
Top Operations Position	10	5.7%		2.3%	4.3%	8.8%	
Greater than \$50 million							
CEO/Executive Director	15	2.8%		0.1%	3.5%	7.3%	
Top Finance Position	15	3.9%		0.4%	4.1%	8.0%	
Top Operations Position	7	7.4%			6.4%		
<b>Alaska</b>							
\$250 thousand or less							
CEO/Executive Director	28	2.8%	-8.0%	-0.1%	4.0%	8.1%	11.9%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	48	2.9%	-5.6%	0.0%	2.3%	8.0%	10.7%
Top Administrative Position	5	-2.1%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	51	1.6%	-7.6%	-1.4%	2.3%	5.1%	11.1%
Top Administrative Position	6	-1.5%			-3.6%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	68	2.9%	-5.8%	-0.8%	1.6%	8.0%	12.5%
Top Finance Position	15	2.0%		-2.5%	0.0%	5.6%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	44	3.3%	-6.6%	-1.6%	3.4%	7.3%	13.5%
Top Administrative Position	5	2.2%			1.0%		
Top Finance Position	14	4.4%		-0.6%	3.5%	7.5%	

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alaska</b>							
Between \$5 million and \$10 million							
CEO/Executive Director	23	0.7%	-9.5%	-3.6%	0.7%	4.1%	11.0%
Top Finance Position	13	-1.4%		-0.3%	2.2%	2.7%	
Between \$10 million and \$25 million							
CEO/Executive Director	21	5.5%	-1.6%	1.2%	3.6%	7.2%	17.6%
Top Finance Position	13	5.8%		1.7%	4.0%	11.6%	
Between \$25 million and \$50 million							
CEO/Executive Director	6	4.8%			5.6%		
Top Finance Position	5	3.8%			2.3%		
Greater than \$50 million							
CEO/Executive Director	8	6.6%			3.3%		
Top Finance Position	8	-1.1%			1.7%		
<b>Arizona</b>							
\$250 thousand or less							
CEO/Executive Director	100	1.3%	-12.3%	-0.4%	0.0%	5.2%	14.5%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	127	2.0%	-7.4%	-0.1%	0.7%	5.5%	12.1%
Top Finance Position	8	2.5%			4.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	160	2.6%	-7.5%	-0.4%	2.9%	6.9%	12.9%
Top Administrative Position	6	5.2%			3.4%		
Top Finance Position	10	2.0%		0.1%	1.3%	3.4%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	175	3.8%	-6.1%	0.0%	2.6%	9.6%	14.9%
Top Administrative Position	8	2.9%			1.7%		

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arizona</b>							
Between \$1 million and \$2.5 million							
Top Business Position	6	7.5%			4.3%		
Top Finance Position	22	5.6%	0.3%	1.0%	4.1%	9.4%	17.0%
Top Operations Position	10	4.3%		0.1%	5.1%	9.6%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	95	2.3%	-6.6%	-0.5%	1.8%	6.8%	12.3%
Top Finance Position	18	2.3%		-0.6%	1.2%	6.1%	
Top Operations Position	9	2.9%			3.0%		
Between \$5 million and \$10 million							
CEO/Executive Director	77	3.3%	-2.1%	0.5%	2.9%	7.1%	12.1%
Top Administrative Position	13	4.7%		-0.8%	1.6%	4.0%	
Top Finance Position	36	4.7%	-3.1%	-0.2%	3.1%	9.9%	16.3%
Top Operations Position	11	6.7%		0.5%	3.6%	14.6%	
Between \$10 million and \$25 million							
CEO/Executive Director	49	6.0%	-5.3%	0.8%	6.9%	11.4%	15.0%
Top Administrative Position	5	3.6%			2.1%		
Top Finance Position	30	4.3%	-3.9%	0.9%	5.2%	10.0%	13.6%
Top Human Resources Position	5	4.0%			8.2%		
Top Operations Position	10	6.0%		2.2%	3.5%	9.2%	
Between \$25 million and \$50 million							
CEO/Executive Director	24	5.2%	-1.5%	0.5%	4.1%	10.9%	15.1%
Top Finance Position	20	3.9%	-6.6%	-3.9%	4.5%	10.2%	15.4%
Top Operations Position	11	5.9%		0.3%	6.5%	10.9%	
Greater than \$50 million							
CEO/Executive Director	18	6.1%		1.5%	4.7%	9.5%	
Top Development Position	5	5.1%			7.5%		

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arizona</b>							
Greater than \$50 million							
Top Finance Position	21	4.2%	-0.8%	1.5%	4.0%	8.3%	15.2%
Top Human Resources Position	7	8.7%			6.9%		
Top Operations Position	5	3.0%			7.6%		
Top Technology Position	6	8.0%			4.5%		
<b>Arkansas</b>							
\$250 thousand or less							
CEO/Executive Director	63	0.9%	-11.4%	-2.7%	0.0%	5.3%	10.9%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	63	2.3%	-5.6%	-0.3%	1.1%	5.9%	11.5%
Top Administrative Position	7	0.3%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	52	0.9%	-6.4%	-1.9%	1.0%	3.9%	8.4%
Between \$1 million and \$2.5 million							
CEO/Executive Director	71	3.7%	-1.9%	0.2%	2.7%	6.9%	14.0%
Top Administrative Position	8	5.4%			4.0%		
Top Finance Position	15	3.7%		0.2%	2.9%	7.8%	
Top Operations Position	9	4.9%			0.7%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	32	2.0%	-5.3%	0.0%	2.2%	5.2%	8.7%
Top Finance Position	6	4.5%			1.5%		
Between \$5 million and \$10 million							
CEO/Executive Director	35	2.8%	-8.3%	-0.4%	2.8%	6.3%	13.2%
Top Administrative Position	5	-1.0%			3.1%		
Top Finance Position	12	0.9%		-3.0%	0.1%	3.1%	

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arkansas</b>							
Between \$10 million and \$25 million							
CEO/Executive Director	37	5.0%	-2.6%	1.0%	2.6%	9.7%	13.6%
Top Finance Position	20	5.4%	-1.7%	-0.1%	4.4%	11.6%	13.1%
Top Operations Position	5	6.6%			7.5%		
Between \$25 million and \$50 million							
CEO/Executive Director	15	6.2%		1.4%	4.0%	11.9%	
Top Finance Position	11	6.3%		2.2%	5.0%	8.2%	
Top Operations Position	5	2.3%			5.1%		
Greater than \$50 million							
CEO/Executive Director	13	6.2%		2.5%	6.0%	9.3%	
Top Finance Position	10	1.5%		0.0%	1.7%	4.7%	
Top Operations Position	10	6.6%		0.6%	5.4%	15.7%	
<b>California</b>							
\$250 thousand or less							
CEO/Executive Director	608	1.1%	-11.9%	-3.6%	0.0%	7.0%	14.4%
Top Administrative Position	16	4.3%		-0.9%	1.9%	8.5%	
Top Finance Position	19	-0.4%		-2.6%	0.0%	0.9%	
Top Program Position	5	0.2%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	835	2.1%	-8.3%	-0.8%	1.0%	7.0%	13.9%
Top Administrative Position	31	2.6%	-8.2%	-2.5%	1.4%	6.2%	15.1%
Top Business Position	9	3.8%			1.7%		
Top Finance Position	44	0.6%	-8.5%	-1.6%	0.2%	2.9%	9.8%
Top Operations Position	6	4.4%			3.5%		
Top Program Position	9	0.8%			0.1%		

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	1,016	3.3%	-5.1%	0.0%	2.3%	7.9%	14.1%
Top Administrative Position	27	3.4%	-5.1%	0.0%	2.2%	7.4%	16.6%
Top Business Position	9	5.2%			3.5%		
Top Finance Position	78	2.3%	-9.7%	-0.6%	1.9%	7.8%	10.4%
Top Operations Position	19	4.9%		0.3%	4.7%	8.6%	
Top Program Position	12	2.4%		0.4%	2.6%	6.3%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	1,410	3.4%	-5.8%	-0.2%	2.5%	8.1%	14.9%
Top Administrative Position	55	3.4%	-4.4%	0.0%	3.1%	7.4%	12.5%
Top Business Position	39	6.7%	-1.4%	1.7%	6.1%	11.5%	15.7%
Top Development Position	9	5.2%			1.2%		
Top Finance Position	166	3.6%	-5.8%	-0.2%	2.1%	8.2%	15.8%
Top Legal Position	11	2.0%		-0.4%	2.9%	4.7%	
Top Operations Position	49	2.7%	-7.1%	-0.5%	1.8%	5.1%	14.1%
Top Program Position	16	2.2%		-2.2%	4.3%	9.8%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	870	3.6%	-5.5%	-0.2%	3.0%	8.5%	14.5%
Top Administrative Position	61	2.8%	-5.5%	-1.3%	1.6%	7.2%	13.0%
Top Business Position	37	2.8%	-0.5%	1.2%	2.2%	4.1%	9.2%
Top Development Position	22	1.9%	-4.9%	-1.6%	0.8%	4.4%	9.5%
Top Education Position	9	1.5%			2.9%		
Top Finance Position	175	4.2%	-3.9%	0.0%	3.5%	8.2%	14.8%
Top Human Resources Position	5	0.0%			0.3%		
Top Legal Position	17	4.7%		2.4%	3.1%	8.2%	
Top Operations Position	64	5.3%	-4.6%	0.9%	6.0%	10.1%	16.0%
Top PR/Communications Position	7	5.4%			3.9%		

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
Between \$2.5 million and \$5 million							
Top Program Position	20	0.8%	-7.5%	-5.1%	1.6%	6.3%	10.3%
Top Technology Position	8	1.1%			1.8%		
Between \$5 million and \$10 million							
CEO/Executive Director	574	3.6%	-6.0%	-0.4%	3.1%	7.9%	14.3%
Top Administrative Position	63	3.6%	-1.9%	0.8%	3.3%	7.3%	12.3%
Top Business Position	28	5.5%	-0.7%	1.3%	4.1%	9.5%	14.1%
Top Development Position	31	1.7%	-12.6%	-2.2%	4.0%	7.5%	11.3%
Top Facilities Position	11	2.6%		-0.4%	3.2%	7.2%	
Top Finance Position	229	3.6%	-4.0%	-0.1%	3.4%	7.5%	12.1%
Top Human Resources Position	11	3.0%		1.8%	2.5%	5.4%	
Top Legal Position	12	3.9%		1.1%	3.3%	4.4%	
Top Marketing Position	7	3.9%			3.0%		
Top Operations Position	72	2.9%	-6.8%	-0.4%	3.2%	6.6%	12.3%
Top PR/Communications Position	5	7.1%			6.1%		
Top Program Position	23	4.1%	-3.4%	0.1%	3.0%	6.7%	14.2%
Top Technology Position	8	4.2%			2.6%		
Between \$10 million and \$25 million							
CEO/Executive Director	508	4.5%	-4.9%	0.0%	3.8%	9.8%	16.2%
Top Administrative Position	55	4.6%	-4.7%	-0.4%	3.1%	10.1%	17.3%
Top Business Position	30	2.5%	-4.0%	0.2%	3.1%	6.5%	9.3%
Top Development Position	63	4.6%	-1.3%	1.2%	4.2%	7.4%	11.0%
Top Education Position	9	2.6%			2.6%		
Top Facilities Position	15	5.4%		1.2%	6.6%	10.1%	
Top Finance Position	309	4.8%	-4.3%	0.7%	4.4%	9.1%	14.9%
Top Human Resources Position	32	4.7%	-4.3%	-0.4%	5.0%	7.9%	14.8%
Top Legal Position	14	3.8%		1.1%	2.8%	5.3%	

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
Between \$10 million and \$25 million							
Top Marketing Position	22	4.8%	-4.3%	1.3%	4.6%	7.8%	12.4%
Top Operations Position	107	4.9%	-3.3%	1.0%	4.5%	8.9%	15.1%
Top PR/Communications Position	13	-0.6%		-2.3%	0.0%	6.8%	
Top Program Position	34	5.3%	-1.7%	0.4%	3.6%	7.9%	16.5%
Top Technology Position	25	5.0%	-1.1%	1.9%	4.2%	8.0%	11.7%
Between \$25 million and \$50 million							
CEO/Executive Director	172	4.9%	-5.5%	0.0%	5.0%	10.2%	14.7%
Top Administrative Position	12	0.9%		-0.1%	1.2%	3.2%	
Top Business Position	10	1.1%		-5.4%	-0.8%	5.2%	
Top Development Position	17	3.1%		0.0%	5.0%	6.8%	
Top Facilities Position	7	8.4%			8.3%		
Top Finance Position	129	4.5%	-3.7%	0.0%	4.9%	9.1%	13.2%
Top Human Resources Position	24	4.3%	-2.1%	0.3%	4.1%	8.9%	12.2%
Top Legal Position	10	1.3%		0.0%	2.7%	8.0%	
Top Marketing Position	15	3.4%		-1.2%	3.8%	7.7%	
Top Operations Position	58	4.9%	-4.5%	0.1%	4.5%	9.5%	15.5%
Top Program Position	13	5.0%		-1.0%	2.8%	10.0%	
Top Technology Position	29	3.5%	-5.2%	-1.8%	4.3%	8.3%	10.8%
Greater than \$50 million							
CEO/Executive Director	159	3.3%	-9.4%	-1.1%	3.9%	8.8%	13.9%
Top Administrative Position	17	5.3%		1.5%	5.1%	10.6%	
Top Business Position	12	4.4%		-1.8%	1.4%	10.6%	
Top Development Position	30	5.0%	-0.6%	2.5%	3.9%	8.2%	15.3%
Top Education Position	6	7.4%			7.1%		
Top Facilities Position	10	2.1%		1.4%	2.0%	3.8%	
Top Finance Position	142	4.7%	-4.7%	0.5%	4.2%	8.8%	15.2%



## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
Greater than \$50 million							
Top Human Resources Position	33	4.5%	-3.3%	0.0%	4.0%	11.7%	17.5%
Top Legal Position	20	5.2%	-0.4%	2.0%	5.2%	6.9%	9.8%
Top Marketing Position	15	8.6%		1.7%	6.0%	16.9%	
Top Operations Position	57	3.1%	-9.0%	-1.2%	3.3%	7.7%	14.6%
Top PR/Communications Position	5	2.0%			3.7%		
Top Program Position	16	3.3%		1.3%	3.1%	6.5%	
Top Technology Position	34	3.9%	-5.0%	0.9%	3.3%	7.3%	15.1%
<b>Colorado</b>							
\$250 thousand or less							
CEO/Executive Director	231	2.9%	-7.7%	-0.2%	2.6%	8.4%	14.7%
Top Administrative Position	6	3.5%			2.2%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	254	2.9%	-8.0%	-0.7%	2.7%	8.2%	13.8%
Top Administrative Position	5	4.8%			3.6%		
Top Finance Position	7	2.8%			3.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	282	3.2%	-6.0%	-0.1%	2.6%	7.7%	12.9%
Top Administrative Position	8	-1.5%			-0.6%		
Top Business Position	5	6.2%			4.1%		
Top Finance Position	10	3.9%		1.4%	2.8%	3.8%	
Top Operations Position	5	3.9%			2.6%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	301	4.0%	-4.8%	0.0%	3.5%	9.0%	15.5%
Top Administrative Position	10	1.8%		-4.8%	3.2%	5.6%	

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
Between \$1 million and \$2.5 million							
Top Business Position	7	2.8%			3.0%		
Top Finance Position	25	1.9%	-5.6%	-1.2%	1.8%	4.3%	9.7%
Top Operations Position	13	4.1%		0.8%	4.0%	7.8%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	184	3.7%	-6.2%	0.0%	3.8%	8.2%	12.5%
Top Administrative Position	7	2.5%			0.6%		
Top Business Position	8	-0.3%			4.9%		
Top Finance Position	36	3.9%	-2.0%	-0.1%	4.2%	6.8%	11.4%
Top Operations Position	17	5.9%		1.6%	8.0%	9.9%	
Top Program Position	5	4.0%			2.9%		
Between \$5 million and \$10 million							
CEO/Executive Director	86	5.7%	-2.3%	1.5%	5.1%	9.6%	14.8%
Top Administrative Position	9	4.3%			4.2%		
Top Business Position	6	4.1%			3.2%		
Top Finance Position	36	5.9%	1.4%	3.5%	5.1%	9.3%	13.1%
Top Operations Position	10	9.2%		4.5%	8.2%	15.1%	
Between \$10 million and \$25 million							
CEO/Executive Director	100	3.5%	-5.1%	-0.2%	2.4%	6.9%	14.3%
Top Administrative Position	9	1.5%			0.0%		
Top Development Position	12	3.5%		-1.4%	2.5%	5.0%	
Top Education Position	5	1.7%			1.0%		
Top Finance Position	54	5.4%	-0.8%	1.5%	3.8%	9.5%	16.2%
Top Human Resources Position	9	2.1%			5.8%		
Top Operations Position	27	4.1%	-2.3%	1.6%	4.6%	8.4%	10.0%
Top Program Position	5	7.0%			6.5%		

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
Between \$10 million and \$25 million							
Top Technology Position	7	5.2%			4.2%		
Between \$25 million and \$50 million							
CEO/Executive Director	41	5.7%	-1.3%	0.8%	4.9%	9.6%	14.4%
Top Administrative Position	5	8.8%			5.4%		
Top Development Position	7	7.0%			5.4%		
Top Finance Position	27	5.6%	-1.4%	1.7%	5.1%	11.4%	13.2%
Top Operations Position	15	4.9%		0.0%	4.6%	12.5%	
Greater than \$50 million							
CEO/Executive Director	32	8.3%	-0.5%	2.7%	6.8%	14.2%	20.6%
Top Administrative Position	6	9.1%			9.9%		
Top Finance Position	28	5.1%	-3.9%	-1.9%	4.6%	10.9%	16.8%
Top Operations Position	13	8.1%		2.9%	5.1%	12.9%	
<b>Connecticut</b>							
\$250 thousand or less							
CEO/Executive Director	83	2.5%	-5.5%	-1.2%	0.7%	5.8%	14.9%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	116	2.5%	-4.8%	0.0%	1.9%	5.2%	10.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	149	2.8%	-5.3%	-0.1%	2.8%	6.2%	11.0%
Top Business Position	7	5.4%			2.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	190	2.1%	-6.5%	-0.8%	2.0%	5.5%	11.1%
Top Administrative Position	11	0.4%		-2.9%	1.5%	4.2%	
Top Business Position	10	4.0%		2.2%	3.5%	6.3%	

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Connecticut</b>							
Between \$1 million and \$2.5 million							
Top Finance Position	20	2.6%	-3.6%	0.0%	2.3%	4.0%	7.8%
Top Operations Position	8	6.9%			7.1%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	140	4.4%	-3.4%	0.0%	3.8%	8.3%	15.7%
Top Administrative Position	6	4.1%			4.8%		
Top Business Position	9	7.1%			4.1%		
Top Development Position	5	4.4%			1.8%		
Top Facilities Position	7	-1.1%			0.0%		
Top Finance Position	32	3.2%	-1.4%	0.4%	3.2%	5.6%	9.2%
Top Operations Position	8	1.5%			1.1%		
Between \$5 million and \$10 million							
CEO/Executive Director	119	3.0%	-5.1%	-0.4%	3.0%	6.5%	11.8%
Top Administrative Position	22	5.1%	-1.2%	0.1%	2.9%	10.9%	12.8%
Top Business Position	6	5.5%			2.8%		
Top Development Position	6	5.5%			4.7%		
Top Facilities Position	11	3.4%		2.8%	4.2%	6.9%	
Top Finance Position	61	2.4%	-5.8%	0.5%	3.0%	5.5%	10.3%
Top Operations Position	10	3.4%		-3.0%	2.4%	5.5%	
Between \$10 million and \$25 million							
CEO/Executive Director	116	3.5%	-6.1%	-0.6%	3.5%	7.6%	14.6%
Top Administrative Position	18	6.9%		2.8%	6.2%	10.7%	
Top Business Position	10	4.5%		2.3%	3.3%	12.4%	
Top Development Position	11	1.2%		-2.9%	3.9%	9.0%	
Top Education Position	6	-0.9%			2.0%		
Top Facilities Position	6	6.7%			7.1%		

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Connecticut</b>							
Between \$10 million and \$25 million							
Top Finance Position	83	3.6%	-3.3%	0.0%	3.3%	6.7%	11.9%
Top Human Resources Position	7	5.1%			4.8%		
Top Operations Position	25	4.6%	-4.4%	-0.7%	3.3%	9.4%	14.7%
Top Program Position	7	5.9%			4.2%		
Top Technology Position	6	2.3%			1.8%		
Between \$25 million and \$50 million							
CEO/Executive Director	38	4.7%	-1.8%	0.6%	3.7%	8.0%	16.4%
Top Development Position	15	5.5%		2.5%	5.0%	9.7%	
Top Finance Position	28	3.4%	-4.1%	1.7%	4.2%	6.8%	9.9%
Top Operations Position	7	6.5%			8.5%		
Greater than \$50 million							
CEO/Executive Director	28	4.0%	-7.1%	-0.3%	4.7%	9.8%	15.7%
Top Administrative Position	5	6.8%			6.0%		
Top Finance Position	18	3.8%		1.4%	3.1%	8.4%	
Top Operations Position	6	6.2%			4.4%		
<b>Delaware</b>							
\$250 thousand or less							
CEO/Executive Director	25	3.7%	-1.7%	0.0%	0.7%	6.3%	14.5%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	20	0.3%	-4.6%	-3.4%	0.0%	2.1%	6.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	43	1.4%	-5.0%	-0.8%	2.0%	5.1%	8.4%
Between \$1 million and \$2.5 million							
CEO/Executive Director	41	3.2%	-3.7%	-0.6%	1.4%	6.5%	12.0%

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Delaware</b>							
Between \$2.5 million and \$5 million							
CEO/Executive Director	24	3.7%	-3.8%	0.2%	3.5%	8.2%	10.9%
Between \$5 million and \$10 million							
CEO/Executive Director	19	2.8%		-0.1%	2.3%	5.6%	
Between \$10 million and \$25 million							
CEO/Executive Director	17	5.6%		0.8%	3.9%	6.3%	
Top Finance Position	8	5.6%			5.4%		
<b>District of Columbia</b>							
\$250 thousand or less							
CEO/Executive Director	53	2.3%	-7.1%	0.0%	0.2%	5.5%	15.8%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	112	3.2%	-4.0%	-0.3%	3.0%	6.7%	13.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	209	2.8%	-6.0%	0.0%	2.5%	7.3%	13.9%
Top Operations Position	7	1.9%			1.6%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	361	3.0%	-6.5%	-0.2%	2.5%	6.8%	12.9%
Top Administrative Position	14	2.6%		0.6%	3.4%	4.0%	
Top Finance Position	28	2.0%	-8.9%	-1.6%	3.1%	8.2%	12.0%
Top Legal Position	13	3.1%		0.2%	3.0%	3.5%	
Top Operations Position	19	0.6%		-1.3%	1.3%	3.5%	
Top Program Position	13	1.8%		-0.6%	0.6%	9.0%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	248	3.2%	-5.4%	-0.6%	2.7%	6.9%	13.4%
Top Administrative Position	21	4.5%	-1.4%	-0.2%	5.1%	10.3%	12.8%

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
Between \$2.5 million and \$5 million							
Top Development Position	11	4.3%		2.2%	4.5%	7.5%	
Top Finance Position	59	4.0%	-3.0%	-0.1%	4.3%	8.7%	13.0%
Top Legal Position	11	2.5%		2.3%	4.4%	5.3%	
Top Marketing Position	9	1.9%			2.8%		
Top Operations Position	43	4.5%	-1.0%	1.8%	4.5%	7.6%	10.4%
Top PR/Communications Position	16	3.4%		-1.4%	3.7%	6.6%	
Top Program Position	8	2.9%			4.2%		
Between \$5 million and \$10 million							
CEO/Executive Director	191	4.0%	-4.7%	0.2%	3.6%	8.0%	13.4%
Top Administrative Position	13	3.3%		0.9%	2.1%	3.8%	
Top Development Position	9	6.5%			6.3%		
Top Finance Position	76	2.0%	-7.3%	0.0%	1.8%	5.7%	11.1%
Top Legal Position	18	5.9%		2.5%	5.6%	8.2%	
Top Marketing Position	5	6.1%			5.0%		
Top Operations Position	39	2.2%	-7.6%	-0.1%	2.1%	4.9%	10.2%
Top PR/Communications Position	25	6.7%	2.6%	3.3%	5.6%	8.2%	12.3%
Top Program Position	16	2.8%		-0.4%	2.4%	4.7%	
Top Technology Position	8	4.4%			4.2%		
Between \$10 million and \$25 million							
CEO/Executive Director	139	3.3%	-2.6%	0.1%	3.7%	7.1%	11.0%
Top Administrative Position	26	5.5%	-1.2%	0.6%	2.2%	11.7%	16.1%
Top Development Position	17	4.5%		0.5%	4.1%	6.8%	
Top Education Position	7	4.9%			2.9%		
Top Finance Position	90	3.4%	-3.5%	-0.6%	3.6%	7.6%	11.6%
Top Human Resources Position	6	2.2%			1.7%		
Top Legal Position	16	3.8%		0.9%	3.5%	5.6%	

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
Between \$10 million and \$25 million							
Top Marketing Position	10	3.8%		1.1%	4.3%	6.7%	
Top Operations Position	49	4.2%	-2.2%	0.9%	4.1%	7.8%	11.7%
Top PR/Communications Position	24	3.5%	-3.9%	-0.4%	3.6%	7.1%	11.9%
Top Program Position	12	6.5%		0.0%	3.7%	12.1%	
Top Technology Position	16	4.5%		-1.7%	2.9%	8.8%	
Between \$25 million and \$50 million							
CEO/Executive Director	55	6.7%	-1.1%	2.0%	6.1%	11.9%	17.6%
Top Administrative Position	6	7.4%			7.8%		
Top Development Position	10	6.7%		3.4%	6.0%	9.4%	
Top Finance Position	44	5.6%	0.2%	1.7%	4.4%	8.2%	13.9%
Top Human Resources Position	7	4.0%			4.1%		
Top Legal Position	20	6.5%	1.3%	2.6%	5.0%	8.8%	14.1%
Top Marketing Position	5	6.4%			6.9%		
Top Operations Position	16	2.5%		0.3%	3.2%	6.2%	
Top PR/Communications Position	7	6.4%			3.9%		
Top Technology Position	10	5.8%		0.5%	7.3%	9.3%	
Greater than \$50 million							
CEO/Executive Director	77	3.1%	-8.6%	-2.2%	4.9%	8.5%	13.1%
Top Administrative Position	12	3.5%		1.0%	3.7%	5.2%	
Top Development Position	13	5.1%		1.3%	3.2%	7.7%	
Top Finance Position	54	3.5%	-3.5%	0.6%	3.6%	7.0%	12.5%
Top Human Resources Position	7	8.9%			6.7%		
Top Legal Position	37	3.5%	-2.3%	0.9%	3.6%	6.6%	9.9%
Top Operations Position	19	6.8%		2.1%	5.0%	9.6%	
Top PR/Communications Position	6	2.3%			4.2%		
Top Technology Position	16	6.9%		2.6%	6.4%	9.8%	



## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
\$250 thousand or less							
CEO/Executive Director	319	1.1%	-10.1%	-2.4%	0.0%	5.0%	14.0%
Top Administrative Position	9	0.6%			0.0%		
Top Finance Position	7	-1.5%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	322	2.3%	-7.9%	-0.5%	1.8%	6.7%	13.4%
Top Business Position	5	4.7%			0.8%		
Top Finance Position	14	-1.9%		-8.3%	0.0%	0.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	384	3.0%	-6.2%	-0.4%	2.4%	7.5%	13.6%
Top Administrative Position	14	7.1%		0.9%	6.6%	11.4%	
Top Business Position	8	0.4%			1.8%		
Top Finance Position	24	3.3%	-6.1%	0.0%	1.8%	7.2%	14.3%
Top Operations Position	7	6.9%			6.7%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	496	3.6%	-3.7%	0.0%	2.5%	6.8%	13.8%
Top Administrative Position	19	6.1%		3.0%	5.0%	10.2%	
Top Business Position	13	3.5%		0.1%	2.1%	3.7%	
Top Education Position	6	3.8%			2.0%		
Top Finance Position	63	3.7%	-1.5%	0.0%	2.9%	6.0%	14.0%
Top Operations Position	23	3.9%	-5.1%	0.2%	2.3%	9.3%	14.0%
Between \$2.5 million and \$5 million							
CEO/Executive Director	291	4.5%	-3.4%	0.0%	3.1%	8.2%	16.7%
Top Administrative Position	27	4.2%	-1.8%	-0.4%	1.7%	7.0%	13.3%
Top Business Position	5	-3.6%			-3.4%		
Top Development Position	7	3.4%			7.0%		

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
Between \$2.5 million and \$5 million							
Top Finance Position	69	3.5%	-6.2%	0.0%	3.6%	7.7%	14.9%
Top Legal Position	6	0.7%			1.4%		
Top Operations Position	30	4.7%	-4.5%	0.0%	3.5%	8.3%	18.1%
Between \$5 million and \$10 million							
CEO/Executive Director	246	3.7%	-5.2%	-0.3%	3.0%	8.3%	15.0%
Top Administrative Position	46	4.9%	-5.5%	-0.6%	4.4%	8.7%	17.2%
Top Business Position	5	-0.1%			-2.1%		
Top Development Position	8	8.5%			7.4%		
Top Facilities Position	14	1.5%		-0.9%	3.8%	5.8%	
Top Finance Position	128	4.1%	-5.3%	0.7%	4.6%	8.7%	13.1%
Top Operations Position	32	3.5%	-2.6%	0.5%	2.6%	4.9%	13.2%
Top Technology Position	6	4.4%			3.2%		
Between \$10 million and \$25 million							
CEO/Executive Director	183	4.5%	-6.0%	0.2%	4.4%	9.9%	15.8%
Top Administrative Position	30	3.9%	-5.5%	-0.7%	3.3%	9.0%	11.1%
Top Business Position	7	10.0%			6.2%		
Top Development Position	9	2.4%			5.4%		
Top Facilities Position	14	5.6%		2.2%	5.0%	7.4%	
Top Finance Position	131	5.3%	-4.3%	0.5%	4.4%	9.6%	14.7%
Top Marketing Position	6	5.7%			2.1%		
Top Operations Position	49	2.7%	-7.5%	-2.4%	3.3%	7.5%	13.1%
Top Technology Position	8	4.3%			3.3%		
Between \$25 million and \$50 million							
CEO/Executive Director	68	7.1%	-1.7%	0.1%	4.7%	13.7%	19.5%
Top Administrative Position	11	3.7%		-0.5%	1.9%	5.0%	

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
Between \$25 million and \$50 million							
Top Business Position	6	2.0%			0.7%		
Top Development Position	8	4.4%			4.1%		
Top Finance Position	54	5.0%	-2.9%	0.4%	4.8%	8.9%	14.4%
Top Human Resources Position	6	6.3%			2.0%		
Top Marketing Position	7	-0.4%			-0.3%		
Top Operations Position	22	2.6%	-3.6%	-1.3%	3.8%	7.6%	12.0%
Top Technology Position	7	4.9%			3.6%		
Greater than \$50 million							
CEO/Executive Director	73	5.1%	-6.2%	0.5%	4.6%	10.4%	17.0%
Top Administrative Position	14	4.9%		2.9%	5.8%	6.8%	
Top Development Position	10	5.1%		4.4%	5.4%	6.3%	
Top Finance Position	45	7.0%	-1.8%	3.3%	6.5%	12.1%	15.7%
Top Human Resources Position	11	6.4%		4.8%	5.9%	7.4%	
Top Legal Position	10	7.9%		4.1%	7.1%	10.1%	
Top Marketing Position	6	5.6%			7.8%		
Top Operations Position	31	6.8%	0.5%	3.0%	6.9%	11.5%	12.9%
Top Technology Position	15	5.3%		0.0%	5.2%	8.1%	
<b>Georgia</b>							
\$250 thousand or less							
CEO/Executive Director	223	0.6%	-11.9%	-3.5%	0.0%	4.4%	12.1%
Top Administrative Position	5	-1.8%			0.0%		
Top Finance Position	5	-6.8%			0.9%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	208	2.0%	-6.8%	-0.5%	0.5%	5.3%	12.8%

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
Between \$250 thousand and \$500 thousand							
Top Finance Position	11	0.1%		-1.1%	0.0%	1.3%	
Top Operations Position	5	-1.7%			0.9%		
Top Program Position	5	1.3%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	255	2.8%	-6.7%	-0.2%	2.6%	7.4%	14.0%
Top Administrative Position	9	1.8%			3.5%		
Top Business Position	6	3.3%			1.8%		
Top Finance Position	11	4.7%		1.3%	3.8%	5.5%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	244	3.0%	-4.2%	0.0%	2.7%	6.7%	11.9%
Top Administrative Position	8	0.2%			1.1%		
Top Finance Position	25	3.8%	-4.0%	0.0%	3.7%	7.3%	14.1%
Top Operations Position	8	5.3%			5.7%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	148	3.3%	-7.1%	-0.7%	2.8%	7.6%	15.1%
Top Administrative Position	9	3.5%			2.4%		
Top Finance Position	36	4.7%	-0.5%	1.4%	5.2%	8.2%	10.2%
Top Operations Position	10	4.6%		1.6%	2.4%	6.7%	
Between \$5 million and \$10 million							
CEO/Executive Director	109	4.0%	-7.2%	0.0%	3.9%	7.1%	14.5%
Top Administrative Position	10	2.9%		0.1%	4.1%	7.2%	
Top Finance Position	42	5.3%	-3.9%	1.3%	5.1%	9.9%	13.5%
Top Operations Position	9	4.9%			5.7%		
Between \$10 million and \$25 million							
CEO/Executive Director	97	3.9%	-4.3%	0.0%	2.7%	9.8%	13.6%

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
Between \$10 million and \$25 million							
Top Administrative Position	17	8.1%		5.7%	8.2%	11.1%	
Top Business Position	6	5.2%			5.6%		
Top Development Position	9	1.1%			-2.1%		
Top Finance Position	58	4.6%	-2.6%	0.6%	5.0%	8.2%	11.6%
Top Operations Position	26	2.2%	-9.8%	1.4%	3.2%	6.2%	11.1%
Top Technology Position	5	4.6%			2.6%		
Between \$25 million and \$50 million							
CEO/Executive Director	31	5.4%	-2.1%	-0.3%	4.2%	10.6%	17.1%
Top Administrative Position	7	4.0%			4.2%		
Top Finance Position	21	3.5%	-2.9%	0.3%	3.3%	4.6%	12.4%
Top Operations Position	14	4.3%		0.0%	3.9%	7.1%	
Top Technology Position	5	6.7%			6.5%		
Greater than \$50 million							
CEO/Executive Director	35	4.9%	-4.6%	1.0%	4.7%	7.2%	16.5%
Top Administrative Position	5	5.9%			5.0%		
Top Development Position	6	2.4%			0.5%		
Top Finance Position	24	8.1%	2.1%	4.4%	6.9%	11.9%	16.7%
Top Human Resources Position	8	10.2%			8.8%		
Top Legal Position	6	3.6%			4.2%		
Top Operations Position	13	0.6%		-0.2%	3.0%	6.1%	
<b>Hawaii</b>							
\$250 thousand or less							
CEO/Executive Director	31	1.0%	-5.8%	-2.6%	0.0%	4.0%	12.0%

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Hawaii</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	51	2.8%	-4.1%	-1.3%	2.2%	5.6%	12.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	51	2.9%	-6.3%	0.0%	2.7%	7.9%	14.0%
Between \$1 million and \$2.5 million							
CEO/Executive Director	65	3.6%	-4.8%	0.0%	3.2%	8.4%	13.9%
Top Finance Position	7	1.7%			1.0%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	46	3.8%	-5.9%	0.0%	3.3%	10.9%	13.6%
Top Finance Position	10	3.2%		-1.6%	2.7%	8.9%	
Between \$5 million and \$10 million							
CEO/Executive Director	24	3.2%	-4.3%	1.3%	3.4%	6.2%	9.5%
Top Finance Position	11	4.3%		0.3%	4.6%	9.7%	
Between \$10 million and \$25 million							
CEO/Executive Director	21	3.0%	-3.7%	1.2%	3.1%	7.3%	11.4%
Top Finance Position	19	6.0%		2.3%	4.4%	7.9%	
Top Operations Position	6	1.4%			4.8%		
Between \$25 million and \$50 million							
CEO/Executive Director	7	6.6%			5.4%		
Top Finance Position	7	5.0%			4.9%		
Greater than \$50 million							
CEO/Executive Director	6	0.2%			-2.7%		
Top Finance Position	6	3.1%			2.3%		

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Idaho</b>							
\$250 thousand or less							
CEO/Executive Director	40	3.8%	-6.1%	-0.2%	1.1%	9.9%	15.4%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	41	3.9%	-2.2%	0.0%	2.5%	7.4%	15.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	48	3.0%	-6.3%	-0.7%	2.2%	6.9%	12.9%
Between \$1 million and \$2.5 million							
CEO/Executive Director	44	2.9%	-7.1%	-0.2%	2.5%	8.6%	12.0%
Top Administrative Position	7	7.6%			8.6%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	31	0.1%	-8.3%	-3.3%	0.9%	4.4%	8.4%
Top Administrative Position	8	3.5%			6.2%		
Top Finance Position	6	7.8%			6.3%		
Between \$5 million and \$10 million							
CEO/Executive Director	17	4.9%		-0.9%	2.0%	8.7%	
Top Administrative Position	7	3.0%			4.2%		
Between \$10 million and \$25 million							
CEO/Executive Director	12	5.5%		1.8%	5.9%	8.5%	
Top Finance Position	9	5.2%			3.4%		
Between \$25 million and \$50 million							
CEO/Executive Director	8	5.2%			4.8%		
<b>Illinois</b>							
\$250 thousand or less							
CEO/Executive Director	245	1.5%	-7.0%	-2.1%	0.2%	5.1%	11.9%
Top Administrative Position	5	-2.8%			-1.9%		

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
\$250 thousand or less							
Top Finance Position	8	-1.4%			0.1%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	332	2.5%	-4.8%	-0.1%	2.1%	6.1%	11.1%
Top Administrative Position	13	-2.3%		-2.9%	0.0%	1.9%	
Top Business Position	6	0.4%			-0.4%		
Top Finance Position	19	-2.0%		-1.0%	1.2%	2.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	410	3.0%	-5.3%	0.0%	2.8%	6.5%	12.3%
Top Administrative Position	16	4.0%		0.1%	3.5%	6.4%	
Top Business Position	21	3.3%	-1.0%	1.5%	2.9%	5.1%	10.6%
Top Education Position	5	-0.2%			0.7%		
Top Finance Position	33	1.7%	-9.2%	0.0%	1.8%	4.6%	8.2%
Top Operations Position	10	2.2%		1.1%	4.3%	6.7%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	522	3.2%	-3.7%	0.0%	2.7%	6.5%	12.5%
Top Administrative Position	21	3.0%	-3.8%	-0.3%	3.7%	6.9%	9.8%
Top Business Position	36	4.6%	0.2%	1.3%	2.7%	6.2%	12.9%
Top Development Position	5	-1.3%			0.0%		
Top Education Position	7	2.5%			2.9%		
Top Finance Position	60	2.3%	-4.2%	0.2%	2.9%	5.3%	10.6%
Top Operations Position	13	4.9%		1.3%	4.9%	7.4%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	314	3.9%	-3.9%	0.0%	3.3%	7.6%	14.3%
Top Administrative Position	23	4.0%	-3.3%	-1.7%	3.1%	7.5%	10.9%
Top Business Position	14	4.6%		0.9%	2.6%	7.3%	



## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
Between \$2.5 million and \$5 million							
Top Development Position	7	4.7%			3.9%		
Top Facilities Position	5	2.8%			2.5%		
Top Finance Position	70	3.0%	-5.3%	-0.7%	2.8%	8.5%	10.5%
Top Operations Position	22	3.6%	-2.9%	1.4%	4.1%	7.1%	12.2%
Top Program Position	6	6.4%			5.2%		
Between \$5 million and \$10 million							
CEO/Executive Director	260	3.5%	-4.1%	-0.2%	2.9%	7.9%	13.3%
Top Administrative Position	43	3.5%	-2.3%	0.5%	2.8%	5.5%	12.6%
Top Business Position	18	4.3%		2.6%	3.2%	5.8%	
Top Development Position	8	-1.7%			0.6%		
Top Education Position	5	2.8%			2.7%		
Top Facilities Position	19	7.6%		2.9%	4.9%	10.2%	
Top Finance Position	126	5.0%	-2.5%	1.1%	4.6%	9.1%	14.1%
Top Legal Position	7	2.9%			3.9%		
Top Marketing Position	6	9.2%			6.9%		
Top Operations Position	35	4.3%	-3.2%	0.6%	4.7%	7.9%	10.7%
Top Program Position	8	2.0%			0.8%		
Top Technology Position	6	1.2%			1.8%		
Between \$10 million and \$25 million							
CEO/Executive Director	187	3.8%	-7.2%	0.0%	3.7%	8.4%	13.3%
Top Administrative Position	19	3.0%		2.0%	4.7%	7.9%	
Top Business Position	9	-0.2%			2.4%		
Top Development Position	9	12.3%			14.8%		
Top Education Position	7	0.8%			1.8%		
Top Finance Position	113	5.7%	-3.3%	1.6%	5.0%	8.4%	18.8%
Top Human Resources Position	7	5.2%			3.4%		

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
Between \$10 million and \$25 million							
Top Legal Position	7	2.3%			1.6%		
Top Marketing Position	13	4.3%		3.5%	5.8%	7.7%	
Top Operations Position	41	4.9%	-5.5%	1.1%	3.4%	10.0%	18.6%
Top PR/Communications Position	8	5.3%			4.8%		
Top Technology Position	16	2.3%		-0.3%	3.7%	7.9%	
Between \$25 million and \$50 million							
CEO/Executive Director	79	4.9%	-4.2%	-0.4%	4.1%	9.6%	19.7%
Top Administrative Position	12	5.0%		1.0%	4.3%	10.1%	
Top Development Position	6	7.1%			7.6%		
Top Finance Position	63	5.9%	-1.5%	1.3%	4.5%	11.2%	14.2%
Top Human Resources Position	6	7.6%			7.4%		
Top Legal Position	6	6.7%			5.0%		
Top Marketing Position	7	-2.8%			1.9%		
Top Operations Position	28	4.3%	-5.0%	-0.8%	3.7%	8.9%	15.0%
Top Technology Position	19	5.4%		2.8%	5.7%	7.8%	
Greater than \$50 million							
CEO/Executive Director	89	3.3%	-6.4%	-2.6%	3.7%	7.5%	15.8%
Top Administrative Position	7	10.7%			9.9%		
Top Business Position	6	5.8%			3.9%		
Top Development Position	16	3.6%		0.0%	2.4%	6.1%	
Top Finance Position	62	5.2%	-1.6%	2.1%	5.6%	9.0%	14.3%
Top Human Resources Position	27	3.9%	-3.2%	1.1%	3.4%	6.8%	11.4%
Top Legal Position	25	7.9%	0.7%	1.8%	8.1%	10.4%	18.7%
Top Marketing Position	13	3.2%		0.9%	2.8%	10.6%	
Top Operations Position	25	3.4%	-5.1%	1.0%	3.2%	8.8%	13.9%
Top PR/Communications Position	9	2.7%			2.8%		

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
Greater than \$50 million							
Top Technology Position	22	7.4%	-0.5%	1.9%	6.8%	13.4%	17.6%
<b>Indiana</b>							
\$250 thousand or less							
CEO/Executive Director	192	2.5%	-4.5%	-0.1%	1.5%	5.2%	11.0%
Top Administrative Position	6	-2.8%			0.0%		
Top Finance Position	8	0.1%			0.8%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	223	3.0%	-3.7%	-0.3%	2.2%	6.3%	12.2%
Top Administrative Position	12	4.2%		1.6%	3.3%	5.0%	
Top Business Position	5	2.2%			3.1%		
Top Finance Position	8	0.1%			1.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	263	2.5%	-5.8%	0.0%	1.9%	5.6%	11.8%
Top Administrative Position	8	1.7%			0.6%		
Top Business Position	10	2.3%		0.2%	1.9%	3.7%	
Top Finance Position	13	1.7%		1.0%	3.7%	7.9%	
Top Operations Position	5	0.1%			0.4%		
Top Program Position	5	8.5%			1.6%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	274	3.2%	-3.7%	-0.2%	2.6%	5.9%	11.2%
Top Administrative Position	6	4.7%			2.5%		
Top Business Position	11	3.5%		1.1%	2.5%	5.2%	
Top Finance Position	27	2.1%	-4.4%	0.0%	2.0%	5.8%	10.1%
Top Operations Position	13	8.6%		2.9%	4.9%	16.3%	

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
Between \$2.5 million and \$5 million							
CEO/Executive Director	126	2.5%	-8.0%	-0.7%	2.3%	6.5%	13.3%
Top Administrative Position	13	0.8%		-1.8%	-0.2%	2.6%	
Top Business Position	10	2.8%		2.3%	2.6%	3.9%	
Top Finance Position	28	3.3%	-4.2%	2.0%	4.0%	6.2%	8.9%
Top Operations Position	6	-1.5%			0.9%		
Between \$5 million and \$10 million							
CEO/Executive Director	119	3.1%	-5.7%	-0.7%	2.5%	5.9%	14.4%
Top Administrative Position	7	2.9%			2.0%		
Top Finance Position	56	4.7%	-4.0%	1.0%	4.1%	10.3%	14.8%
Top Operations Position	15	3.4%		-1.4%	4.4%	7.7%	
Between \$10 million and \$25 million							
CEO/Executive Director	92	3.3%	-4.1%	-0.6%	3.0%	7.0%	11.8%
Top Administrative Position	6	1.1%			0.4%		
Top Business Position	5	7.4%			5.1%		
Top Finance Position	63	4.9%	-2.4%	0.0%	3.7%	9.8%	16.0%
Top Marketing Position	5	5.8%			3.6%		
Top Operations Position	18	6.0%		1.6%	5.3%	12.1%	
Between \$25 million and \$50 million							
CEO/Executive Director	33	3.6%	-5.4%	-1.2%	3.9%	8.2%	13.7%
Top Administrative Position	6	2.4%			3.9%		
Top Finance Position	27	4.1%	-3.6%	0.3%	3.3%	7.6%	13.6%
Top Operations Position	11	4.6%		1.7%	3.9%	10.6%	
Greater than \$50 million							
CEO/Executive Director	34	5.6%	-4.0%	0.1%	5.8%	10.6%	16.2%
Top Administrative Position	8	6.0%			4.1%		

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
Greater than \$50 million							
Top Development Position	7	-0.1%			1.7%		
Top Finance Position	28	3.1%	-6.7%	1.0%	3.7%	8.0%	10.8%
Top Human Resources Position	5	1.2%			-0.5%		
Top Operations Position	10	2.8%		-2.6%	3.0%	10.3%	
Top Technology Position	6	3.0%			3.8%		
<b>Iowa</b>							
\$250 thousand or less							
CEO/Executive Director	109	3.0%	-6.1%	0.0%	1.9%	7.7%	14.6%
Top Administrative Position	7	2.4%			1.5%		
Top Finance Position	5	-0.8%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	110	3.0%	-4.9%	0.0%	3.1%	5.4%	11.4%
Top Administrative Position	5	6.5%			3.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	130	3.1%	-3.7%	-0.1%	2.6%	5.5%	10.6%
Top Administrative Position	8	3.0%			2.6%		
Top Finance Position	8	1.1%			3.4%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	154	3.8%	-3.5%	0.0%	3.4%	7.9%	13.8%
Top Administrative Position	14	3.5%		0.1%	3.1%	7.7%	
Top Business Position	7	2.8%			0.5%		
Top Finance Position	24	5.2%	0.2%	2.2%	4.6%	8.4%	10.3%
Top Operations Position	6	4.8%			3.8%		

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Iowa</b>							
Between \$2.5 million and \$5 million							
CEO/Executive Director	77	4.4%	-2.3%	0.6%	3.8%	8.0%	11.7%
Top Administrative Position	14	5.9%		1.2%	4.1%	7.8%	
Top Business Position	5	2.0%			3.0%		
Top Finance Position	21	5.6%	-0.4%	1.4%	3.6%	9.4%	14.2%
Top Operations Position	5	3.9%			2.3%		
Between \$5 million and \$10 million							
CEO/Executive Director	72	3.4%	-4.0%	0.7%	4.0%	6.8%	13.3%
Top Administrative Position	14	2.1%		0.3%	3.0%	8.0%	
Top Finance Position	31	3.5%	-6.7%	0.3%	2.7%	6.0%	14.4%
Top Operations Position	9	0.1%			4.0%		
Between \$10 million and \$25 million							
CEO/Executive Director	70	5.5%	-2.1%	1.6%	4.2%	9.1%	14.7%
Top Administrative Position	9	1.4%			3.3%		
Top Finance Position	40	5.2%	-1.0%	1.1%	3.8%	9.7%	12.9%
Top Operations Position	15	1.5%		0.2%	2.1%	4.3%	
Between \$25 million and \$50 million							
CEO/Executive Director	22	5.0%	-2.5%	1.3%	5.8%	9.3%	13.8%
Top Finance Position	19	5.0%		3.2%	4.6%	9.0%	
Greater than \$50 million							
CEO/Executive Director	32	2.8%	-8.8%	-0.4%	3.7%	6.5%	12.1%
Top Business Position	6	7.9%			7.6%		
Top Development Position	11	6.3%		2.5%	4.8%	8.6%	
Top Finance Position	21	4.2%	-8.6%	-0.4%	4.6%	12.0%	20.5%
Top Operations Position	6	9.5%			6.2%		
Top Technology Position	5	4.0%			3.2%		

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas</b>							
\$250 thousand or less							
CEO/Executive Director	91	1.8%	-7.8%	-1.5%	0.5%	6.3%	11.1%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	79	1.7%	-6.4%	-0.1%	2.4%	4.6%	9.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	101	3.4%	-4.2%	0.0%	1.8%	6.0%	14.9%
Top Finance Position	8	5.4%			2.7%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	116	3.3%	-4.5%	-0.6%	1.9%	7.0%	13.8%
Top Administrative Position	14	2.6%		0.4%	2.3%	5.7%	
Top Business Position	6	4.8%			4.8%		
Top Finance Position	14	3.2%		0.5%	2.8%	7.3%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	64	3.3%	-7.0%	0.0%	3.5%	7.4%	14.4%
Top Administrative Position	15	-1.1%		-4.8%	1.0%	3.6%	
Top Finance Position	21	6.2%	-5.2%	-0.2%	6.3%	14.8%	17.3%
Top Operations Position	6	5.5%			6.4%		
Between \$5 million and \$10 million							
CEO/Executive Director	52	4.5%	-2.4%	0.1%	3.6%	8.1%	13.0%
Top Administrative Position	12	3.5%		2.4%	3.7%	4.5%	
Top Finance Position	26	3.0%	-1.3%	1.3%	3.1%	4.4%	6.2%
Top Operations Position	6	9.2%			9.2%		
Between \$10 million and \$25 million							
CEO/Executive Director	69	1.9%	-8.0%	-1.7%	2.5%	6.1%	10.6%
Top Administrative Position	11	3.4%		0.9%	3.2%	8.2%	
Top Finance Position	44	2.7%	-5.7%	-0.4%	2.8%	7.3%	9.6%

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas</b>							
Between \$10 million and \$25 million							
Top Operations Position	13	1.3%		-1.6%	1.8%	5.4%	
Between \$25 million and \$50 million							
CEO/Executive Director	14	1.9%		-0.5%	2.1%	7.4%	
Top Finance Position	13	3.0%		-0.4%	3.1%	6.2%	
Top Operations Position	5	2.1%			2.6%		
Greater than \$50 million							
CEO/Executive Director	13	4.3%		-1.2%	4.6%	11.7%	
Top Finance Position	11	5.5%		1.8%	5.6%	8.5%	
Top Operations Position	5	1.4%			3.5%		
<b>Kentucky</b>							
\$250 thousand or less							
CEO/Executive Director	84	2.8%	-4.4%	0.0%	1.3%	8.0%	14.3%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	99	1.9%	-5.7%	-0.4%	1.0%	6.1%	10.0%
Top Finance Position	5	-9.0%			-8.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	111	3.4%	-2.0%	0.0%	2.5%	6.5%	12.6%
Top Administrative Position	5	6.2%			3.1%		
Top Finance Position	8	1.6%			0.9%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	125	2.4%	-4.3%	-0.3%	2.0%	5.5%	10.6%
Top Administrative Position	5	5.0%			3.6%		
Top Business Position	7	3.2%			2.2%		
Top Finance Position	18	2.3%		-1.4%	2.5%	6.0%	



## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kentucky</b>							
Between \$2.5 million and \$5 million							
CEO/Executive Director	71	4.1%	-2.9%	0.0%	4.3%	8.5%	13.7%
Top Administrative Position	10	4.3%		0.6%	3.9%	6.7%	
Top Finance Position	14	4.1%		2.6%	3.8%	6.6%	
Between \$5 million and \$10 million							
CEO/Executive Director	57	3.1%	-3.9%	0.0%	3.3%	6.7%	10.3%
Top Administrative Position	8	3.7%			4.7%		
Top Finance Position	27	3.1%	-5.4%	0.8%	2.9%	6.4%	10.3%
Between \$10 million and \$25 million							
CEO/Executive Director	41	4.3%	-0.8%	0.8%	2.7%	6.9%	12.1%
Top Administrative Position	7	2.5%			-0.8%		
Top Finance Position	25	4.8%	0.4%	1.8%	4.3%	7.8%	13.2%
Top Operations Position	8	7.1%			6.1%		
Between \$25 million and \$50 million							
CEO/Executive Director	32	4.1%	-7.8%	1.0%	3.6%	8.9%	13.9%
Top Administrative Position	7	8.1%			3.6%		
Top Finance Position	23	4.5%	-0.5%	2.9%	4.4%	7.8%	9.0%
Top Operations Position	9	1.9%			3.1%		
Greater than \$50 million							
CEO/Executive Director	23	6.0%	-1.0%	1.7%	6.0%	11.2%	14.3%
Top Administrative Position	5	4.7%			3.9%		
Top Development Position	7	1.4%			0.8%		
Top Finance Position	19	8.8%		4.5%	6.9%	13.3%	
Top Human Resources Position	8	11.3%			8.7%		
Top Operations Position	8	5.2%			5.2%		
Top Technology Position	6	7.9%			6.3%		

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Louisiana</b>							
\$250 thousand or less							
CEO/Executive Director	119	1.7%	-8.2%	-0.1%	0.0%	5.6%	12.9%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	122	3.3%	-4.7%	-0.7%	1.5%	7.6%	17.9%
Top Finance Position	7	0.4%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	140	2.0%	-5.7%	-1.5%	1.9%	5.6%	11.1%
Top Finance Position	13	1.0%		0.0%	1.4%	3.8%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	131	3.6%	-5.4%	-0.1%	2.7%	7.7%	16.0%
Top Administrative Position	7	3.1%			1.2%		
Top Finance Position	13	0.8%		-3.8%	1.4%	3.3%	
Top Operations Position	7	1.1%			1.6%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	90	2.9%	-4.1%	0.0%	1.9%	5.6%	12.9%
Top Administrative Position	9	5.6%			2.1%		
Top Finance Position	16	3.8%		0.0%	3.8%	9.7%	
Between \$5 million and \$10 million							
CEO/Executive Director	60	3.0%	-4.6%	-1.3%	3.1%	8.4%	13.7%
Top Administrative Position	7	0.5%			-2.8%		
Top Finance Position	18	7.1%		1.9%	6.9%	11.4%	
Between \$10 million and \$25 million							
CEO/Executive Director	43	2.8%	-3.2%	-1.6%	1.0%	6.9%	10.9%
Top Finance Position	23	3.6%	-1.4%	0.0%	2.7%	4.6%	8.9%
Top Operations Position	10	2.6%		-0.8%	0.5%	5.5%	

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Louisiana</b>							
Between \$25 million and \$50 million							
CEO/Executive Director	21	4.2%	-0.3%	2.4%	3.4%	7.0%	14.2%
Top Finance Position	11	4.9%		3.8%	6.6%	7.9%	
Greater than \$50 million							
CEO/Executive Director	8	1.3%			1.1%		
Top Administrative Position	5	0.1%			0.1%		
Top Finance Position	9	3.2%			2.7%		
Top Operations Position	6	-1.9%			-3.8%		
<b>Maine</b>							
\$250 thousand or less							
CEO/Executive Director	76	1.9%	-10.7%	-1.4%	1.4%	6.9%	13.5%
Top Finance Position	5	0.0%			0.7%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	73	2.4%	-4.2%	-0.7%	1.9%	5.0%	12.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	109	2.8%	-4.3%	0.0%	2.4%	6.2%	13.7%
Top Administrative Position	6	3.4%			3.3%		
Top Finance Position	8	-5.1%			-1.7%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	99	4.0%	-5.1%	0.0%	3.0%	8.6%	13.0%
Top Administrative Position	5	1.9%			3.6%		
Top Finance Position	18	3.9%		-1.0%	3.9%	7.8%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	54	2.3%	-6.5%	-1.0%	2.2%	7.6%	9.9%
Top Finance Position	9	3.1%			1.7%		

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maine</b>							
Between \$5 million and \$10 million							
CEO/Executive Director	46	3.2%	-6.9%	-0.3%	2.4%	8.1%	12.5%
Top Administrative Position	5	9.8%			9.4%		
Top Finance Position	19	7.4%		3.5%	5.3%	10.4%	
Top Operations Position	5	10.1%			9.5%		
Between \$10 million and \$25 million							
CEO/Executive Director	44	5.1%	-2.2%	1.4%	4.1%	8.7%	14.2%
Top Development Position	7	2.6%			2.0%		
Top Finance Position	18	5.2%		2.0%	4.9%	8.6%	
Top Operations Position	5	3.4%			3.3%		
Between \$25 million and \$50 million							
CEO/Executive Director	8	0.3%			2.0%		
Top Finance Position	7	2.2%			2.7%		
Greater than \$50 million							
CEO/Executive Director	11	5.1%		1.2%	2.8%	10.7%	
Top Finance Position	13	7.9%		1.6%	7.9%	13.7%	
<b>Maryland</b>							
\$250 thousand or less							
CEO/Executive Director	123	1.4%	-8.7%	-2.1%	0.1%	6.0%	13.6%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	174	2.7%	-7.7%	-0.5%	2.7%	7.5%	12.2%
Top Administrative Position	5	3.1%			3.4%		
Top Finance Position	10	4.4%		0.4%	2.0%	5.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	201	3.3%	-5.4%	-0.1%	2.5%	7.9%	13.8%

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
Between \$500 thousand and \$1 million							
Top Business Position	6	3.0%			1.7%		
Top Finance Position	10	4.2%		-0.3%	1.7%	8.1%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	273	3.2%	-5.7%	0.0%	2.6%	7.6%	12.5%
Top Administrative Position	6	7.6%			7.2%		
Top Business Position	5	-2.7%			-1.7%		
Top Finance Position	20	8.5%	-0.1%	2.0%	7.6%	13.2%	18.6%
Top Operations Position	10	5.8%		-0.2%	3.2%	7.4%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	159	3.7%	-4.8%	0.0%	3.5%	7.9%	12.7%
Top Administrative Position	11	5.9%		0.9%	4.1%	8.6%	
Top Business Position	8	1.2%			1.7%		
Top Finance Position	47	5.4%	-3.6%	2.6%	4.1%	9.6%	14.0%
Top Operations Position	18	3.9%		-0.1%	1.0%	8.2%	
Top Program Position	6	4.5%			2.4%		
Between \$5 million and \$10 million							
CEO/Executive Director	159	3.9%	-3.5%	-0.1%	3.0%	8.4%	14.5%
Top Administrative Position	11	6.9%		1.7%	3.3%	10.1%	
Top Finance Position	57	4.9%	-0.6%	1.8%	3.6%	7.6%	13.1%
Top Operations Position	19	7.2%		4.0%	5.7%	8.1%	
Top Technology Position	8	5.1%			4.9%		
Between \$10 million and \$25 million							
CEO/Executive Director	123	4.8%	-2.0%	0.0%	3.7%	8.4%	16.8%
Top Administrative Position	17	2.8%		-2.5%	4.4%	5.5%	
Top Business Position	10	1.7%		0.8%	2.7%	4.7%	

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
Between \$10 million and \$25 million							
Top Development Position	11	4.3%		2.2%	4.1%	5.0%	
Top Finance Position	77	4.8%	-1.5%	0.9%	3.8%	9.0%	12.1%
Top Human Resources Position	10	3.1%		-0.3%	3.5%	4.1%	
Top Marketing Position	5	5.4%			4.7%		
Top Operations Position	27	4.7%	-4.3%	1.4%	5.1%	7.9%	14.2%
Top Technology Position	12	4.5%		2.5%	3.5%	6.5%	
Between \$25 million and \$50 million							
CEO/Executive Director	42	3.4%	-6.3%	-1.1%	4.3%	8.1%	13.9%
Top Administrative Position	8	3.4%			1.3%		
Top Development Position	11	2.4%		1.0%	1.8%	4.9%	
Top Finance Position	31	3.2%	-3.5%	-1.2%	2.7%	6.7%	10.5%
Top Human Resources Position	11	4.1%		-0.1%	4.0%	8.4%	
Top Legal Position	5	6.7%			3.8%		
Top Operations Position	13	5.3%		4.2%	5.2%	6.6%	
Greater than \$50 million							
CEO/Executive Director	31	4.9%	-5.2%	1.9%	5.1%	8.5%	12.5%
Top Finance Position	28	5.1%	-1.3%	0.7%	4.2%	8.9%	12.6%
Top Human Resources Position	13	4.5%		0.3%	3.4%	6.8%	
Top Legal Position	5	0.1%			1.4%		
Top Operations Position	15	6.2%		2.5%	3.6%	11.6%	
Top Technology Position	12	5.5%		2.5%	4.4%	7.8%	
<b>Massachusetts</b>							
\$250 thousand or less							
CEO/Executive Director	185	1.4%	-9.5%	-2.9%	0.9%	6.0%	13.2%

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
\$250 thousand or less							
Top Finance Position	7	-3.6%			0.0%		
Top Program Position	5	9.7%			13.2%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	270	3.6%	-4.2%	0.0%	2.2%	6.3%	14.5%
Top Administrative Position	7	7.2%			3.4%		
Top Business Position	6	-0.3%			1.3%		
Top Finance Position	10	5.1%		0.7%	4.6%	8.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	316	3.2%	-5.4%	-0.1%	2.9%	7.4%	13.8%
Top Administrative Position	6	-0.6%			-1.7%		
Top Business Position	10	5.2%		0.2%	3.6%	8.2%	
Top Finance Position	19	3.7%		0.0%	2.5%	5.1%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	443	3.4%	-5.0%	0.0%	2.7%	8.1%	12.9%
Top Administrative Position	19	3.1%		-0.8%	3.6%	5.6%	
Top Business Position	15	2.9%		-1.2%	2.5%	7.5%	
Top Finance Position	51	2.6%	-5.5%	0.0%	1.9%	6.1%	12.3%
Top Operations Position	17	8.4%		4.7%	7.7%	11.2%	
Top Program Position	6	2.9%			2.7%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	273	3.7%	-4.0%	0.0%	3.4%	8.1%	13.0%
Top Administrative Position	24	4.7%	-2.1%	2.8%	4.6%	6.3%	11.6%
Top Business Position	9	0.5%			0.0%		
Top Development Position	13	3.5%		1.1%	4.5%	10.5%	
Top Facilities Position	11	0.3%		-2.1%	0.5%	2.9%	

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
Between \$2.5 million and \$5 million							
Top Finance Position	65	2.6%	-7.8%	-1.2%	2.4%	6.7%	12.8%
Top Legal Position	7	6.4%			6.2%		
Top Operations Position	29	6.5%	-0.4%	1.1%	5.6%	12.7%	15.6%
Top Program Position	5	1.3%			1.2%		
Between \$5 million and \$10 million							
CEO/Executive Director	192	3.9%	-4.9%	0.0%	3.9%	8.4%	14.3%
Top Administrative Position	29	1.6%	-11.8%	-3.6%	1.7%	8.9%	13.6%
Top Business Position	9	4.5%			3.6%		
Top Development Position	21	3.7%	-4.8%	1.8%	4.0%	7.5%	11.8%
Top Facilities Position	11	4.6%		0.6%	4.6%	7.6%	
Top Finance Position	88	4.8%	-1.7%	1.7%	3.7%	7.6%	12.1%
Top Human Resources Position	7	8.8%			8.1%		
Top Legal Position	8	3.7%			2.9%		
Top Operations Position	27	3.9%	-3.8%	-1.0%	0.3%	8.4%	15.8%
Top PR/Communications Position	6	4.9%			6.3%		
Top Program Position	9	1.6%			4.6%		
Between \$10 million and \$25 million							
CEO/Executive Director	205	3.3%	-6.5%	0.1%	3.4%	7.8%	13.4%
Top Administrative Position	29	1.1%	-6.3%	-0.9%	2.6%	4.9%	6.8%
Top Business Position	11	5.0%		2.0%	3.8%	9.9%	
Top Development Position	28	4.4%	-1.7%	1.8%	3.6%	6.5%	10.0%
Top Facilities Position	7	3.9%			5.7%		
Top Finance Position	139	4.1%	-4.2%	0.0%	4.4%	8.5%	12.6%
Top Human Resources Position	8	1.7%			-0.6%		
Top Legal Position	6	6.9%			3.7%		
Top Marketing Position	9	4.4%			2.2%		



## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
Between \$10 million and \$25 million							
Top Operations Position	63	5.2%	-3.8%	0.1%	4.5%	9.9%	18.2%
Top PR/Communications Position	5	-1.4%			-0.7%		
Top Program Position	8	4.6%			4.8%		
Top Technology Position	15	2.6%		0.0%	2.7%	3.9%	
Between \$25 million and \$50 million							
CEO/Executive Director	92	5.1%	-1.9%	1.1%	3.8%	10.2%	13.1%
Top Administrative Position	6	9.5%			6.7%		
Top Development Position	33	6.7%	2.8%	3.5%	6.0%	10.4%	15.1%
Top Finance Position	65	4.3%	-2.7%	0.5%	4.5%	7.2%	12.9%
Top Human Resources Position	6	8.7%			6.0%		
Top Marketing Position	9	2.8%			2.6%		
Top Operations Position	27	4.6%	-2.9%	0.6%	6.0%	9.5%	11.0%
Top Program Position	5	3.9%			4.7%		
Top Technology Position	8	3.8%			3.8%		
Greater than \$50 million							
CEO/Executive Director	91	4.4%	-4.3%	0.5%	4.2%	8.7%	15.9%
Top Administrative Position	12	6.6%		4.3%	5.2%	6.4%	
Top Business Position	6	5.4%			5.9%		
Top Development Position	29	3.7%	-1.9%	1.2%	2.8%	5.7%	10.1%
Top Facilities Position	5	2.3%			2.2%		
Top Finance Position	81	4.7%	-3.0%	1.0%	4.1%	7.4%	14.6%
Top Human Resources Position	26	4.7%	-2.5%	1.0%	4.9%	8.0%	10.3%
Top Legal Position	14	5.3%		4.3%	5.2%	6.8%	
Top Operations Position	29	4.3%	-4.9%	1.1%	4.9%	7.4%	10.5%
Top PR/Communications Position	6	6.3%			1.7%		
Top Program Position	8	2.1%			3.0%		

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
Greater than \$50 million							
Top Technology Position	27	3.5%	-4.4%	-0.5%	3.4%	6.4%	10.1%
<b>Michigan</b>							
\$250 thousand or less							
CEO/Executive Director	231	2.3%	-7.1%	-1.0%	0.7%	6.4%	12.4%
Top Administrative Position	6	2.9%			1.7%		
Top Finance Position	10	4.7%		0.2%	3.6%	7.1%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	243	3.8%	-3.4%	0.0%	2.7%	7.5%	14.7%
Top Administrative Position	9	6.7%			3.6%		
Top Finance Position	7	5.9%			1.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	272	3.0%	-4.9%	-0.4%	2.5%	6.9%	13.0%
Top Administrative Position	18	1.4%		0.4%	3.2%	6.4%	
Top Business Position	8	3.7%			1.7%		
Top Finance Position	18	3.8%		0.0%	2.0%	5.9%	
Top Operations Position	5	1.6%			0.4%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	357	3.5%	-4.9%	-0.9%	3.0%	8.4%	14.4%
Top Administrative Position	17	1.0%		-1.5%	0.3%	4.0%	
Top Business Position	11	2.5%		0.3%	1.2%	5.6%	
Top Finance Position	44	1.9%	-5.2%	-2.5%	1.6%	6.8%	11.3%
Top Operations Position	9	5.2%			2.5%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	233	2.6%	-6.1%	-1.6%	2.4%	6.3%	13.0%

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
Between \$2.5 million and \$5 million							
Top Administrative Position	20	3.2%	-6.0%	-2.7%	1.6%	9.2%	12.7%
Top Business Position	9	0.8%			0.9%		
Top Finance Position	53	2.7%	-1.9%	-0.1%	2.0%	4.9%	8.5%
Top Operations Position	10	1.3%		-0.6%	1.0%	2.7%	
Between \$5 million and \$10 million							
CEO/Executive Director	160	3.7%	-7.7%	-1.1%	3.3%	9.2%	14.9%
Top Administrative Position	12	3.8%		-0.9%	2.2%	6.1%	
Top Finance Position	71	5.6%	-1.0%	0.9%	4.1%	8.0%	15.3%
Top Operations Position	16	3.5%		0.1%	3.3%	9.6%	
Between \$10 million and \$25 million							
CEO/Executive Director	131	2.9%	-4.7%	-1.4%	3.1%	6.9%	12.1%
Top Administrative Position	11	2.4%		-0.2%	1.0%	2.9%	
Top Development Position	9	1.5%			1.2%		
Top Finance Position	84	5.1%	-4.0%	0.6%	4.3%	9.9%	15.2%
Top Operations Position	37	2.2%	-8.4%	-1.6%	2.2%	5.1%	10.5%
Top Technology Position	5	8.5%			9.4%		
Between \$25 million and \$50 million							
CEO/Executive Director	52	5.5%	-3.5%	-0.7%	5.1%	10.2%	16.9%
Top Administrative Position	5	-1.1%			1.4%		
Top Finance Position	34	2.4%	-4.6%	0.1%	2.3%	5.6%	7.8%
Top Human Resources Position	10	5.0%		-0.7%	4.8%	7.2%	
Top Operations Position	12	4.2%		1.6%	5.9%	10.5%	
Top Technology Position	9	5.1%			4.9%		
Greater than \$50 million							
CEO/Executive Director	47	4.4%	-2.5%	1.4%	3.6%	8.5%	11.1%

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
Greater than \$50 million							
Top Administrative Position	5	8.4%			9.3%		
Top Development Position	7	4.2%			2.2%		
Top Finance Position	33	6.4%	-4.0%	1.7%	4.0%	12.6%	20.6%
Top Human Resources Position	12	1.0%		0.0%	2.1%	5.5%	
Top Legal Position	5	4.5%			5.8%		
Top Operations Position	12	3.5%		0.4%	2.3%	5.3%	
Top Technology Position	15	2.1%		-1.1%	4.3%	6.2%	
<b>Minnesota</b>							
\$250 thousand or less							
CEO/Executive Director	194	3.6%	-7.6%	0.0%	2.5%	8.8%	16.1%
Top Administrative Position	7	3.7%			3.4%		
Top Finance Position	5	9.6%			11.5%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	242	2.8%	-5.3%	-0.1%	2.7%	7.1%	11.9%
Top Administrative Position	9	2.8%			2.1%		
Top Finance Position	9	4.8%			1.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	270	4.1%	-2.6%	0.0%	2.9%	7.7%	13.3%
Top Administrative Position	8	-2.2%			-0.4%		
Top Business Position	9	0.9%			1.4%		
Top Finance Position	17	5.0%		0.9%	2.7%	7.5%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	320	3.3%	-4.5%	-0.4%	2.3%	6.9%	12.8%
Top Administrative Position	12	4.0%		1.3%	3.5%	5.2%	

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
Between \$1 million and \$2.5 million							
Top Business Position	11	3.7%		2.9%	4.2%	5.6%	
Top Finance Position	46	4.2%	-5.7%	0.4%	3.6%	8.8%	15.2%
Top Operations Position	14	3.0%		-1.1%	3.6%	6.1%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	179	3.4%	-4.6%	-0.2%	3.3%	7.4%	13.8%
Top Administrative Position	23	4.0%	-5.0%	-0.3%	3.5%	8.1%	15.1%
Top Business Position	12	3.1%		2.0%	4.1%	4.7%	
Top Finance Position	55	4.3%	-2.7%	0.6%	3.5%	8.1%	14.8%
Top Operations Position	9	6.4%			4.6%		
Between \$5 million and \$10 million							
CEO/Executive Director	149	4.5%	-3.2%	0.4%	3.9%	8.8%	14.6%
Top Administrative Position	19	4.1%		0.2%	4.2%	7.8%	
Top Business Position	11	3.9%		2.3%	2.8%	4.2%	
Top Finance Position	67	4.3%	-4.5%	0.6%	3.9%	8.4%	15.1%
Top Operations Position	16	1.7%		-0.2%	2.7%	5.1%	
Between \$10 million and \$25 million							
CEO/Executive Director	116	5.3%	-2.6%	1.4%	4.6%	8.6%	13.7%
Top Administrative Position	25	5.5%	-1.3%	3.2%	4.9%	7.1%	9.8%
Top Development Position	7	3.4%			2.3%		
Top Finance Position	62	6.5%	-4.2%	1.0%	6.5%	11.3%	15.6%
Top Operations Position	17	2.9%		-4.0%	2.7%	8.0%	
Between \$25 million and \$50 million							
CEO/Executive Director	38	5.0%	-1.8%	1.2%	4.2%	8.7%	12.5%
Top Administrative Position	5	5.0%			5.0%		
Top Development Position	6	1.3%			2.4%		

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
Between \$25 million and \$50 million							
Top Finance Position	28	3.6%	-4.5%	-1.5%	2.3%	6.8%	15.0%
Top Legal Position	6	5.8%			3.8%		
Top Operations Position	12	2.8%		-0.8%	3.6%	5.8%	
Top Technology Position	5	9.5%			6.4%		
Greater than \$50 million							
CEO/Executive Director	44	5.2%	-1.2%	1.8%	5.3%	9.1%	12.4%
Top Administrative Position	5	11.8%			11.5%		
Top Development Position	11	5.4%		0.9%	8.0%	8.7%	
Top Finance Position	35	4.2%	-5.5%	0.6%	4.9%	7.4%	12.2%
Top Human Resources Position	10	6.5%		3.2%	6.5%	9.3%	
Top Legal Position	6	2.8%			2.6%		
Top Operations Position	16	6.8%		3.9%	8.2%	12.1%	
<b>Mississippi</b>							
\$250 thousand or less							
CEO/Executive Director	65	1.4%	-8.4%	-1.3%	0.5%	4.6%	12.0%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	56	2.2%	-5.8%	0.0%	1.3%	7.3%	10.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	68	2.4%	-4.9%	0.0%	2.4%	5.3%	8.5%
Between \$1 million and \$2.5 million							
CEO/Executive Director	75	2.0%	-3.9%	-1.2%	0.2%	5.6%	9.4%
Top Finance Position	6	-1.9%			-1.5%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	32	1.9%	-7.0%	-0.6%	1.4%	6.0%	12.4%

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Mississippi</b>							
Between \$2.5 million and \$5 million							
Top Finance Position	13	3.5%		0.1%	3.2%	5.5%	
Top Operations Position	7	0.1%			1.3%		
Between \$5 million and \$10 million							
CEO/Executive Director	25	2.1%	-5.2%	-1.1%	3.4%	5.3%	8.7%
Top Finance Position	12	6.8%		0.0%	4.9%	11.4%	
Between \$10 million and \$25 million							
CEO/Executive Director	33	1.7%	-16.6%	-0.6%	1.7%	8.3%	14.5%
Top Administrative Position	5	7.1%			2.0%		
Top Finance Position	16	2.5%		0.0%	1.7%	7.7%	
Between \$25 million and \$50 million							
CEO/Executive Director	9	2.8%			1.9%		
Greater than \$50 million							
CEO/Executive Director	17	1.3%		1.0%	3.0%	5.0%	
Top Administrative Position	8	3.5%			4.5%		
Top Finance Position	11	1.2%		0.9%	3.3%	6.0%	
<b>Missouri</b>							
\$250 thousand or less							
CEO/Executive Director	155	0.4%	-10.9%	-3.4%	0.3%	4.6%	9.9%
Top Administrative Position	6	-1.4%			-2.7%		
Top Finance Position	6	-1.0%			0.6%		
Top Program Position	5	1.5%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	182	3.0%	-5.0%	0.0%	2.3%	6.5%	12.6%
Top Administrative Position	11	2.0%		0.5%	3.2%	3.8%	

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
Between \$250 thousand and \$500 thousand							
Top Finance Position	11	2.2%		-0.5%	1.7%	4.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	197	3.3%	-4.2%	0.0%	2.4%	6.4%	13.0%
Top Administrative Position	7	2.6%			2.4%		
Top Business Position	9	3.2%			2.0%		
Top Finance Position	12	1.1%		-0.8%	3.0%	5.2%	
Top Operations Position	5	4.2%			6.3%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	243	2.5%	-7.6%	-0.1%	2.7%	6.6%	10.5%
Top Administrative Position	15	7.5%		2.6%	4.0%	8.3%	
Top Business Position	16	2.8%		1.0%	2.4%	3.7%	
Top Finance Position	32	2.3%	-5.6%	-0.1%	2.2%	6.3%	10.3%
Top Operations Position	10	1.3%		-0.5%	1.7%	4.1%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	135	3.2%	-4.4%	-0.3%	2.1%	7.2%	12.1%
Top Administrative Position	11	4.5%		0.4%	2.9%	12.3%	
Top Business Position	6	3.7%			2.2%		
Top Finance Position	39	2.3%	-2.9%	-1.6%	1.9%	6.2%	10.6%
Top Operations Position	15	2.9%		-0.3%	3.4%	6.2%	
Between \$5 million and \$10 million							
CEO/Executive Director	105	5.1%	-1.4%	1.2%	4.4%	7.1%	14.4%
Top Administrative Position	20	4.2%	-4.9%	-1.5%	2.2%	7.8%	19.3%
Top Business Position	11	2.8%		1.5%	3.9%	4.9%	
Top Development Position	6	3.8%			3.1%		
Top Finance Position	53	5.2%	-1.9%	0.4%	4.4%	9.2%	13.9%



## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
Between \$5 million and \$10 million							
Top Operations Position	10	12.3%		5.2%	12.9%	20.0%	
Between \$10 million and \$25 million							
CEO/Executive Director	97	5.2%	-3.7%	1.0%	5.2%	10.0%	16.7%
Top Administrative Position	8	6.8%			7.2%		
Top Development Position	5	4.6%			5.4%		
Top Finance Position	52	2.6%	-3.5%	-0.5%	2.4%	6.3%	9.4%
Top Marketing Position	5	6.8%			6.9%		
Top Operations Position	19	3.7%		-0.5%	4.5%	9.1%	
Top Technology Position	5	0.3%			1.8%		
Between \$25 million and \$50 million							
CEO/Executive Director	41	5.5%	0.1%	2.6%	4.9%	7.7%	12.1%
Top Administrative Position	11	2.5%		0.5%	2.8%	6.5%	
Top Finance Position	23	4.7%	-0.1%	1.9%	3.4%	7.5%	11.8%
Top Human Resources Position	6	-0.1%			-0.7%		
Top Operations Position	13	7.9%		2.7%	5.8%	13.7%	
Top Technology Position	6	4.8%			2.3%		
Greater than \$50 million							
CEO/Executive Director	35	0.9%	-12.5%	-0.7%	2.7%	6.1%	7.6%
Top Administrative Position	6	3.6%			3.5%		
Top Finance Position	36	4.3%	-6.1%	1.5%	3.8%	8.6%	14.9%
Top Human Resources Position	6	5.7%			5.9%		
Top Legal Position	8	7.5%			8.0%		
Top Operations Position	14	3.8%		-2.1%	3.0%	6.5%	

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Montana</b>							
\$250 thousand or less							
CEO/Executive Director	66	3.1%	-6.7%	0.0%	1.7%	7.3%	17.2%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	93	2.6%	-8.1%	-0.4%	2.4%	7.9%	11.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	71	4.8%	-8.1%	0.0%	5.1%	11.4%	17.2%
Between \$1 million and \$2.5 million							
CEO/Executive Director	83	5.1%	-1.5%	1.0%	4.4%	8.8%	13.0%
Top Finance Position	9	3.0%			3.3%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	25	6.2%	0.3%	1.8%	4.2%	10.8%	14.3%
Top Finance Position	7	4.0%			3.7%		
Between \$5 million and \$10 million							
CEO/Executive Director	30	4.1%	-2.5%	0.3%	3.6%	7.5%	9.8%
Top Administrative Position	5	5.1%			5.9%		
Top Finance Position	17	7.7%		5.2%	8.8%	9.4%	
Top Operations Position	6	8.1%			6.8%		
Between \$10 million and \$25 million							
CEO/Executive Director	18	7.3%		4.3%	6.7%	12.0%	
Top Administrative Position	7	4.0%			4.1%		
Top Finance Position	15	8.4%		4.8%	5.7%	11.2%	
Top Operations Position	5	7.6%			6.8%		
Between \$25 million and \$50 million							
CEO/Executive Director	10	4.3%		0.7%	5.8%	9.0%	
Top Finance Position	8	8.7%			6.7%		

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Montana</b>							
Greater than \$50 million							
CEO/Executive Director	8	4.7%			4.8%		
Top Finance Position	6	4.5%			4.9%		
<b>Nebraska</b>							
\$250 thousand or less							
CEO/Executive Director	53	2.7%	-6.5%	-1.4%	1.3%	5.4%	11.4%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	69	3.3%	-6.5%	-1.1%	3.8%	8.3%	11.9%
Top Finance Position	5	6.2%			3.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	81	2.8%	-5.8%	0.0%	2.9%	6.4%	10.9%
Top Finance Position	7	5.4%			4.2%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	82	4.0%	-3.3%	0.5%	3.5%	7.9%	13.7%
Top Administrative Position	8	1.9%			2.2%		
Top Finance Position	6	4.6%			2.2%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	49	3.0%	-5.6%	-0.8%	2.6%	6.9%	11.6%
Top Finance Position	12	4.8%		2.7%	5.0%	8.4%	
Between \$5 million and \$10 million							
CEO/Executive Director	39	3.8%	-2.1%	-0.3%	3.2%	6.5%	14.2%
Top Finance Position	23	5.7%	0.1%	3.1%	5.2%	9.8%	14.7%
Between \$10 million and \$25 million							
CEO/Executive Director	28	5.1%	-5.5%	0.3%	2.8%	9.1%	16.6%
Top Development Position	6	-1.8%			-2.6%		

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nebraska</b>							
Between \$10 million and \$25 million							
Top Finance Position	22	3.4%	-3.6%	-0.7%	3.8%	6.0%	11.2%
Between \$25 million and \$50 million							
CEO/Executive Director	13	4.3%		1.8%	2.7%	6.4%	
Top Finance Position	10	2.4%		1.8%	3.5%	4.8%	
Greater than \$50 million							
CEO/Executive Director	9	3.0%			2.5%		
Top Finance Position	6	1.5%			0.5%		
<b>Nevada</b>							
\$250 thousand or less							
CEO/Executive Director	35	1.5%	-7.7%	-2.4%	0.6%	5.3%	12.8%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	33	5.4%	-2.3%	0.0%	4.7%	9.6%	15.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	53	3.5%	-6.0%	0.0%	2.7%	9.3%	13.7%
Between \$1 million and \$2.5 million							
CEO/Executive Director	57	3.8%	-3.2%	0.0%	3.1%	9.3%	12.5%
Top Finance Position	12	5.0%		3.0%	5.2%	6.9%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	29	3.1%	-6.7%	-0.4%	3.6%	7.6%	11.9%
Top Finance Position	6	-0.3%			1.1%		
Between \$5 million and \$10 million							
CEO/Executive Director	17	7.3%		2.5%	7.2%	10.8%	
Top Finance Position	9	10.4%			7.7%		

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nevada</b>							
Between \$10 million and \$25 million							
CEO/Executive Director	12	4.1%		-1.6%	1.3%	8.3%	
Top Finance Position	6	7.0%			4.8%		
Between \$25 million and \$50 million							
CEO/Executive Director	11	5.3%		-2.2%	7.4%	11.2%	
Top Finance Position	6	3.8%			4.4%		
Top Operations Position	5	5.0%			4.0%		
<b>New Hampshire</b>							
\$250 thousand or less							
CEO/Executive Director	55	2.5%	-5.5%	0.0%	3.1%	5.9%	11.0%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	59	2.9%	-5.9%	-0.3%	2.7%	6.4%	15.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	69	1.8%	-5.6%	-0.7%	1.5%	4.8%	8.2%
Between \$1 million and \$2.5 million							
CEO/Executive Director	73	2.4%	-6.0%	-0.7%	2.1%	6.2%	9.8%
Top Finance Position	8	4.0%			4.7%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	43	4.4%	-3.8%	0.4%	4.0%	8.7%	14.3%
Top Finance Position	13	4.2%		1.3%	2.7%	9.5%	
Between \$5 million and \$10 million							
CEO/Executive Director	29	3.6%	-3.6%	0.6%	2.9%	6.1%	12.4%
Top Finance Position	13	4.2%		0.5%	4.3%	9.9%	
Between \$10 million and \$25 million							
CEO/Executive Director	34	5.3%	-2.6%	2.2%	5.6%	9.4%	13.5%

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Hampshire</b>							
Between \$10 million and \$25 million							
Top Finance Position	27	4.8%	-3.7%	0.1%	3.9%	7.1%	17.0%
Top Operations Position	9	8.0%			11.0%		
Between \$25 million and \$50 million							
CEO/Executive Director	11	4.8%		1.6%	2.8%	11.4%	
Top Finance Position	12	11.3%		4.5%	13.4%	17.6%	
Greater than \$50 million							
CEO/Executive Director	13	8.0%		6.4%	8.2%	12.5%	
Top Development Position	5	5.0%			6.5%		
Top Finance Position	13	6.7%		4.7%	6.1%	8.6%	
Top Human Resources Position	5	2.0%			-0.8%		
<b>New Jersey</b>							
\$250 thousand or less							
CEO/Executive Director	105	0.2%	-12.9%	-1.7%	0.0%	4.0%	10.5%
Top Finance Position	6	7.8%			5.2%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	164	2.7%	-6.9%	0.0%	2.0%	7.2%	13.7%
Top Finance Position	6	2.9%			1.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	240	2.4%	-4.6%	-0.1%	1.7%	5.8%	12.3%
Top Finance Position	20	1.1%	-9.5%	-4.6%	1.1%	6.0%	12.9%
Top Operations Position	6	5.5%			3.5%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	319	3.2%	-5.3%	-0.9%	2.4%	7.2%	12.5%
Top Administrative Position	11	2.3%		-0.1%	1.3%	3.0%	

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
Between \$1 million and \$2.5 million							
Top Business Position	6	4.4%			3.8%		
Top Finance Position	41	2.2%	-4.4%	-0.6%	1.8%	5.8%	8.4%
Top Operations Position	11	1.2%		-2.6%	1.1%	3.6%	
Top Program Position	6	-0.8%			-2.8%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	208	3.4%	-3.2%	0.0%	2.2%	6.7%	13.0%
Top Administrative Position	15	4.6%		0.6%	2.5%	9.4%	
Top Business Position	15	3.7%		1.3%	3.9%	7.2%	
Top Development Position	6	-0.1%			2.1%		
Top Education Position	5	7.2%			7.0%		
Top Finance Position	50	3.0%	-2.9%	-0.8%	2.6%	5.8%	12.8%
Top Operations Position	16	3.1%		0.0%	0.6%	6.1%	
Top Technology Position	5	3.2%			3.9%		
Between \$5 million and \$10 million							
CEO/Executive Director	194	3.0%	-4.2%	-0.8%	2.0%	6.3%	11.9%
Top Administrative Position	31	1.5%	-4.2%	-2.0%	1.1%	5.1%	6.8%
Top Business Position	13	2.2%		0.9%	2.4%	3.6%	
Top Development Position	9	6.7%			5.0%		
Top Facilities Position	19	3.3%		-0.4%	2.4%	4.8%	
Top Finance Position	85	2.6%	-4.8%	-1.1%	2.4%	7.0%	12.7%
Top Operations Position	29	2.1%	-4.2%	-1.6%	1.2%	5.5%	9.6%
Between \$10 million and \$25 million							
CEO/Executive Director	122	2.4%	-7.9%	-0.6%	2.9%	7.2%	12.4%
Top Administrative Position	12	1.6%		-1.6%	2.2%	8.8%	
Top Business Position	8	3.5%			2.4%		

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
Between \$10 million and \$25 million							
Top Development Position	16	3.5%		-3.4%	2.4%	8.0%	
Top Facilities Position	6	-1.1%			-0.6%		
Top Finance Position	86	2.2%	-6.0%	-2.5%	1.6%	5.8%	12.3%
Top Human Resources Position	7	-2.8%			-1.1%		
Top Marketing Position	7	5.0%			4.6%		
Top Operations Position	27	2.5%	-3.5%	-0.9%	2.8%	5.0%	7.7%
Between \$25 million and \$50 million							
CEO/Executive Director	41	4.1%	-4.0%	0.9%	5.3%	7.3%	11.0%
Top Development Position	12	6.0%		2.0%	5.1%	12.3%	
Top Finance Position	27	2.1%	-6.8%	0.2%	4.0%	5.9%	8.1%
Top Human Resources Position	8	8.8%			3.7%		
Top Operations Position	10	3.9%		-1.4%	1.0%	7.9%	
Greater than \$50 million							
CEO/Executive Director	23	4.5%	-1.7%	0.8%	3.0%	7.0%	11.2%
Top Administrative Position	8	-0.4%			2.2%		
Top Development Position	6	6.2%			6.3%		
Top Finance Position	29	3.3%	-3.3%	0.8%	3.2%	6.0%	13.4%
Top Human Resources Position	10	12.6%		9.3%	14.7%	17.7%	
Top Legal Position	9	5.3%			2.5%		
Top Operations Position	5	7.7%			5.6%		
Top Technology Position	5	5.7%			5.9%		
<b>New Mexico</b>							
\$250 thousand or less							
CEO/Executive Director	67	3.4%	-4.6%	0.0%	2.5%	9.1%	13.7%



## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Mexico</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	77	1.1%	-10.4%	-3.9%	0.0%	5.4%	11.8%
Top Administrative Position	5	-0.8%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	84	2.2%	-7.8%	-0.3%	2.3%	6.3%	12.2%
Between \$1 million and \$2.5 million							
CEO/Executive Director	101	2.9%	-5.2%	0.0%	3.3%	7.0%	12.5%
Top Administrative Position	7	2.0%			-0.1%		
Top Business Position	6	5.0%			4.6%		
Top Finance Position	9	2.6%			3.7%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	41	2.6%	-2.8%	0.0%	1.7%	4.6%	12.4%
Top Finance Position	15	6.5%		2.3%	7.4%	8.9%	
Between \$5 million and \$10 million							
CEO/Executive Director	30	2.3%	-3.7%	-0.7%	2.6%	5.7%	13.2%
Top Administrative Position	5	0.5%			1.7%		
Top Finance Position	13	4.2%		-1.6%	1.6%	4.6%	
Between \$10 million and \$25 million							
CEO/Executive Director	20	4.3%	-2.3%	-0.4%	3.2%	11.0%	12.7%
Top Administrative Position	5	5.8%			6.2%		
Top Finance Position	12	4.9%		-2.2%	7.4%	9.2%	
Top Operations Position	7	1.5%			1.1%		
Between \$25 million and \$50 million							
CEO/Executive Director	11	0.9%		0.3%	2.0%	4.6%	
Top Administrative Position	5	1.6%			2.8%		
Top Finance Position	7	4.3%			5.7%		

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
\$250 thousand or less							
CEO/Executive Director	392	1.4%	-9.6%	-1.4%	0.0%	5.6%	12.4%
Top Administrative Position	11	-3.1%		-8.2%	0.0%	2.5%	
Top Finance Position	20	-1.2%	-11.7%	-7.1%	-0.6%	0.1%	5.5%
Top Program Position	6	-2.3%			-3.4%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	527	2.6%	-6.7%	-0.9%	1.4%	6.8%	14.7%
Top Administrative Position	13	0.8%		0.0%	1.9%	4.1%	
Top Business Position	17	3.6%		0.0%	3.5%	6.9%	
Top Finance Position	25	2.6%	-7.3%	-0.2%	2.0%	3.9%	15.4%
Top Operations Position	7	2.1%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	746	3.4%	-4.8%	0.0%	2.7%	7.3%	13.8%
Top Administrative Position	21	3.9%	-5.1%	-0.3%	1.4%	9.7%	13.6%
Top Business Position	24	2.5%	-0.8%	1.1%	2.9%	4.9%	5.7%
Top Finance Position	48	2.4%	-2.4%	0.0%	1.9%	5.8%	8.7%
Top Operations Position	16	4.4%		0.0%	4.6%	8.2%	
Top Program Position	10	2.9%		-2.1%	0.8%	5.0%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	998	3.0%	-5.0%	-0.3%	2.4%	6.8%	13.2%
Top Administrative Position	39	3.5%	-5.1%	0.7%	3.7%	7.4%	12.6%
Top Business Position	40	2.8%	-2.0%	0.4%	2.3%	5.6%	10.4%
Top Development Position	14	0.8%		-3.6%	1.4%	3.8%	
Top Education Position	6	4.0%			3.1%		
Top Finance Position	119	3.4%	-3.1%	0.0%	3.2%	7.1%	11.5%
Top Legal Position	6	4.1%			3.5%		

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
Between \$1 million and \$2.5 million							
Top Operations Position	33	4.8%	-3.0%	-0.2%	3.9%	11.1%	16.3%
Top Program Position	13	2.9%		0.7%	1.6%	6.7%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	667	3.3%	-4.4%	0.0%	2.8%	6.9%	12.5%
Top Administrative Position	62	3.9%	-1.5%	1.0%	2.5%	5.0%	12.5%
Top Business Position	27	4.5%	-4.3%	-1.4%	2.3%	6.7%	17.4%
Top Development Position	30	2.1%	-7.1%	-4.9%	0.9%	7.3%	14.5%
Top Education Position	7	5.2%			3.6%		
Top Facilities Position	10	5.7%		0.0%	5.9%	7.4%	
Top Finance Position	193	3.4%	-4.7%	-0.1%	3.1%	7.5%	12.0%
Top Legal Position	16	1.9%		-0.1%	2.3%	3.2%	
Top Operations Position	52	5.1%	-1.0%	0.7%	4.9%	10.7%	14.9%
Top PR/Communications Position	8	1.0%			1.0%		
Top Program Position	22	3.1%	-1.3%	0.1%	1.3%	4.9%	10.1%
Top Technology Position	7	-1.4%			1.0%		
Between \$5 million and \$10 million							
CEO/Executive Director	586	3.8%	-4.5%	-0.3%	3.4%	8.5%	13.0%
Top Administrative Position	97	3.7%	-4.2%	0.2%	3.7%	7.6%	13.5%
Top Business Position	20	6.3%	-1.6%	2.3%	4.6%	7.9%	18.9%
Top Development Position	37	5.9%	-4.7%	0.8%	5.7%	12.5%	16.2%
Top Education Position	10	3.5%		-2.9%	4.0%	6.8%	
Top Facilities Position	31	1.7%	-8.3%	-1.5%	3.5%	6.6%	9.1%
Top Finance Position	265	4.7%	-3.0%	0.9%	3.9%	8.6%	14.0%
Top Human Resources Position	7	1.9%			0.4%		
Top Legal Position	24	2.1%	-5.6%	-0.4%	1.9%	5.2%	9.3%
Top Marketing Position	6	3.8%			7.3%		

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
Between \$5 million and \$10 million							
Top Operations Position	67	4.9%	-4.5%	1.0%	4.8%	10.0%	13.7%
Top PR/Communications Position	10	3.9%		1.9%	3.9%	5.9%	
Top Program Position	29	3.3%	-3.6%	-1.5%	2.2%	7.1%	12.4%
Top Technology Position	11	4.3%		1.3%	2.7%	6.5%	
Between \$10 million and \$25 million							
CEO/Executive Director	560	4.0%	-3.7%	0.0%	3.4%	7.7%	13.4%
Top Administrative Position	94	3.9%	-5.6%	0.3%	4.3%	7.8%	12.9%
Top Business Position	18	4.0%		1.4%	3.3%	8.4%	
Top Development Position	65	4.5%	-0.4%	0.9%	3.5%	6.9%	13.1%
Top Education Position	8	-2.4%			1.6%		
Top Facilities Position	20	3.8%	-0.4%	1.2%	3.9%	6.6%	14.7%
Top Finance Position	362	4.0%	-4.7%	-0.1%	3.6%	8.0%	14.4%
Top Human Resources Position	23	3.4%	-4.7%	0.0%	2.3%	8.1%	14.6%
Top Legal Position	33	2.8%	-2.3%	-0.5%	2.7%	5.9%	13.0%
Top Marketing Position	13	4.4%		2.5%	5.2%	6.5%	
Top Operations Position	104	4.0%	-4.3%	-0.3%	4.2%	8.0%	13.5%
Top PR/Communications Position	18	6.3%		3.3%	5.8%	8.6%	
Top Program Position	37	4.3%	-2.0%	0.0%	2.9%	8.9%	12.8%
Top Technology Position	37	4.1%	-1.4%	0.7%	3.9%	7.7%	10.9%
Between \$25 million and \$50 million							
CEO/Executive Director	211	4.3%	-5.1%	-0.3%	3.9%	8.2%	16.3%
Top Administrative Position	26	3.2%	-4.7%	0.4%	3.7%	6.8%	9.5%
Top Business Position	9	3.0%			2.9%		
Top Development Position	32	5.1%	-3.0%	0.1%	4.1%	8.8%	16.1%
Top Education Position	7	3.3%			2.0%		
Top Facilities Position	10	3.6%		0.1%	3.1%	4.8%	

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
Between \$25 million and \$50 million							
Top Finance Position	150	4.6%	-3.6%	0.3%	4.1%	8.7%	15.6%
Top Human Resources Position	27	4.4%	-1.0%	0.7%	4.0%	5.8%	10.5%
Top Legal Position	13	3.5%		-3.0%	2.9%	4.2%	
Top Marketing Position	8	5.4%			4.6%		
Top Operations Position	53	4.3%	-4.6%	1.2%	4.4%	7.9%	14.4%
Top PR/Communications Position	8	4.1%			3.8%		
Top Program Position	15	6.1%		1.7%	5.2%	9.4%	
Top Technology Position	24	4.8%	-0.8%	1.8%	4.0%	6.6%	13.3%
Greater than \$50 million							
CEO/Executive Director	211	3.9%	-4.5%	0.0%	3.4%	8.4%	13.4%
Top Administrative Position	43	3.9%	-5.5%	-0.6%	4.3%	7.9%	14.7%
Top Business Position	17	2.1%		-2.1%	1.5%	11.0%	
Top Development Position	52	4.4%	-3.2%	0.2%	2.8%	9.0%	14.8%
Top Education Position	5	4.4%			3.6%		
Top Facilities Position	11	2.4%		-0.4%	0.8%	3.5%	
Top Finance Position	205	5.2%	-2.0%	0.9%	4.1%	8.5%	15.2%
Top Human Resources Position	49	3.8%	-1.7%	0.5%	4.0%	6.1%	12.6%
Top Legal Position	57	4.2%	-2.9%	0.5%	3.8%	10.2%	14.8%
Top Marketing Position	8	3.2%			5.8%		
Top Operations Position	77	4.1%	-4.0%	0.1%	3.3%	8.4%	14.6%
Top PR/Communications Position	14	4.1%		1.4%	2.1%	8.1%	
Top Program Position	12	2.9%		-0.4%	2.6%	5.8%	
Top Technology Position	48	3.5%	-2.9%	0.3%	2.9%	6.2%	10.1%

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
\$250 thousand or less							
CEO/Executive Director	235	2.7%	-6.9%	-0.6%	2.0%	6.5%	13.9%
Top Administrative Position	8	0.8%			1.2%		
Top Finance Position	12	5.0%		0.9%	2.3%	7.1%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	303	2.0%	-5.9%	-0.4%	1.7%	5.5%	11.3%
Top Administrative Position	7	2.7%			3.0%		
Top Finance Position	12	0.5%		-4.5%	-0.1%	3.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	318	3.4%	-4.0%	0.0%	3.0%	7.5%	13.1%
Top Business Position	5	4.7%			2.7%		
Top Finance Position	15	3.4%		-1.9%	1.1%	10.2%	
Top Operations Position	6	11.6%			13.2%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	325	3.2%	-6.9%	0.0%	3.0%	7.9%	12.5%
Top Administrative Position	9	-0.3%			2.9%		
Top Business Position	5	6.1%			5.7%		
Top Finance Position	40	3.0%	-3.1%	0.0%	2.5%	6.3%	11.8%
Top Operations Position	9	4.2%			3.9%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	189	3.0%	-6.4%	-0.2%	2.9%	6.3%	12.3%
Top Administrative Position	19	2.5%		-0.5%	2.3%	6.5%	
Top Finance Position	38	4.8%	-1.3%	0.2%	4.3%	10.3%	11.7%
Top Operations Position	13	4.6%		0.0%	2.0%	6.4%	
Between \$5 million and \$10 million							
CEO/Executive Director	131	4.0%	-3.0%	1.1%	3.5%	7.1%	12.0%

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
Between \$5 million and \$10 million							
Top Administrative Position	16	0.2%		-0.1%	1.7%	2.8%	
Top Development Position	6	3.6%			4.1%		
Top Finance Position	47	5.7%	0.3%	1.7%	5.1%	9.3%	13.3%
Top Operations Position	16	6.4%		3.2%	5.4%	8.1%	
Between \$10 million and \$25 million							
CEO/Executive Director	98	2.9%	-5.3%	0.0%	3.6%	6.6%	10.3%
Top Administrative Position	10	2.1%		-0.9%	0.0%	4.7%	
Top Development Position	6	-1.0%			1.5%		
Top Facilities Position	5	3.2%			3.4%		
Top Finance Position	60	5.9%	-1.2%	2.2%	5.2%	8.8%	12.7%
Top Operations Position	12	3.0%		-2.0%	3.4%	8.5%	
Top Technology Position	8	5.2%			4.7%		
Between \$25 million and \$50 million							
CEO/Executive Director	45	4.0%	-8.0%	-0.1%	4.0%	10.4%	13.2%
Top Finance Position	36	4.3%	-2.9%	-0.1%	3.1%	8.4%	12.2%
Top Marketing Position	5	-0.2%			2.6%		
Top Operations Position	14	2.8%		-0.7%	3.3%	6.7%	
Greater than \$50 million							
CEO/Executive Director	40	4.8%	-4.3%	0.1%	4.7%	9.3%	14.0%
Top Development Position	6	7.7%			7.9%		
Top Finance Position	23	8.3%	3.0%	4.2%	6.0%	14.2%	18.7%
Top Operations Position	10	3.4%		0.4%	3.8%	6.5%	

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Dakota</b>							
\$250 thousand or less							
CEO/Executive Director	33	2.8%	-7.1%	-1.4%	2.1%	5.2%	16.0%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	36	3.9%	-4.5%	0.9%	4.1%	6.3%	12.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	51	5.3%	0.0%	2.8%	5.4%	7.8%	12.6%
Between \$1 million and \$2.5 million							
CEO/Executive Director	55	2.1%	-7.0%	-0.1%	2.7%	6.8%	10.2%
Top Finance Position	9	6.0%			3.2%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	32	4.4%	-8.2%	1.9%	4.8%	9.0%	13.4%
Top Administrative Position	8	1.4%			2.5%		
Top Business Position	5	9.5%			12.1%		
Top Finance Position	10	10.1%		4.8%	10.6%	13.2%	
Between \$5 million and \$10 million							
CEO/Executive Director	15	5.8%		3.2%	4.5%	8.8%	
Top Administrative Position	7	5.6%			6.1%		
Top Finance Position	10	5.6%		4.3%	6.1%	7.5%	
Between \$10 million and \$25 million							
CEO/Executive Director	22	4.9%	-2.0%	0.0%	3.9%	9.0%	15.2%
Top Finance Position	19	4.8%		3.2%	5.6%	7.4%	
Between \$25 million and \$50 million							
CEO/Executive Director	7	4.0%			4.8%		
Top Finance Position	7	6.4%			5.2%		
Top Operations Position	6	10.1%			10.0%		



## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
\$250 thousand or less							
CEO/Executive Director	293	1.7%	-9.0%	-1.6%	1.6%	6.0%	12.3%
Top Administrative Position	11	2.1%		-1.8%	3.6%	6.4%	
Top Finance Position	12	2.0%		-0.1%	0.6%	4.4%	
Top Program Position	9	6.6%			3.3%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	371	3.3%	-3.9%	0.0%	2.4%	7.0%	12.9%
Top Administrative Position	22	3.5%	-1.4%	0.0%	2.2%	6.7%	9.7%
Top Business Position	12	-0.3%		-1.6%	3.0%	6.6%	
Top Finance Position	11	2.9%		0.1%	2.2%	6.5%	
Top Operations Position	5	3.3%			1.0%		
Top Program Position	5	9.4%			4.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	372	3.6%	-3.4%	0.0%	2.8%	7.7%	13.2%
Top Administrative Position	22	4.7%	-1.0%	0.4%	4.0%	8.1%	10.1%
Top Business Position	16	2.3%		0.3%	2.6%	3.4%	
Top Finance Position	46	1.4%	-7.5%	-0.5%	2.3%	5.0%	10.9%
Top Operations Position	6	-0.2%			1.0%		
Top Program Position	5	3.6%			1.1%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	501	4.0%	-4.3%	0.0%	2.9%	7.5%	14.2%
Top Administrative Position	22	4.0%	-1.3%	-0.1%	2.7%	7.2%	15.2%
Top Business Position	20	4.2%	-0.8%	1.6%	2.8%	6.0%	12.6%
Top Finance Position	86	3.2%	-2.8%	-0.5%	2.6%	6.1%	10.3%
Top Operations Position	10	0.8%		-2.3%	2.0%	4.5%	

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
Between \$2.5 million and \$5 million							
CEO/Executive Director	288	3.7%	-4.9%	0.0%	3.4%	7.6%	14.2%
Top Administrative Position	22	5.0%	-3.4%	0.2%	4.4%	10.6%	14.6%
Top Business Position	11	4.6%		2.9%	4.3%	6.3%	
Top Facilities Position	6	7.1%			5.6%		
Top Finance Position	102	3.3%	-2.9%	0.8%	3.3%	6.8%	9.9%
Top Legal Position	5	2.7%			3.8%		
Top Operations Position	23	3.6%	-2.1%	0.3%	2.7%	7.8%	11.6%
Between \$5 million and \$10 million							
CEO/Executive Director	215	3.4%	-6.8%	-0.8%	2.8%	7.6%	14.5%
Top Administrative Position	21	2.0%	-6.3%	-0.5%	3.2%	5.3%	7.6%
Top Business Position	8	3.4%			4.8%		
Top Development Position	5	1.5%			4.1%		
Top Facilities Position	6	2.1%			1.6%		
Top Finance Position	97	3.8%	-4.1%	-0.6%	3.7%	7.3%	12.9%
Top Legal Position	6	2.9%			1.2%		
Top Operations Position	34	4.7%	-5.5%	0.5%	4.1%	10.3%	15.6%
Top PR/Communications Position	6	-0.6%			0.8%		
Between \$10 million and \$25 million							
CEO/Executive Director	185	3.6%	-4.7%	-0.7%	2.9%	7.5%	15.8%
Top Administrative Position	17	3.1%		-1.3%	2.5%	6.4%	
Top Development Position	13	1.0%		-2.8%	2.7%	7.9%	
Top Finance Position	112	3.3%	-5.4%	-0.7%	3.0%	7.3%	11.7%
Top Human Resources Position	11	1.8%		-1.5%	3.9%	6.9%	
Top Legal Position	7	9.8%			5.3%		
Top Marketing Position	6	8.8%			5.6%		
Top Operations Position	36	3.3%	-4.0%	0.2%	4.4%	7.0%	11.3%

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
Between \$10 million and \$25 million							
Top PR/Communications Position	6	6.1%			6.8%		
Top Technology Position	6	3.9%			4.4%		
Between \$25 million and \$50 million							
CEO/Executive Director	76	5.8%	-2.5%	0.8%	4.5%	11.0%	17.4%
Top Administrative Position	10	5.3%		0.0%	3.4%	7.9%	
Top Development Position	10	6.1%		1.7%	4.2%	7.9%	
Top Finance Position	57	5.3%	-1.9%	0.4%	4.2%	8.4%	16.5%
Top Human Resources Position	5	4.5%			6.6%		
Top Operations Position	26	5.2%	-2.6%	0.0%	3.5%	7.5%	16.5%
Top Technology Position	10	5.9%		0.6%	5.9%	9.6%	
Greater than \$50 million							
CEO/Executive Director	59	4.5%	-6.5%	-0.4%	4.3%	11.0%	17.2%
Top Administrative Position	15	0.1%		-3.1%	2.2%	3.8%	
Top Business Position	5	2.5%			3.7%		
Top Development Position	9	5.2%			5.1%		
Top Finance Position	52	4.8%	-1.1%	0.8%	3.1%	7.2%	15.3%
Top Human Resources Position	7	5.5%			6.4%		
Top Legal Position	12	8.0%		1.8%	7.8%	17.2%	
Top Operations Position	9	10.2%			8.7%		
Top Technology Position	6	4.7%			2.8%		

## Oklahoma

\$250 thousand or less

CEO/Executive Director	108	0.5%	-14.8%	-2.5%	0.2%	6.0%	11.6%
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## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oklahoma</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	108	2.3%	-10.9%	-0.6%	2.3%	7.7%	12.2%
Top Administrative Position	5	3.0%			2.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	112	2.8%	-3.3%	0.0%	1.9%	4.9%	12.3%
Top Administrative Position	6	7.9%			8.7%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	106	2.5%	-5.3%	-0.6%	1.7%	5.0%	13.9%
Top Finance Position	11	3.4%		0.1%	3.5%	5.7%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	62	1.9%	-10.1%	0.0%	2.5%	5.4%	11.3%
Top Administrative Position	7	-3.2%			-1.1%		
Top Finance Position	11	0.8%		-4.4%	1.4%	10.6%	
Top Operations Position	7	4.6%			3.7%		
Between \$5 million and \$10 million							
CEO/Executive Director	49	2.8%	-3.0%	-0.1%	3.4%	5.7%	7.8%
Top Administrative Position	7	2.1%			6.6%		
Top Finance Position	14	-1.7%		-7.0%	-1.5%	2.9%	
Between \$10 million and \$25 million							
CEO/Executive Director	38	3.3%	-4.2%	-1.0%	3.1%	5.2%	12.3%
Top Finance Position	19	3.8%		-0.9%	3.4%	6.4%	
Top Operations Position	8	0.3%			0.4%		
Between \$25 million and \$50 million							
CEO/Executive Director	22	4.9%	-3.5%	1.7%	5.0%	7.8%	14.3%
Top Administrative Position	6	4.5%			2.9%		
Top Finance Position	16	6.5%		2.8%	4.6%	9.4%	

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oklahoma</b>							
Between \$25 million and \$50 million							
Top Operations Position	9	6.6%			7.5%		
Greater than \$50 million							
CEO/Executive Director	13	4.3%		1.6%	4.2%	5.1%	
Top Finance Position	8	8.5%			9.6%		
Top Operations Position	7	4.1%			4.6%		
Top Technology Position	5	2.1%			1.2%		
<b>Oregon</b>							
\$250 thousand or less							
CEO/Executive Director	125	3.7%	-7.3%	0.0%	2.4%	8.8%	18.2%
Top Administrative Position	7	2.3%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	166	3.2%	-6.7%	0.0%	2.2%	8.8%	15.1%
Top Administrative Position	7	9.1%			9.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	201	3.8%	-4.7%	-0.3%	3.2%	9.6%	14.8%
Top Administrative Position	8	1.6%			2.7%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	234	4.0%	-6.0%	0.0%	3.1%	9.0%	15.6%
Top Administrative Position	14	1.7%		0.0%	2.4%	5.8%	
Top Business Position	7	0.9%			2.5%		
Top Finance Position	23	5.4%	-0.5%	0.5%	5.6%	10.5%	12.3%
Top Operations Position	7	5.3%			3.3%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	142	3.0%	-4.7%	0.0%	3.1%	6.7%	10.6%

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>							
Between \$2.5 million and \$5 million							
Top Administrative Position	10	2.1%		2.9%	4.9%	6.5%	
Top Finance Position	31	4.1%	-1.9%	-0.1%	4.1%	7.5%	12.0%
Top Operations Position	6	1.4%			-1.0%		
Between \$5 million and \$10 million							
CEO/Executive Director	74	3.3%	-3.9%	0.2%	2.3%	6.9%	10.6%
Top Administrative Position	5	3.4%			2.8%		
Top Finance Position	33	3.0%	-8.6%	-0.8%	2.9%	6.5%	12.6%
Top Operations Position	9	3.0%			3.1%		
Between \$10 million and \$25 million							
CEO/Executive Director	74	5.4%	-2.4%	1.1%	4.6%	10.0%	14.3%
Top Administrative Position	6	2.1%			2.4%		
Top Development Position	5	5.4%			3.9%		
Top Finance Position	34	6.8%	-2.8%	3.5%	6.4%	11.4%	16.0%
Top Marketing Position	5	5.9%			3.3%		
Top Operations Position	13	6.3%		3.4%	5.7%	10.1%	
Between \$25 million and \$50 million							
CEO/Executive Director	23	6.2%	-1.9%	2.1%	5.3%	9.8%	20.5%
Top Administrative Position	10	7.0%		3.0%	8.3%	9.9%	
Top Finance Position	14	3.5%		0.5%	3.3%	7.1%	
Greater than \$50 million							
CEO/Executive Director	21	8.8%	0.6%	2.2%	6.8%	15.0%	22.9%
Top Development Position	5	3.5%			3.3%		
Top Finance Position	16	4.3%		0.2%	4.7%	10.4%	
Top Operations Position	6	6.7%			7.0%		

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
\$250 thousand or less							
CEO/Executive Director	323	2.3%	-5.8%	-0.1%	1.1%	5.3%	12.3%
Top Administrative Position	8	6.3%			4.6%		
Top Business Position	6	-2.7%			-0.7%		
Top Finance Position	12	4.1%		0.3%	2.3%	10.5%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	397	2.5%	-5.7%	0.0%	2.3%	5.6%	11.1%
Top Administrative Position	13	3.6%		1.5%	2.9%	3.8%	
Top Business Position	10	5.9%		-0.7%	5.7%	12.6%	
Top Education Position	9	3.0%			2.7%		
Top Finance Position	15	-0.3%		-3.0%	0.0%	3.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	546	2.8%	-4.3%	-0.2%	2.2%	6.3%	12.7%
Top Administrative Position	14	1.9%		0.0%	0.8%	4.2%	
Top Business Position	17	4.3%		1.6%	2.4%	4.0%	
Top Finance Position	31	3.5%	-2.7%	0.0%	1.9%	4.1%	15.1%
Top Operations Position	11	-2.2%		-6.1%	0.2%	4.1%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	612	3.8%	-3.9%	0.0%	3.0%	7.3%	13.8%
Top Administrative Position	28	3.9%	-6.0%	1.4%	4.0%	8.6%	13.2%
Top Business Position	30	3.8%	0.2%	2.1%	3.9%	5.8%	8.3%
Top Education Position	6	5.0%			4.4%		
Top Finance Position	71	4.5%	-2.7%	0.3%	3.9%	8.1%	13.8%
Top Legal Position	5	-1.0%			0.0%		
Top Operations Position	17	2.9%		-2.8%	-0.7%	12.3%	

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
Between \$2.5 million and \$5 million							
CEO/Executive Director	382	3.9%	-3.4%	0.0%	3.6%	7.7%	13.8%
Top Administrative Position	32	4.2%	-3.8%	-0.6%	3.4%	10.1%	13.7%
Top Business Position	15	4.9%		1.9%	5.1%	8.0%	
Top Development Position	6	-0.3%			1.7%		
Top Facilities Position	8	3.2%			2.2%		
Top Finance Position	99	4.2%	-2.5%	1.0%	3.8%	7.6%	12.7%
Top Legal Position	7	-0.3%			1.9%		
Top Operations Position	27	5.9%	-1.4%	1.8%	4.0%	9.4%	17.1%
Between \$5 million and \$10 million							
CEO/Executive Director	267	4.5%	-3.1%	0.0%	3.8%	7.8%	15.2%
Top Administrative Position	28	5.5%	-3.5%	1.5%	5.7%	8.9%	15.6%
Top Business Position	16	3.8%		1.9%	3.8%	7.3%	
Top Development Position	6	3.1%			0.9%		
Top Facilities Position	6	8.8%			6.8%		
Top Finance Position	118	2.9%	-7.0%	-0.1%	3.4%	7.0%	10.7%
Top Marketing Position	6	6.9%			4.7%		
Top Operations Position	30	7.1%	0.5%	3.2%	6.0%	9.9%	13.2%
Top PR/Communications Position	6	-2.3%			-0.5%		
Top Program Position	8	8.1%			4.4%		
Top Technology Position	5	6.8%			7.1%		
Between \$10 million and \$25 million							
CEO/Executive Director	298	4.4%	-3.1%	0.5%	4.2%	8.5%	13.7%
Top Administrative Position	34	4.7%	-2.9%	1.4%	3.9%	7.9%	13.9%
Top Business Position	12	6.1%		4.0%	5.5%	8.0%	
Top Development Position	22	5.3%	-1.9%	1.0%	3.6%	9.0%	13.9%
Top Facilities Position	5	3.8%			3.2%		



## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
Between \$10 million and \$25 million							
Top Finance Position	173	4.2%	-3.3%	1.1%	4.1%	7.8%	11.8%
Top Human Resources Position	11	2.3%		-0.7%	1.9%	5.6%	
Top Marketing Position	6	0.7%			2.8%		
Top Operations Position	60	3.2%	-6.0%	-0.2%	3.8%	6.2%	10.5%
Top PR/Communications Position	5	2.6%			3.6%		
Top Program Position	8	3.5%			4.5%		
Top Technology Position	23	2.3%	-2.5%	-0.2%	1.4%	6.0%	8.2%
Between \$25 million and \$50 million							
CEO/Executive Director	108	6.6%	-2.0%	1.8%	5.7%	11.3%	16.8%
Top Administrative Position	16	7.3%		2.4%	5.0%	10.7%	
Top Development Position	19	2.9%		-0.7%	1.8%	7.3%	
Top Facilities Position	5	4.7%			3.6%		
Top Finance Position	93	5.6%	-1.7%	1.4%	4.5%	8.7%	16.7%
Top Human Resources Position	12	2.6%		0.0%	1.6%	5.0%	
Top Marketing Position	7	5.6%			5.6%		
Top Operations Position	28	6.1%	0.2%	2.2%	4.3%	10.8%	13.1%
Top Technology Position	8	6.1%			6.4%		
Greater than \$50 million							
CEO/Executive Director	109	3.7%	-5.1%	0.0%	3.4%	8.3%	14.3%
Top Administrative Position	23	2.4%	-13.9%	-3.4%	4.9%	8.8%	13.7%
Top Business Position	8	5.3%			3.3%		
Top Development Position	23	2.6%	-3.9%	0.1%	3.1%	5.7%	8.8%
Top Finance Position	87	5.3%	-2.9%	0.8%	4.2%	9.9%	14.8%
Top Human Resources Position	22	6.8%	-1.2%	1.0%	6.5%	8.9%	18.4%
Top Legal Position	17	4.5%		2.0%	5.6%	10.7%	
Top Marketing Position	5	2.4%			2.8%		

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
Greater than \$50 million							
Top Operations Position	34	6.7%	0.5%	1.9%	7.0%	11.2%	15.7%
Top PR/Communications Position	7	7.0%			4.2%		
Top Technology Position	20	5.9%	-1.8%	2.0%	3.2%	11.3%	17.3%
<b>Puerto Rico</b>							
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	9	0.6%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	0.1%			0.0%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	16	1.1%		-3.5%	1.4%	6.4%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	9	-4.3%			-1.5%		
Between \$5 million and \$10 million							
CEO/Executive Director	10	-3.7%		-10.9%	-3.3%	3.8%	
Between \$10 million and \$25 million							
CEO/Executive Director	16	-0.5%		-1.3%	0.0%	1.0%	
Top Finance Position	9	2.9%			0.3%		
Top Human Resources Position	5	1.8%			0.0%		
<b>Rhode Island</b>							
\$250 thousand or less							
CEO/Executive Director	29	4.1%	-2.5%	0.0%	3.5%	7.8%	16.0%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	39	2.0%	-8.3%	-3.1%	2.3%	4.4%	14.9%

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Rhode Island</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	48	3.4%	-5.7%	-0.1%	3.8%	7.5%	11.2%
Between \$1 million and \$2.5 million							
CEO/Executive Director	68	2.3%	-4.2%	-0.5%	1.6%	5.4%	11.9%
Top Finance Position	6	5.2%			3.1%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	49	4.5%	-4.3%	-0.4%	3.1%	10.0%	16.4%
Top Administrative Position	7	3.9%			1.9%		
Top Finance Position	12	2.7%		1.3%	3.1%	5.5%	
Between \$5 million and \$10 million							
CEO/Executive Director	30	2.7%	-5.3%	-1.9%	2.9%	6.5%	11.3%
Top Administrative Position	7	6.9%			4.3%		
Top Finance Position	13	3.8%		2.1%	3.7%	6.5%	
Between \$10 million and \$25 million							
CEO/Executive Director	24	7.2%	-0.1%	3.5%	5.3%	9.8%	18.5%
Top Finance Position	18	6.0%		2.0%	7.5%	9.9%	
Top Operations Position	12	3.6%		-0.5%	2.1%	6.1%	
Between \$25 million and \$50 million							
CEO/Executive Director	10	4.2%		0.4%	4.6%	8.4%	
Top Finance Position	8	4.9%			6.5%		
Top Technology Position	5	7.8%			4.2%		
Greater than \$50 million							
CEO/Executive Director	13	3.1%		3.6%	5.8%	6.4%	
Top Finance Position	13	4.4%		2.5%	5.4%	7.5%	

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Carolina</b>							
\$250 thousand or less							
CEO/Executive Director	114	1.9%	-8.3%	-0.8%	1.1%	6.6%	12.0%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	109	2.5%	-6.2%	0.0%	1.5%	7.5%	12.9%
Top Finance Position	6	-0.4%			2.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	102	3.3%	-2.0%	0.0%	2.1%	4.9%	13.3%
Top Finance Position	5	1.1%			3.6%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	158	3.6%	-3.8%	0.0%	3.0%	7.7%	12.6%
Top Administrative Position	8	2.7%			1.2%		
Top Finance Position	8	1.7%			1.5%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	69	3.2%	-8.0%	0.0%	2.8%	8.0%	12.3%
Top Finance Position	10	9.9%		7.5%	10.1%	15.3%	
Between \$5 million and \$10 million							
CEO/Executive Director	56	4.1%	-3.7%	1.0%	3.7%	6.5%	13.9%
Top Administrative Position	5	2.2%			0.0%		
Top Finance Position	24	3.2%	-2.6%	0.5%	3.4%	7.7%	10.8%
Top Operations Position	5	3.1%			1.4%		
Between \$10 million and \$25 million							
CEO/Executive Director	39	3.6%	-1.0%	0.5%	3.2%	6.8%	10.5%
Top Finance Position	23	4.8%	-1.3%	2.1%	4.3%	8.6%	13.9%
Top Operations Position	11	6.5%		1.5%	4.8%	8.7%	
Between \$25 million and \$50 million							
CEO/Executive Director	21	6.4%	-4.7%	1.1%	6.8%	12.2%	14.1%

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Carolina</b>							
Between \$25 million and \$50 million							
Top Finance Position	13	8.5%		3.9%	7.8%	10.2%	
Greater than \$50 million							
CEO/Executive Director	17	4.0%		-0.2%	4.2%	6.9%	
Top Finance Position	11	5.2%		2.4%	4.1%	7.4%	
Top Human Resources Position	5	9.6%			9.0%		
<b>South Dakota</b>							
\$250 thousand or less							
CEO/Executive Director	40	2.5%	-4.3%	-0.3%	2.0%	4.6%	12.1%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	41	1.7%	-5.6%	0.0%	2.7%	4.5%	7.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	33	2.9%	-4.7%	-0.8%	2.6%	6.6%	17.0%
Top Finance Position	6	5.8%			2.9%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	49	3.0%	-3.0%	-0.9%	2.7%	6.4%	9.8%
Top Administrative Position	7	0.4%			0.4%		
Top Finance Position	9	4.7%			4.8%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	36	2.8%	-6.1%	-0.2%	3.0%	6.3%	12.0%
Top Administrative Position	5	5.1%			4.8%		
Top Finance Position	12	2.2%		-5.0%	0.8%	7.1%	
Between \$5 million and \$10 million							
CEO/Executive Director	27	3.1%	-7.8%	-0.9%	3.0%	5.1%	14.6%
Top Administrative Position	9	7.6%			4.4%		

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Dakota</b>							
Between \$5 million and \$10 million							
Top Finance Position	9	3.6%			3.9%		
Between \$10 million and \$25 million							
CEO/Executive Director	23	5.8%	-0.4%	2.0%	5.3%	7.7%	14.9%
Top Administrative Position	6	8.5%			5.4%		
Top Finance Position	17	6.5%		1.2%	5.6%	8.0%	
Between \$25 million and \$50 million							
CEO/Executive Director	7	4.4%			2.9%		
Top Finance Position	5	1.5%			0.5%		
Greater than \$50 million							
CEO/Executive Director	6	1.8%			1.8%		
Top Finance Position	7	1.8%			2.5%		
<b>Tennessee</b>							
\$250 thousand or less							
CEO/Executive Director	188	2.3%	-8.3%	-1.9%	0.8%	7.7%	15.3%
Top Administrative Position	9	4.6%			1.5%		
Top Finance Position	5	7.4%			0.0%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	232	3.2%	-3.8%	0.0%	1.5%	6.8%	14.7%
Top Administrative Position	8	-0.1%			-0.8%		
Top Finance Position	10	5.6%		0.7%	3.0%	8.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	211	3.7%	-4.5%	-0.1%	2.9%	8.7%	13.5%
Top Administrative Position	6	3.3%			1.7%		
Top Finance Position	9	6.7%			3.6%		

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
Between \$500 thousand and \$1 million							
Top Operations Position	7	6.9%			7.2%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	248	3.1%	-5.7%	-0.7%	2.0%	7.6%	15.0%
Top Administrative Position	11	4.6%		1.8%	3.0%	9.0%	
Top Business Position	7	5.4%			4.8%		
Top Finance Position	39	3.2%	-7.2%	-0.5%	1.6%	7.4%	15.7%
Top Operations Position	14	2.5%		-1.8%	2.4%	9.2%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	149	4.1%	-4.2%	0.0%	3.4%	7.6%	14.1%
Top Administrative Position	12	3.4%		-1.7%	2.0%	9.5%	
Top Development Position	5	0.4%			-0.9%		
Top Finance Position	35	5.1%	-4.2%	0.1%	4.6%	9.5%	17.7%
Top Operations Position	10	4.5%		2.4%	5.0%	6.5%	
Between \$5 million and \$10 million							
CEO/Executive Director	101	3.5%	-4.3%	0.0%	3.0%	8.2%	13.7%
Top Administrative Position	5	0.8%			2.5%		
Top Finance Position	46	3.5%	-4.9%	-0.8%	2.8%	6.7%	15.5%
Top Operations Position	16	3.1%		-2.0%	3.4%	5.6%	
Between \$10 million and \$25 million							
CEO/Executive Director	83	2.8%	-5.8%	-1.1%	2.8%	6.2%	11.2%
Top Administrative Position	7	5.1%			5.3%		
Top Development Position	10	1.3%		-0.6%	3.6%	4.5%	
Top Finance Position	39	4.2%	-2.1%	1.0%	3.5%	6.5%	10.5%
Top Operations Position	19	5.7%		3.7%	5.1%	9.0%	
Top Technology Position	5	9.2%			7.7%		

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
Between \$25 million and \$50 million							
CEO/Executive Director	40	3.2%	-9.2%	-0.2%	3.2%	8.1%	16.0%
Top Administrative Position	7	2.1%			3.2%		
Top Development Position	11	1.8%		-0.7%	2.0%	3.7%	
Top Finance Position	25	5.0%	-4.3%	1.2%	5.7%	8.9%	13.7%
Top Operations Position	5	6.1%			7.3%		
Greater than \$50 million							
CEO/Executive Director	35	4.0%	-6.6%	1.0%	3.8%	7.5%	14.9%
Top Administrative Position	6	4.8%			6.1%		
Top Development Position	7	5.6%			2.8%		
Top Finance Position	28	2.3%	-3.4%	0.0%	2.1%	5.7%	8.5%
Top Operations Position	19	3.1%		-4.6%	5.6%	10.0%	
Top Technology Position	6	3.0%			3.5%		
<b>Texas</b>							
\$250 thousand or less							
CEO/Executive Director	530	1.3%	-11.2%	-1.7%	0.0%	5.6%	14.0%
Top Administrative Position	15	0.6%		-3.2%	0.0%	1.4%	
Top Finance Position	15	1.7%		-0.1%	0.0%	5.6%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	516	2.6%	-8.9%	-0.4%	2.0%	7.8%	14.5%
Top Administrative Position	16	4.5%		0.4%	4.7%	8.7%	
Top Business Position	12	-0.6%		-0.2%	1.6%	2.9%	
Top Finance Position	19	3.6%		-0.1%	1.6%	6.6%	
Top Operations Position	6	-0.5%			0.7%		
Top Program Position	5	0.8%			-2.4%		



## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	569	2.9%	-6.2%	0.0%	2.0%	6.4%	12.5%
Top Administrative Position	14	1.3%		-4.1%	1.6%	6.7%	
Top Business Position	7	2.5%			1.6%		
Top Finance Position	34	1.4%	-9.9%	-3.7%	2.4%	7.0%	11.0%
Top Operations Position	10	-1.8%		-1.5%	0.3%	4.8%	
Top Program Position	6	-0.4%			1.4%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	661	3.1%	-5.2%	-0.2%	2.6%	7.1%	13.9%
Top Administrative Position	36	3.3%	-7.4%	-0.8%	1.4%	7.8%	15.0%
Top Business Position	22	0.5%	-6.8%	-0.9%	1.4%	2.7%	10.1%
Top Development Position	5	10.2%			9.2%		
Top Finance Position	81	1.3%	-7.3%	-2.3%	1.0%	4.6%	7.6%
Top Operations Position	32	2.2%	-9.9%	-1.3%	1.9%	7.1%	11.9%
Between \$2.5 million and \$5 million							
CEO/Executive Director	370	3.6%	-4.2%	0.0%	3.2%	7.7%	13.0%
Top Administrative Position	35	4.2%	-2.6%	1.0%	3.4%	6.9%	13.2%
Top Business Position	15	2.8%		0.1%	2.4%	5.2%	
Top Development Position	5	4.7%			1.2%		
Top Finance Position	82	4.0%	-3.6%	0.3%	4.2%	7.9%	10.9%
Top Operations Position	20	3.4%	-3.3%	1.1%	2.9%	6.4%	10.6%
Top Technology Position	5	5.5%			4.8%		
Between \$5 million and \$10 million							
CEO/Executive Director	274	3.7%	-4.9%	-0.9%	3.6%	8.1%	13.7%
Top Administrative Position	34	4.7%	-3.6%	0.3%	3.5%	10.4%	13.6%
Top Business Position	6	-1.3%			-1.6%		

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
Between \$5 million and \$10 million							
Top Development Position	6	6.5%			3.3%		
Top Finance Position	100	4.6%	-2.5%	0.0%	3.2%	8.1%	14.1%
Top Legal Position	8	4.4%			3.2%		
Top Marketing Position	5	10.9%			14.4%		
Top Operations Position	33	5.8%	-0.2%	0.6%	4.3%	8.2%	16.1%
Top Program Position	5	5.1%			3.7%		
Between \$10 million and \$25 million							
CEO/Executive Director	221	4.3%	-4.9%	-0.6%	3.7%	9.3%	16.4%
Top Administrative Position	32	5.2%	-1.2%	0.6%	3.5%	9.4%	18.6%
Top Business Position	6	5.9%			7.3%		
Top Development Position	23	2.1%	-7.1%	-1.8%	3.5%	6.7%	9.6%
Top Education Position	5	0.7%			0.0%		
Top Finance Position	116	4.3%	-2.3%	0.3%	3.7%	7.5%	14.8%
Top Human Resources Position	13	1.6%		-2.7%	-0.9%	4.0%	
Top Legal Position	10	4.7%		0.1%	2.4%	5.2%	
Top Marketing Position	10	6.5%		2.0%	7.4%	9.6%	
Top Operations Position	45	4.5%	-3.3%	-0.5%	3.8%	10.5%	14.8%
Top PR/Communications Position	8	2.9%			3.0%		
Top Technology Position	11	2.1%		0.4%	4.1%	4.7%	
Between \$25 million and \$50 million							
CEO/Executive Director	103	4.1%	-6.4%	0.3%	4.5%	8.4%	12.5%
Top Administrative Position	19	7.8%		4.7%	7.2%	11.0%	
Top Business Position	7	0.9%			-2.4%		
Top Development Position	12	5.3%		2.5%	4.2%	7.9%	
Top Finance Position	72	5.2%	-3.6%	1.9%	5.0%	9.2%	15.2%
Top Human Resources Position	13	6.4%		1.2%	3.9%	11.6%	

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
Between \$25 million and \$50 million							
Top Marketing Position	9	3.7%			4.7%		
Top Operations Position	27	6.7%	-0.4%	2.7%	5.5%	13.2%	19.5%
Top PR/Communications Position	5	-1.1%			0.5%		
Top Technology Position	11	2.3%		-1.8%	3.0%	7.3%	
Greater than \$50 million							
CEO/Executive Director	99	5.0%	-8.2%	-0.6%	5.4%	10.7%	15.7%
Top Administrative Position	22	8.2%	1.4%	3.4%	6.7%	12.4%	17.0%
Top Development Position	13	7.1%		4.7%	6.4%	9.7%	
Top Finance Position	77	5.0%	-2.4%	2.2%	4.4%	8.5%	13.1%
Top Human Resources Position	18	7.0%		2.1%	6.9%	12.2%	
Top Legal Position	20	7.2%	1.8%	3.5%	9.0%	10.7%	15.5%
Top Marketing Position	9	5.8%			8.3%		
Top Operations Position	34	5.2%	-3.0%	1.4%	5.2%	9.5%	14.0%
Top PR/Communications Position	6	9.0%			9.7%		
Top Technology Position	15	4.3%		0.0%	6.4%	9.8%	
<b>Utah</b>							
\$250 thousand or less							
CEO/Executive Director	44	1.1%	-8.3%	-0.8%	0.0%	7.8%	11.7%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	60	4.0%	-1.8%	0.0%	2.3%	7.9%	12.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	58	1.7%	-10.2%	-0.1%	1.5%	5.3%	12.0%
Between \$1 million and \$2.5 million							
CEO/Executive Director	83	3.1%	-8.4%	-1.2%	3.0%	6.8%	17.4%

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Utah</b>							
Between \$1 million and \$2.5 million							
Top Finance Position	6	1.8%			3.3%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	47	3.8%	-6.4%	0.0%	3.6%	9.2%	13.4%
Top Finance Position	6	9.0%			9.8%		
Between \$5 million and \$10 million							
CEO/Executive Director	38	6.9%	-1.0%	2.3%	5.8%	11.4%	18.4%
Top Finance Position	11	0.9%		-6.0%	2.4%	7.4%	
Between \$10 million and \$25 million							
CEO/Executive Director	21	5.7%	-1.6%	-0.3%	6.3%	10.8%	15.1%
Top Finance Position	9	7.2%			7.8%		
Between \$25 million and \$50 million							
CEO/Executive Director	5	-3.8%			-0.4%		
Greater than \$50 million							
Top Finance Position	5	6.6%			7.3%		
<b>Vermont</b>							
\$250 thousand or less							
CEO/Executive Director	55	2.3%	-7.2%	-0.9%	1.4%	4.9%	17.3%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	80	2.7%	-3.4%	0.0%	3.1%	5.9%	9.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	80	4.3%	-2.7%	0.0%	3.7%	7.8%	12.7%
Between \$1 million and \$2.5 million							
CEO/Executive Director	76	3.0%	-4.1%	0.0%	2.7%	5.6%	11.4%
Top Finance Position	9	4.7%			3.5%		

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Vermont</b>							
Between \$2.5 million and \$5 million							
CEO/Executive Director	38	2.4%	-6.3%	-0.5%	2.5%	6.9%	11.3%
Top Finance Position	6	-3.4%			-1.0%		
Between \$5 million and \$10 million							
CEO/Executive Director	32	2.8%	-3.3%	-2.1%	1.5%	7.5%	14.2%
Top Finance Position	11	1.7%		-2.9%	2.3%	6.2%	
Between \$10 million and \$25 million							
CEO/Executive Director	24	4.5%	-0.8%	0.6%	2.0%	7.5%	10.6%
Top Finance Position	19	4.9%		1.0%	6.0%	8.7%	
Between \$25 million and \$50 million							
CEO/Executive Director	7	8.2%			8.9%		
Top Finance Position	6	1.7%			1.5%		
Greater than \$50 million							
CEO/Executive Director	7	4.5%			5.8%		
Top Finance Position	8	6.1%			2.6%		
<b>Virginia</b>							
\$250 thousand or less							
CEO/Executive Director	164	0.0%	-11.8%	-3.5%	0.0%	4.1%	9.5%
Top Finance Position	10	3.6%		-0.2%	2.9%	4.6%	
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	229	2.5%	-4.8%	0.0%	1.5%	6.0%	12.2%
Top Administrative Position	6	5.4%			3.7%		
Top Finance Position	8	4.8%			3.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	275	2.7%	-6.1%	0.0%	2.3%	6.7%	11.6%

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
Between \$500 thousand and \$1 million							
Top Administrative Position	8	2.8%			2.2%		
Top Business Position	5	0.7%			2.6%		
Top Finance Position	23	1.7%	-9.8%	0.0%	2.3%	4.9%	13.0%
Top Operations Position	8	-0.6%			1.9%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	359	2.9%	-4.4%	-0.4%	2.4%	6.5%	11.5%
Top Administrative Position	18	0.6%		-1.8%	-0.2%	3.4%	
Top Finance Position	31	2.9%	-4.3%	-0.8%	2.5%	8.4%	11.7%
Top Operations Position	10	1.5%		0.1%	3.1%	7.2%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	275	3.6%	-4.3%	0.0%	3.2%	7.5%	12.6%
Top Administrative Position	17	3.6%		0.9%	3.4%	8.1%	
Top Education Position	5	3.5%			5.0%		
Top Finance Position	47	4.1%	-1.3%	0.6%	4.5%	7.2%	10.9%
Top Marketing Position	6	2.1%			2.0%		
Top Operations Position	25	7.5%	-0.4%	2.4%	6.3%	14.6%	17.8%
Top PR/Communications Position	10	4.4%		2.3%	5.2%	6.6%	
Top Program Position	5	5.9%			6.3%		
Top Technology Position	14	0.7%		-1.3%	2.4%	5.3%	
Between \$5 million and \$10 million							
CEO/Executive Director	172	3.8%	-3.2%	0.5%	3.3%	6.8%	14.0%
Top Administrative Position	25	2.9%	-2.4%	0.0%	2.0%	3.8%	6.3%
Top Business Position	8	2.9%			3.3%		
Top Facilities Position	6	2.6%			1.9%		
Top Finance Position	66	4.2%	-2.0%	1.3%	4.6%	7.8%	10.7%

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
Between \$5 million and \$10 million							
Top Legal Position	6	1.9%			5.0%		
Top Marketing Position	7	-0.5%			2.2%		
Top Operations Position	31	5.4%	-1.9%	2.4%	4.0%	8.4%	13.8%
Top PR/Communications Position	8	3.1%			4.9%		
Top Program Position	5	7.3%			5.2%		
Top Technology Position	8	4.7%			4.0%		
Between \$10 million and \$25 million							
CEO/Executive Director	147	3.9%	-4.6%	-0.2%	3.8%	7.5%	13.8%
Top Administrative Position	18	4.2%		1.1%	2.4%	4.9%	
Top Business Position	8	5.3%			3.2%		
Top Development Position	15	1.2%		-0.3%	1.8%	4.0%	
Top Finance Position	92	5.0%	-2.2%	1.5%	3.5%	9.3%	16.8%
Top Human Resources Position	9	4.7%			3.5%		
Top Legal Position	12	4.0%		1.5%	4.2%	7.8%	
Top Marketing Position	7	6.1%			3.4%		
Top Operations Position	41	4.4%	-3.3%	0.8%	3.7%	6.8%	12.0%
Top PR/Communications Position	17	4.3%		-0.6%	2.8%	7.5%	
Top Program Position	9	5.8%			5.1%		
Top Technology Position	14	0.8%		-0.6%	2.9%	5.0%	
Between \$25 million and \$50 million							
CEO/Executive Director	52	2.9%	-10.0%	-2.4%	2.5%	9.9%	15.1%
Top Administrative Position	5	-0.7%			1.0%		
Top Development Position	10	3.9%		1.1%	3.9%	7.0%	
Top Finance Position	39	4.6%	-3.0%	0.6%	3.9%	8.9%	12.8%
Top Human Resources Position	8	2.4%			5.0%		
Top Legal Position	6	0.1%			1.2%		

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
Between \$25 million and \$50 million							
Top Marketing Position	5	-0.1%			-1.6%		
Top Operations Position	18	3.1%		-0.8%	3.0%	5.8%	
Top PR/Communications Position	6	3.5%			3.1%		
Top Technology Position	7	8.3%			7.1%		
Greater than \$50 million							
CEO/Executive Director	59	4.0%	-4.9%	-0.6%	2.9%	10.1%	13.6%
Top Business Position	7	5.6%			1.3%		
Top Development Position	7	0.1%			2.1%		
Top Finance Position	46	4.8%	-3.6%	1.2%	5.1%	8.8%	13.9%
Top Human Resources Position	18	6.4%		2.2%	4.1%	12.5%	
Top Legal Position	20	5.5%	-3.3%	1.0%	5.6%	11.0%	13.5%
Top Operations Position	17	5.2%		0.1%	7.4%	9.3%	
Top Technology Position	13	1.4%		-0.4%	2.3%	4.5%	
<b>Washington</b>							
\$250 thousand or less							
CEO/Executive Director	173	2.5%	-10.9%	-2.0%	1.5%	8.3%	15.3%
Top Finance Position	5	7.6%			3.8%		
Top Program Position	5	7.9%			4.1%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	244	3.4%	-6.9%	-0.4%	2.2%	8.3%	15.4%
Top Administrative Position	9	4.0%			2.7%		
Top Finance Position	8	7.6%			4.4%		
Top Operations Position	6	2.1%			4.4%		



## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	259	3.9%	-4.3%	-0.1%	3.0%	6.9%	15.4%
Top Administrative Position	7	-1.5%			0.3%		
Top Finance Position	18	1.1%		0.0%	2.1%	6.0%	
Top Operations Position	5	-7.3%			-6.2%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	371	4.0%	-3.7%	0.0%	3.1%	7.9%	14.8%
Top Administrative Position	14	0.9%		-1.9%	0.7%	5.1%	
Top Business Position	8	2.8%			2.9%		
Top Finance Position	43	4.3%	-2.5%	0.1%	3.8%	8.1%	13.3%
Top Operations Position	10	4.2%		-1.7%	2.1%	9.6%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	169	4.4%	-3.0%	0.4%	4.1%	7.7%	15.0%
Top Administrative Position	11	3.0%		0.4%	2.1%	4.8%	
Top Business Position	6	10.5%			8.4%		
Top Finance Position	48	4.8%	-1.9%	0.5%	4.1%	8.5%	13.8%
Top Operations Position	9	3.6%			2.4%		
Between \$5 million and \$10 million							
CEO/Executive Director	98	3.3%	-6.5%	-1.1%	3.5%	8.6%	12.1%
Top Administrative Position	11	2.2%		-2.0%	1.5%	6.7%	
Top Business Position	5	4.1%			4.0%		
Top Development Position	8	5.2%			5.1%		
Top Finance Position	58	3.9%	-5.6%	1.5%	4.9%	8.1%	11.2%
Top Operations Position	6	7.0%			6.0%		
Between \$10 million and \$25 million							
CEO/Executive Director	87	3.8%	-3.7%	-0.1%	2.3%	6.9%	15.0%

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
Between \$10 million and \$25 million							
Top Administrative Position	6	5.2%			2.5%		
Top Development Position	6	6.3%			2.1%		
Top Finance Position	55	3.8%	-2.0%	0.7%	3.3%	7.0%	11.8%
Top Human Resources Position	9	3.9%			2.3%		
Top Operations Position	20	7.1%	-0.8%	2.7%	6.4%	12.2%	17.8%
Top Technology Position	7	4.2%			4.9%		
Between \$25 million and \$50 million							
CEO/Executive Director	47	8.4%	0.3%	3.6%	7.7%	14.1%	19.1%
Top Administrative Position	7	4.3%			4.4%		
Top Development Position	11	7.2%		3.6%	6.1%	11.1%	
Top Finance Position	40	2.6%	-10.8%	0.0%	4.5%	7.7%	12.0%
Top Human Resources Position	8	8.2%			7.0%		
Top Marketing Position	7	4.0%			5.7%		
Top Operations Position	16	6.9%		1.1%	5.9%	10.1%	
Top Technology Position	11	4.6%		1.9%	3.3%	6.8%	
Greater than \$50 million							
CEO/Executive Director	32	7.1%	0.9%	2.0%	7.3%	12.5%	17.1%
Top Finance Position	31	6.0%	-2.0%	1.5%	4.6%	11.0%	15.8%
Top Human Resources Position	6	4.1%			3.3%		
Top Legal Position	6	7.2%			9.4%		
Top Operations Position	14	7.1%		4.2%	6.7%	10.7%	
Top Technology Position	6	3.2%			4.5%		

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>West Virginia</b>							
\$250 thousand or less							
CEO/Executive Director	48	0.8%	-8.5%	-2.3%	1.0%	4.2%	11.2%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	60	4.4%	-4.7%	0.0%	5.0%	8.9%	15.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	67	3.2%	-6.6%	-2.6%	3.5%	7.2%	17.5%
Top Business Position	6	0.5%			1.5%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	68	3.8%	-5.3%	0.7%	4.0%	7.1%	12.1%
Top Finance Position	13	5.0%		0.3%	4.9%	8.4%	
Between \$2.5 million and \$5 million							
CEO/Executive Director	41	3.4%	-4.0%	-0.4%	2.8%	7.3%	12.4%
Top Finance Position	13	-0.2%		-1.3%	-0.4%	0.6%	
Between \$5 million and \$10 million							
CEO/Executive Director	27	3.2%	-1.1%	-0.1%	2.5%	6.1%	11.5%
Top Finance Position	11	3.9%		0.7%	3.1%	7.4%	
Between \$10 million and \$25 million							
CEO/Executive Director	31	2.2%	-4.7%	0.0%	3.0%	5.5%	9.3%
Top Administrative Position	8	-0.1%			3.8%		
Top Finance Position	16	2.9%		0.2%	2.3%	7.4%	
Between \$25 million and \$50 million							
Top Finance Position	5	2.5%			2.9%		
<b>Wisconsin</b>							
\$250 thousand or less							
CEO/Executive Director	166	2.2%	-7.2%	-0.5%	1.9%	5.8%	12.7%

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
\$250 thousand or less							
Top Administrative Position	5	-1.1%			-2.0%		
Top Finance Position	5	7.8%			9.7%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	241	3.4%	-4.1%	0.0%	2.9%	6.8%	13.8%
Top Administrative Position	11	1.6%		-2.3%	1.6%	3.7%	
Top Business Position	6	1.9%			3.1%		
Top Finance Position	8	1.3%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	235	3.3%	-4.7%	-0.2%	3.0%	7.1%	13.1%
Top Administrative Position	10	4.2%		1.9%	5.9%	10.4%	
Top Business Position	6	-0.4%			1.8%		
Top Finance Position	10	0.7%		0.6%	1.1%	4.2%	
Between \$1 million and \$2.5 million							
CEO/Executive Director	309	3.8%	-3.6%	0.0%	3.3%	7.8%	13.7%
Top Administrative Position	14	1.1%		-3.5%	1.2%	3.4%	
Top Business Position	16	4.4%		2.4%	3.5%	5.4%	
Top Finance Position	30	2.4%	-6.7%	-1.9%	2.5%	6.7%	10.1%
Top Operations Position	8	0.9%			1.2%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	168	2.6%	-7.7%	-1.3%	2.2%	7.1%	13.8%
Top Administrative Position	14	2.2%		-1.6%	2.2%	3.8%	
Top Business Position	7	2.2%			2.1%		
Top Finance Position	44	3.7%	-6.0%	0.5%	3.1%	9.1%	13.6%
Top Operations Position	8	0.4%			1.8%		

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
Between \$5 million and \$10 million							
CEO/Executive Director	121	2.9%	-5.5%	-0.5%	3.3%	7.7%	11.4%
Top Administrative Position	13	3.6%		1.2%	5.3%	8.4%	
Top Finance Position	49	4.2%	-0.7%	1.3%	3.9%	8.3%	13.3%
Top Operations Position	17	5.6%		1.9%	4.2%	11.0%	
Between \$10 million and \$25 million							
CEO/Executive Director	85	4.0%	-4.9%	-0.2%	3.2%	8.5%	13.0%
Top Administrative Position	13	6.1%		4.4%	6.3%	7.3%	
Top Business Position	5	-4.3%			-5.2%		
Top Finance Position	53	3.8%	-6.4%	1.0%	4.6%	6.3%	11.7%
Top Operations Position	23	8.2%	2.3%	3.2%	5.9%	11.9%	18.4%
Top Technology Position	5	3.4%			4.4%		
Between \$25 million and \$50 million							
CEO/Executive Director	32	3.9%	0.0%	0.9%	2.4%	7.4%	11.1%
Top Administrative Position	5	3.3%			5.3%		
Top Finance Position	26	3.8%	-3.3%	-1.1%	2.6%	6.4%	13.8%
Top Human Resources Position	6	-1.1%			1.2%		
Top Operations Position	8	1.5%			2.1%		
Top Technology Position	5	6.3%			3.8%		
Greater than \$50 million							
CEO/Executive Director	35	5.0%	-2.0%	0.3%	5.1%	8.6%	16.1%
Top Development Position	5	3.7%			2.1%		
Top Finance Position	29	5.2%	-9.2%	-3.4%	3.7%	15.0%	20.2%
Top Human Resources Position	10	6.9%		4.4%	5.8%	11.6%	
Top Operations Position	17	5.7%		3.9%	5.5%	7.7%	
Top Technology Position	12	6.8%		3.3%	7.0%	9.4%	

## All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wyoming</b>							
\$250 thousand or less							
CEO/Executive Director	40	1.0%	-9.6%	0.0%	1.4%	4.4%	10.4%
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	42	3.4%	-5.1%	-0.6%	2.5%	6.7%	12.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	33	1.9%	-5.3%	0.0%	2.5%	5.4%	9.1%
Between \$1 million and \$2.5 million							
CEO/Executive Director	39	3.8%	-3.2%	0.2%	2.3%	9.0%	15.1%
Between \$2.5 million and \$5 million							
CEO/Executive Director	16	7.0%		3.8%	5.0%	10.4%	
Between \$5 million and \$10 million							
CEO/Executive Director	11	5.6%		0.6%	2.8%	11.1%	
Between \$10 million and \$25 million							
CEO/Executive Director	6	1.1%			2.6%		
Top Finance Position	6	7.9%			6.8%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	123	3.2%	-3.1%	0.0%	2.4%	6.7%	10.7%
	M	113	1.5%	-9.9%	-2.6%	0.0%	6.3%	13.3%
	U	15	3.9%		0.0%	2.2%	6.9%	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	60	5.5%	-1.1%	0.0%	4.1%	9.4%	16.8%
	M	57	3.5%	-1.9%	0.0%	2.9%	7.8%	12.6%
	U	7	2.5%			0.0%		
Top Business Position								
	M	6	3.1%			1.9%		
Top Finance Position								
	F	5	7.7%			7.8%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	73	3.8%	-4.7%	-0.5%	3.4%	8.8%	13.1%
	M	97	2.2%	-5.5%	-1.6%	1.1%	4.8%	12.2%
	U	10	5.4%		0.1%	3.6%	6.3%	
Top Administrative Position								
	F	5	4.1%			5.5%		
	M	9	0.7%			1.6%		
Top Finance Position								
	F	13	0.8%		-1.9%	-1.0%	7.3%	
	M	9	2.0%			3.5%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>								
Greater than \$5 million								
CEO/Executive Director								
	F	19	0.4%		-2.2%	1.2%	2.7%	
	M	95	2.9%	-8.8%	0.0%	3.5%	6.4%	13.6%
	U	12	4.3%		0.7%	2.5%	8.3%	
Top Administrative Position								
	F	6	3.4%			3.6%		
	M	12	1.3%		0.0%	4.3%	6.6%	
Top Finance Position								
	F	22	6.1%	-2.4%	0.9%	6.3%	11.0%	16.7%
	M	30	4.7%	-0.3%	1.1%	4.7%	8.1%	11.0%
	U	6	4.5%			4.7%		
Top Operations Position								
	F	12	4.5%		-2.4%	5.8%	8.4%	
	M	17	7.0%		2.9%	8.4%	14.3%	
Top Technology Position								
	M	5	8.5%			5.6%		
<b>Alaska</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	48	3.4%	-5.6%	-0.1%	3.5%	8.2%	12.6%
	M	23	2.0%	-4.6%	0.0%	0.9%	5.5%	10.9%
	U	5	1.5%			1.9%		
Top Administrative Position								
	M	5	-2.1%			0.0%		



## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alaska</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	28	2.3%	-4.9%	0.6%	3.0%	5.4%	9.5%
M	19	-0.1%		-6.3%	0.0%	3.7%	
Between \$1 million and \$5 million							
CEO/Executive Director							
F	56	2.8%	-6.2%	-1.6%	1.7%	7.7%	12.1%
M	49	2.9%	-8.4%	-0.4%	2.5%	6.9%	11.9%
U	7	5.7%			1.8%		
Top Administrative Position							
F	5	6.1%			7.3%		
Top Finance Position							
F	18	2.9%		-3.1%	3.0%	7.3%	
M	8	3.6%			2.0%		
Top Operations Position							
F	5	2.4%			0.1%		
Greater than \$5 million							
CEO/Executive Director							
F	21	1.5%	-8.5%	-2.0%	0.8%	5.5%	11.3%
M	33	5.6%	-2.3%	1.5%	3.6%	11.9%	17.4%
Top Administrative Position							
M	5	2.2%			-0.1%		
Top Finance Position							
F	19	2.3%		-0.8%	2.5%	6.6%	
M	16	1.8%		1.0%	2.5%	3.8%	

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alaska</b>								
Greater than \$5 million								
Top Operations Position								
	M	6	2.6%			3.4%		
<b>Arizona</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	119	2.1%	-7.6%	-0.4%	0.7%	5.8%	13.9%
	M	87	0.8%	-10.1%	-0.2%	0.5%	5.0%	10.6%
	U	21	3.1%	-7.7%	-0.2%	0.9%	5.6%	12.4%
Top Finance Position								
	F	8	-2.8%			-0.8%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	81	2.5%	-8.1%	-0.4%	3.0%	6.2%	13.4%
	M	75	3.1%	-6.7%	-0.3%	3.0%	8.0%	12.4%
Top Finance Position								
	F	5	3.2%			3.0%		
	M	5	0.9%			0.4%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	140	3.7%	-6.1%	-0.1%	2.8%	8.5%	14.4%
	M	118	2.9%	-7.3%	-0.1%	2.0%	8.3%	12.5%
	U	12	2.8%		-0.7%	0.0%	3.6%	
Top Administrative Position								
	F	7	3.3%			1.9%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arizona</b>								
Between \$1 million and \$5 million								
Top Business Position								
	F	5	0.9%			3.1%		
Top Finance Position								
	F	22	5.6%	-0.6%	1.3%	5.2%	10.6%	13.6%
	M	17	1.8%		-0.2%	0.8%	3.9%	
Top Operations Position								
	F	11	5.7%		1.3%	4.0%	12.4%	
	M	7	3.6%			3.1%		
Greater than \$5 million								
CEO/Executive Director								
	F	45	5.2%	-1.9%	0.8%	4.3%	9.9%	15.2%
	M	113	4.7%	-2.9%	1.2%	4.0%	10.1%	14.1%
	U	10	2.0%		0.1%	0.9%	1.9%	
Top Administrative Position								
	F	5	4.9%			2.9%		
	M	14	2.9%		-1.8%	1.8%	4.6%	
Top Development Position								
	M	7	4.7%			4.5%		
Top Finance Position								
	F	43	2.7%	-5.9%	-1.5%	2.5%	9.2%	12.5%
	M	56	5.2%	-4.1%	0.9%	5.4%	11.7%	15.3%
	U	8	6.5%			6.0%		
Top Human Resources Position								
	F	10	5.7%		2.2%	5.6%	7.9%	

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arizona</b>								
Greater than \$5 million								
Top Operations Position								
	F	21	4.4%	-2.2%	-0.1%	2.7%	8.4%	13.3%
	M	16	7.6%		2.5%	8.0%	14.4%	
Top Technology Position								
	M	7	8.0%			6.4%		
<b>Arkansas</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	57	2.8%	-3.7%	-0.1%	1.6%	5.5%	11.3%
	M	53	-0.5%	-11.4%	-4.7%	0.0%	4.1%	8.3%
	U	16	4.0%		-0.2%	2.9%	11.1%	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	26	1.1%	-6.6%	-4.8%	0.5%	4.3%	9.4%
	M	25	0.7%	-3.7%	0.0%	1.4%	3.7%	6.8%
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	37	5.2%	-1.9%	0.3%	4.4%	10.1%	15.4%
	M	60	2.1%	-5.4%	0.0%	2.1%	4.9%	9.1%
	U	6	1.2%			1.2%		
Top Administrative Position								
	F	7	5.2%			5.9%		
Top Finance Position								
	F	14	3.8%		0.1%	1.8%	8.8%	
	M	7	4.3%			3.0%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arkansas</b>								
Between \$1 million and \$5 million								
Top Operations Position								
Greater than \$5 million	M	8	6.3%			2.5%		
CEO/Executive Director								
	F	33	3.7%	-1.9%	0.1%	2.7%	6.1%	14.4%
	M	62	5.2%	-3.1%	1.0%	4.3%	10.7%	14.0%
	U	5	2.1%			2.4%		
Top Administrative Position								
	M	5	1.1%			3.1%		
Top Finance Position								
	F	25	3.5%	-4.0%	-0.1%	2.7%	6.4%	11.5%
	M	25	3.5%	-3.2%	-0.4%	2.4%	7.6%	12.0%
Top Operations Position								
	M	15	7.8%		4.2%	6.1%	14.1%	
<b>California</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	725	2.1%	-8.4%	-1.3%	0.9%	7.4%	14.1%
	M	572	1.1%	-11.5%	-2.8%	0.0%	6.6%	14.0%
	U	146	1.7%	-11.2%	-0.3%	1.0%	6.5%	13.1%
Top Administrative Position								
	F	28	4.0%	-7.6%	-1.4%	0.8%	7.5%	19.9%
	M	14	2.5%		-6.7%	3.6%	6.3%	
	U	5	0.5%			1.7%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>								
\$500 thousand or less								
Top Business Position								
	M	8	0.3%			0.3%		
Top Finance Position								
	F	25	0.3%	-8.1%	-2.6%	0.0%	2.6%	8.9%
	M	27	1.7%	-6.4%	0.0%	0.7%	3.4%	10.7%
	U	11	-3.4%		-7.9%	0.0%	0.4%	
Top Operations Position								
	F	5	2.6%			2.0%		
Top Program Position								
	F	8	1.1%			0.1%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	506	3.4%	-5.1%	0.0%	2.6%	7.8%	13.3%
	M	406	3.2%	-5.3%	-0.2%	1.8%	7.9%	14.8%
	U	104	3.6%	-3.4%	0.0%	2.2%	8.5%	12.5%
Top Administrative Position								
	F	11	1.4%		-2.1%	3.3%	7.1%	
	M	11	3.0%		0.0%	1.5%	3.3%	
	U	5	8.9%			11.3%		
Top Business Position								
	M	9	5.2%			3.5%		
Top Finance Position								
	F	38	0.9%	-10.2%	-3.0%	1.0%	7.4%	9.5%
	M	32	3.4%	-2.7%	0.1%	1.9%	7.1%	8.3%
	U	8	4.1%			8.7%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
Between \$500 thousand and \$1 million							
Top Operations Position							
F	8	8.3%			8.3%		
M	8	1.4%			1.8%		
Top Program Position							
F	10	2.0%		0.4%	2.6%	5.0%	
Between \$1 million and \$5 million							
CEO/Executive Director							
F	1,089	3.6%	-5.5%	-0.1%	3.0%	8.4%	15.0%
M	1,004	3.2%	-5.3%	-0.5%	2.4%	7.9%	14.3%
U	187	4.0%	-8.0%	0.0%	3.3%	10.6%	16.3%
Top Administrative Position							
F	49	3.8%	-4.3%	0.0%	3.3%	7.7%	13.3%
M	60	1.9%	-5.5%	-1.9%	1.3%	6.1%	11.4%
U	7	7.9%			7.2%		
Top Business Position							
F	16	4.6%		1.0%	3.8%	11.1%	
M	55	4.6%	-0.3%	1.3%	3.1%	8.4%	12.5%
U	5	7.8%			2.5%		
Top Development Position							
F	20	3.7%	-2.5%	-0.1%	1.6%	5.1%	11.3%
M	8	2.6%			1.9%		
Top Education Position							
M	11	4.3%		1.7%	3.3%	5.7%	

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>								
Between \$1 million and \$5 million								
Top Finance Position								
	F	159	3.8%	-4.6%	0.0%	3.3%	8.1%	14.8%
	M	146	4.7%	-4.1%	0.0%	3.1%	9.9%	15.8%
	U	36	1.5%	-7.2%	-2.6%	1.6%	5.3%	13.5%
Top Human Resources Position								
	F	6	-1.7%			-1.0%		
Top Legal Position								
	F	11	5.8%		2.3%	3.6%	8.4%	
	M	16	2.3%		-0.4%	2.9%	5.2%	
Top Operations Position								
	F	68	3.9%	-6.4%	0.2%	3.3%	8.6%	13.2%
	M	39	4.7%	-4.3%	-0.4%	3.5%	11.2%	17.3%
	U	6	3.4%			4.4%		
Top PR/Communications Position								
	F	5	7.2%			5.8%		
Top Program Position								
	F	24	0.0%	-14.6%	-6.6%	2.8%	6.2%	11.0%
	M	12	4.3%		-1.1%	4.6%	10.4%	
Top Technology Position								
	M	9	3.1%			3.1%		
Greater than \$5 million								
CEO/Executive Director								
	F	493	4.5%	-5.7%	-0.4%	3.9%	9.3%	15.3%
	M	810	3.6%	-6.4%	-0.5%	3.3%	8.3%	14.6%
	U	110	5.3%	-4.1%	0.2%	5.9%	10.6%	14.8%



## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>								
Greater than \$5 million								
Top Administrative Position								
	F	44	4.7%	-3.5%	0.0%	3.0%	10.0%	16.6%
	M	89	4.4%	-1.8%	1.0%	3.3%	8.8%	13.9%
	U	14	-1.2%		-4.2%	1.4%	3.3%	
Top Business Position								
	F	22	4.2%	-5.1%	-0.1%	3.0%	9.2%	13.1%
	M	51	3.5%	-4.6%	0.3%	2.8%	6.9%	9.7%
	U	7	3.3%			3.0%		
Top Development Position								
	F	80	3.3%	-4.6%	-0.1%	3.7%	6.2%	11.4%
	M	47	4.0%	-1.6%	1.0%	4.2%	7.7%	11.8%
	U	14	7.1%		4.5%	6.7%	9.5%	
Top Education Position								
	F	8	5.8%			6.4%		
	M	10	5.8%		2.2%	5.0%	6.6%	
	U	5	8.5%			6.1%		
Top Facilities Position								
	M	38	3.7%	-8.1%	-0.5%	3.0%	8.2%	16.2%
Top Finance Position								
	F	333	4.0%	-3.6%	0.1%	3.8%	7.5%	12.4%
	M	392	4.5%	-5.1%	0.0%	4.3%	9.1%	15.4%
	U	84	5.4%	-1.9%	0.1%	4.7%	9.2%	13.9%
Top Human Resources Position								
	F	78	4.1%	-4.7%	0.1%	3.6%	8.4%	14.2%
	M	14	4.7%		0.0%	4.5%	10.3%	
	U	8	6.3%			3.2%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>								
Greater than \$5 million								
Top Legal Position								
	F	22	3.6%	-0.5%	1.2%	2.6%	6.0%	9.1%
	M	32	4.0%	-2.8%	-0.1%	4.2%	6.7%	14.1%
Top Marketing Position								
	F	29	6.1%	-1.5%	2.0%	4.9%	7.8%	16.1%
	M	24	2.8%	-5.4%	-0.8%	2.6%	5.8%	13.4%
	U	6	11.6%			10.0%		
Top Operations Position								
	F	132	3.8%	-7.1%	-0.3%	4.0%	8.7%	15.0%
	M	129	4.3%	-3.4%	0.3%	3.6%	7.6%	14.0%
	U	33	4.3%	-1.7%	1.1%	3.5%	9.1%	15.5%
Top PR/Communications Position								
	F	14	1.5%		-1.8%	2.0%	4.5%	
	M	9	0.6%			0.4%		
Top Program Position								
	F	47	3.2%	-4.0%	-1.4%	1.9%	6.2%	14.4%
	M	32	6.3%	0.3%	2.8%	4.8%	9.6%	15.6%
	U	7	5.7%			1.4%		
Top Technology Position								
	F	20	3.6%	-10.9%	1.4%	4.4%	8.5%	10.5%
	M	65	4.2%	-4.1%	-0.5%	3.5%	7.7%	15.0%
	U	11	4.3%		0.8%	3.2%	4.3%	

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	272	3.1%	-6.8%	-0.4%	2.5%	8.1%	14.7%
	M	187	3.0%	-8.2%	-0.7%	3.0%	9.0%	15.2%
	U	26	0.7%	-11.5%	-0.5%	1.6%	6.1%	10.0%
Top Administrative Position								
	M	5	8.1%			4.8%		
Top Finance Position								
	F	6	-0.5%			-2.6%		
	M	5	8.2%			8.2%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	156	3.3%	-5.8%	-0.4%	3.2%	7.9%	11.2%
	M	111	3.1%	-7.7%	0.0%	2.3%	7.2%	14.6%
	U	15	3.5%		-0.7%	0.0%	6.4%	
Top Administrative Position								
	F	6	-1.8%			-0.6%		
Top Finance Position								
	M	6	5.1%			2.8%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	211	4.6%	-5.4%	0.1%	4.9%	9.6%	16.2%
	M	248	3.3%	-5.1%	-0.1%	3.0%	6.8%	12.4%
	U	26	3.7%	-4.2%	-0.4%	2.5%	6.4%	18.1%
Top Administrative Position								
	M	11	4.9%		1.5%	4.6%	8.0%	

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

Gender		Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>								
Between \$1 million and \$5 million								
Top Business Position								
	M	13	2.3%		2.2%	4.7%	5.1%	
Top Finance Position								
	F	34	2.8%	-5.6%	-1.9%	4.8%	7.8%	11.6%
	M	27	3.5%	-0.6%	0.7%	2.9%	4.1%	8.0%
Top Operations Position								
	F	19	5.8%		2.3%	7.7%	9.7%	
	M	10	5.1%		1.3%	5.6%	8.3%	
Greater than \$5 million								
CEO/Executive Director								
	F	73	5.0%	-3.9%	0.0%	4.1%	7.7%	16.6%
	M	171	5.2%	-2.5%	0.2%	4.1%	9.8%	14.7%
	U	15	5.6%		1.4%	5.2%	9.5%	
Top Administrative Position								
	F	8	3.4%			3.7%		
	M	18	5.6%		0.4%	4.2%	10.9%	
Top Business Position								
	F	6	4.5%			4.4%		
Top Development Position								
	F	15	7.3%		4.0%	5.3%	9.9%	
	M	9	2.6%			4.8%		
Top Education Position								
	F	7	3.1%			1.0%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
Greater than \$5 million							
Top Finance Position							
F	67	6.1%	-2.1%	2.7%	4.9%	10.6%	15.4%
M	73	5.2%	-2.0%	1.0%	4.4%	8.8%	15.8%
U	5	3.1%			2.5%		
Top Human Resources Position							
F	9	3.6%			5.8%		
M	6	0.3%			2.1%		
Top Marketing Position							
F	7	6.3%			3.0%		
Top Operations Position							
F	25	6.8%	-1.5%	0.9%	7.7%	11.1%	13.8%
M	39	5.0%	-1.1%	1.8%	4.6%	9.3%	13.7%
Top Technology Position							
M	13	5.4%		2.4%	3.9%	10.5%	
<b>Connecticut</b>							
\$500 thousand or less							
CEO/Executive Director							
F	114	2.2%	-6.6%	-0.7%	1.6%	5.7%	12.0%
M	75	2.9%	-3.9%	-0.3%	1.9%	5.0%	11.1%
U	10	4.1%		-1.8%	4.4%	6.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	90	2.8%	-5.5%	-0.3%	3.8%	6.3%	10.5%
M	51	3.1%	-5.2%	0.0%	2.1%	5.5%	11.0%
U	8	1.8%			2.8%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Connecticut</b>							
Between \$500 thousand and \$1 million							
Top Business Position							
M	5	4.8%			2.0%		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	153	2.9%	-4.8%	-0.7%	2.6%	6.7%	13.0%
M	161	3.2%	-4.7%	-0.6%	2.7%	6.8%	12.7%
U	16	2.4%		-0.1%	3.4%	5.0%	
Top Administrative Position							
M	13	1.7%		-2.6%	1.6%	5.4%	
Top Business Position							
F	6	8.8%			8.9%		
M	13	3.9%		2.1%	3.2%	6.7%	
Top Development Position							
F	6	4.0%			1.8%		
Top Facilities Position							
M	6	-0.1%			1.0%		
Top Finance Position							
F	25	3.5%	-1.4%	1.1%	3.1%	6.1%	10.3%
M	25	2.2%	-3.4%	0.0%	1.3%	3.5%	9.1%
Top Operations Position							
F	8	0.8%			1.1%		
M	6	8.2%			9.4%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Connecticut</b>								
Greater than \$5 million								
CEO/Executive Director								
	F	111	2.8%	-4.8%	-1.2%	3.2%	7.4%	11.8%
	M	172	3.6%	-6.2%	0.0%	3.5%	7.8%	14.3%
	U	18	6.0%		1.9%	4.5%	11.2%	
Top Administrative Position								
	F	21	4.4%	-3.0%	-1.2%	5.4%	9.4%	11.1%
	M	23	6.3%	-0.5%	1.5%	4.4%	11.9%	14.9%
Top Business Position								
	F	9	5.5%			3.2%		
	M	10	1.3%		0.6%	2.3%	8.6%	
Top Development Position								
	F	14	6.7%		3.7%	4.8%	11.5%	
	M	17	1.0%		0.3%	2.0%	5.2%	
	U	5	4.3%			5.0%		
Top Education Position								
	F	7	0.0%			2.2%		
Top Facilities Position								
	M	18	4.7%		3.8%	5.9%	7.5%	
Top Finance Position								
	F	92	3.7%	-4.5%	0.2%	4.0%	8.8%	11.9%
	M	89	2.9%	-3.1%	1.0%	3.2%	5.3%	8.6%
	U	9	1.4%			2.7%		
Top Human Resources Position								
	F	11	3.9%		1.6%	3.8%	5.3%	
Top Legal Position								
	M	5	11.1%			10.9%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Connecticut</b>							
Greater than \$5 million							
Top Marketing Position							
F	7	5.4%			7.0%		
Top Operations Position							
F	20	6.3%	-4.5%	-1.3%	3.3%	14.1%	19.9%
M	23	3.8%	-3.6%	0.6%	5.4%	8.1%	10.5%
U	5	3.7%			3.3%		
Top Program Position							
M	6	2.0%			0.9%		
Top Technology Position							
M	12	2.9%		0.7%	3.0%	5.1%	
<b>Delaware</b>							
\$500 thousand or less							
CEO/Executive Director							
F	29	1.1%	-4.9%	-2.9%	0.7%	3.5%	7.1%
M	15	4.4%		0.0%	0.0%	8.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	17	2.1%		1.2%	3.0%	5.4%	
M	25	0.6%	-7.3%	-2.0%	0.9%	4.4%	7.9%
Between \$1 million and \$5 million							
CEO/Executive Director							
F	21	2.0%	-5.5%	-0.6%	1.4%	4.3%	8.8%
M	41	4.0%	-3.7%	0.0%	3.2%	8.0%	12.0%



## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Delaware</b>								
Greater than \$5 million								
CEO/Executive Director								
	F	18	3.4%		-0.4%	2.6%	5.9%	
	M	23	3.1%	-6.5%	-0.1%	2.6%	5.7%	12.0%
Top Finance Position								
	M	7	6.4%			3.6%		
Top Operations Position								
	M	7	7.5%			5.7%		
<b>District of Columbia</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	85	3.5%	-2.3%	0.0%	2.9%	6.6%	12.8%
	M	59	2.6%	-8.8%	-2.1%	1.3%	9.2%	15.0%
	U	21	1.0%	-11.7%	0.0%	0.0%	3.5%	10.9%
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	91	2.0%	-7.7%	0.0%	2.3%	5.5%	12.0%
	M	87	3.5%	-3.7%	-0.2%	2.0%	9.2%	16.1%
	U	31	3.4%	-7.8%	0.2%	4.5%	8.3%	11.4%
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	232	3.5%	-4.8%	0.0%	2.9%	7.3%	13.8%
	M	326	2.6%	-7.0%	-1.3%	2.4%	6.4%	12.5%
	U	51	3.5%	-2.9%	0.0%	2.9%	6.6%	12.4%

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
Between \$1 million and \$5 million							
Top Administrative Position							
F	19	5.7%		2.3%	4.6%	10.6%	
M	14	1.6%		-1.2%	1.7%	6.2%	
Top Development Position							
F	11	5.7%		2.2%	5.4%	8.2%	
Top Finance Position							
F	41	4.5%	-1.7%	2.1%	5.4%	9.2%	13.1%
M	35	1.9%	-6.2%	-1.9%	2.2%	7.5%	11.7%
U	11	3.9%		0.8%	3.4%	7.1%	
Top Legal Position							
F	5	2.6%			3.0%		
M	19	2.9%		1.3%	3.3%	5.3%	
Top Marketing Position							
F	7	2.1%			2.3%		
Top Operations Position							
F	32	4.1%	-1.6%	1.0%	3.5%	7.5%	12.7%
M	26	2.7%	-7.8%	0.1%	3.9%	7.5%	8.8%
Top PR/Communications Position							
F	10	2.3%		-0.8%	2.9%	6.0%	
M	9	1.3%			-0.3%		
Top Program Position							
F	8	2.0%			4.4%		
M	11	1.8%		-0.3%	0.6%	5.3%	
Top Technology Position							
M	6	-1.7%			-1.5%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>								
Greater than \$5 million								
CEO/Executive Director								
	F	144	4.6%	-3.6%	0.5%	4.3%	8.5%	13.3%
	M	285	3.6%	-5.5%	0.0%	3.8%	7.8%	13.1%
	U	33	4.2%	-2.4%	0.9%	3.4%	5.0%	14.5%
Top Administrative Position								
	F	20	5.1%	0.5%	0.8%	2.3%	7.4%	16.1%
	M	30	4.1%	-0.9%	0.9%	3.5%	6.9%	11.2%
	U	7	6.9%			3.9%		
Top Business Position								
	F	5	4.5%			3.3%		
	M	5	0.6%			5.2%		
Top Development Position								
	F	26	4.7%	-3.6%	2.3%	5.1%	8.3%	11.6%
	M	22	6.7%	0.6%	3.0%	4.3%	6.7%	19.3%
Top Education Position								
	F	5	3.6%			4.4%		
	M	7	5.2%			4.1%		
Top Finance Position								
	F	90	3.8%	-3.8%	0.1%	3.9%	7.9%	11.8%
	M	137	3.0%	-3.6%	0.3%	3.2%	7.1%	11.5%
	U	37	3.7%	-2.1%	0.3%	2.1%	7.7%	12.6%
Top Human Resources Position								
	F	17	5.9%		2.4%	4.3%	7.2%	

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

Gender		Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia								
Greater than \$5 million								
Top Legal Position								
	F	31	6.0%	1.4%	3.0%	5.0%	8.4%	12.5%
	M	51	4.1%	-1.7%	1.0%	3.6%	6.6%	11.0%
	U	9	3.6%			3.7%		
Top Marketing Position								
	F	13	5.1%		2.2%	4.0%	8.9%	
	M	8	3.4%			4.3%		
Top Operations Position								
	F	64	3.9%	-4.9%	0.8%	4.1%	8.1%	11.9%
	M	55	3.9%	-3.3%	0.5%	3.1%	7.8%	10.7%
Top PR/Communications Position								
	F	33	4.8%	-0.7%	2.4%	5.0%	7.7%	11.4%
	M	28	5.4%	-1.4%	2.7%	5.3%	7.9%	12.6%
Top Program Position								
	F	17	3.4%		-0.3%	2.7%	5.0%	
	M	13	4.1%		-0.2%	1.0%	8.0%	
Top Technology Position								
	F	5	6.1%			2.5%		
	M	38	6.0%	-2.4%	1.5%	6.5%	10.4%	13.6%
	U	7	2.6%			5.0%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	314	2.4%	-6.7%	-0.4%	1.8%	7.1%	14.0%
	M	276	0.8%	-10.1%	-2.7%	0.1%	4.7%	13.2%
	U	51	2.2%	-9.6%	-0.5%	0.1%	7.0%	14.3%
Top Administrative Position								
	F	8	4.1%			4.3%		
Top Business Position								
	M	6	-0.2%			0.5%		
Top Finance Position								
	F	11	-1.0%		-5.6%	0.0%	0.2%	
	M	7	-2.7%			0.0%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	209	3.2%	-5.3%	-0.6%	2.8%	6.9%	12.9%
	M	146	2.7%	-7.9%	-0.5%	2.0%	7.8%	14.0%
	U	29	3.6%	-0.4%	0.0%	3.5%	6.5%	12.0%
Top Administrative Position								
	F	6	11.0%			6.8%		
	M	7	2.5%			2.8%		
Top Business Position								
	M	8	0.4%			1.8%		
Top Finance Position								
	F	10	2.1%		0.0%	0.0%	6.0%	
	M	8	3.9%			2.7%		
	U	6	4.4%			0.5%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	345	4.4%	-3.2%	0.0%	3.2%	8.2%	14.7%
	M	398	3.6%	-4.0%	0.0%	2.3%	6.8%	14.8%
	U	44	3.3%	-1.9%	0.0%	2.0%	6.4%	9.7%
Top Administrative Position								
	F	17	6.9%		2.8%	5.1%	10.7%	
	M	28	4.0%	-1.5%	-0.1%	3.0%	6.9%	12.8%
Top Business Position								
	M	15	0.4%		-2.0%	1.4%	3.0%	
Top Finance Position								
	F	79	4.1%	-5.2%	0.0%	3.8%	7.8%	15.6%
	M	46	2.4%	-4.5%	-0.6%	1.6%	5.4%	9.9%
	U	7	5.2%			4.8%		
Top Operations Position								
	F	28	3.6%	-6.6%	-1.5%	2.4%	8.7%	17.1%
	M	23	4.8%	-1.9%	0.4%	4.6%	8.6%	12.7%
Greater than \$5 million								
CEO/Executive Director								
	F	197	4.6%	-3.5%	0.3%	3.9%	9.1%	15.8%
	M	343	4.6%	-5.3%	0.0%	3.8%	10.5%	16.4%
	U	30	3.3%	-8.8%	0.0%	3.8%	8.5%	13.7%
Top Administrative Position								
	F	20	2.9%	-6.5%	-2.2%	3.5%	7.1%	10.2%
	M	76	5.0%	-4.8%	0.2%	4.4%	9.0%	15.9%
	U	5	3.3%			1.8%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>								
Greater than \$5 million								
Top Business Position								
	F	9	4.8%			5.2%		
	M	11	4.0%		-0.3%	6.2%	8.3%	
Top Development Position								
	F	22	5.4%	-0.2%	2.5%	5.6%	7.5%	12.3%
	M	12	4.8%		3.2%	6.3%	7.5%	
Top Facilities Position								
	M	30	3.7%	-8.1%	1.0%	4.0%	7.0%	11.3%
Top Finance Position								
	F	156	5.4%	-4.6%	0.8%	5.2%	9.7%	14.4%
	M	179	4.7%	-3.8%	0.8%	4.6%	9.0%	15.0%
	U	23	5.2%	-6.4%	0.3%	4.6%	9.1%	19.5%
Top Human Resources Position								
	F	18	5.0%		1.9%	5.1%	7.6%	
Top Legal Position								
	M	14	6.3%		1.6%	5.6%	10.9%	
Top Marketing Position								
	F	12	2.8%		-1.9%	2.3%	7.7%	
	M	9	2.2%			-0.3%		
Top Operations Position								
	F	63	2.7%	-4.2%	0.0%	3.3%	6.7%	12.3%
	M	62	4.8%	-7.1%	0.5%	4.5%	10.7%	14.1%
	U	9	4.8%			2.8%		
Top Program Position								
	F	7	3.8%			3.7%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>								
Greater than \$5 million								
Top Technology Position								
	M	30	5.4%	-2.8%	1.0%	3.9%	8.5%	15.0%
<b>Georgia</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	217	2.0%	-6.4%	-0.8%	0.5%	5.1%	12.0%
	M	174	0.4%	-13.2%	-3.9%	0.0%	4.5%	12.6%
	U	40	1.3%	-7.0%	-1.1%	0.0%	4.1%	13.1%
Top Administrative Position								
	F	5	-1.1%			0.0%		
Top Finance Position								
	F	6	1.6%			0.5%		
	M	9	-4.5%			-0.5%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	143	3.1%	-6.1%	0.0%	2.6%	8.1%	14.3%
	M	95	1.9%	-8.5%	-0.7%	2.5%	5.5%	12.1%
	U	17	6.1%		0.0%	4.7%	12.7%	
Top Administrative Position								
	F	7	1.4%			3.5%		
Top Business Position								
	M	5	3.8%			2.3%		
Top Finance Position								
	F	7	5.6%			4.3%		



## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	173	2.9%	-5.7%	-0.3%	2.6%	6.8%	12.5%
	M	196	3.3%	-5.4%	-0.2%	2.8%	6.9%	14.3%
	U	23	2.5%	-12.5%	0.0%	3.1%	9.6%	12.2%
Top Administrative Position								
	F	9	3.7%			3.5%		
	M	8	-0.1%			0.0%		
Top Business Position								
	M	5	2.9%			4.8%		
Top Finance Position								
	F	26	3.2%	-5.0%	0.2%	4.0%	8.6%	9.8%
	M	30	5.5%	-0.5%	1.2%	5.9%	7.6%	13.6%
	U	5	3.4%			2.2%		
Top Operations Position								
	M	14	4.2%		0.4%	2.6%	7.6%	
Greater than \$5 million								
CEO/Executive Director								
	F	75	5.0%	-3.5%	0.0%	4.0%	7.3%	14.0%
	M	180	4.1%	-4.6%	0.0%	3.6%	8.1%	14.9%
	U	17	2.4%		-4.8%	3.3%	8.1%	
Top Administrative Position								
	F	10	5.0%		3.7%	5.5%	7.8%	
	M	27	5.5%	-1.1%	2.7%	5.7%	8.6%	14.0%
Top Business Position								
	M	9	5.7%			5.2%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>								
Greater than \$5 million								
Top Development Position								
	F	14	2.4%		-4.3%	1.0%	10.3%	
	M	8	1.6%			1.3%		
Top Facilities Position								
	M	9	4.3%			5.0%		
Top Finance Position								
	F	62	4.3%	-2.8%	1.7%	4.6%	6.8%	11.4%
	M	79	6.1%	-1.4%	1.5%	6.0%	10.3%	16.1%
Top Human Resources Position								
	F	11	7.2%		6.3%	7.3%	8.2%	
Top Legal Position								
	M	8	4.2%			5.1%		
Top Operations Position								
	F	15	3.7%		2.7%	4.7%	6.2%	
	M	45	2.9%	-8.2%	-0.2%	3.2%	6.8%	10.9%
Top Program Position								
	M	5	1.8%			3.4%		
Top Technology Position								
	M	11	3.6%		0.9%	3.5%	7.4%	
<b>Hawaii</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	40	3.4%	-2.9%	-0.1%	0.8%	6.4%	12.6%
	M	33	1.3%	-13.0%	-3.8%	1.5%	3.3%	16.0%
	U	9	-0.4%			0.0%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Hawaii</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	24	3.7%	-1.4%	-0.1%	1.7%	7.9%	13.3%
M	19	1.7%		0.5%	4.0%	7.9%	
U	8	3.6%			4.8%		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	44	4.3%	-4.5%	0.4%	4.0%	8.8%	13.6%
M	56	3.3%	-6.3%	-0.2%	2.8%	10.1%	14.0%
U	11	3.0%		-0.9%	0.0%	6.2%	
Top Finance Position							
F	10	1.2%		-3.2%	0.9%	3.9%	
M	6	3.5%			2.7%		
Top Operations Position							
F	5	-1.2%			1.2%		
Greater than \$5 million							
CEO/Executive Director							
F	13	4.3%		2.1%	4.3%	8.0%	
M	38	2.7%	-4.1%	-0.4%	2.6%	5.8%	13.1%
U	7	4.0%			4.7%		
Top Administrative Position							
M	6	2.7%			3.4%		
Top Finance Position							
F	22	5.1%	-0.2%	2.8%	4.7%	6.4%	10.5%
M	14	3.8%		-0.4%	2.2%	11.3%	
U	7	7.0%			5.1%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Hawaii</b>								
Greater than \$5 million								
Top Operations Position								
	F	9	-0.2%			4.7%		
<b>Idaho</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	45	3.1%	-4.3%	-0.5%	0.4%	7.6%	15.4%
	M	30	4.5%	-1.2%	0.0%	3.8%	7.5%	15.6%
	U	6	6.1%			3.5%		
Top Administrative Position								
	F	5	1.7%			-0.9%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	25	3.1%	-4.2%	-0.6%	2.7%	6.8%	10.4%
	M	20	3.0%	-6.3%	-0.9%	2.1%	6.0%	12.9%
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	30	2.9%	-4.9%	-1.5%	1.2%	9.8%	12.3%
	M	44	1.0%	-9.4%	-1.9%	1.8%	5.0%	10.6%
Top Administrative Position								
	F	6	3.2%			4.4%		
	M	9	6.9%			8.2%		
Greater than \$5 million								
CEO/Executive Director								
	F	12	5.8%		3.5%	5.9%	8.2%	
	M	25	5.5%	-1.3%	0.6%	3.8%	8.7%	18.6%

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Idaho</b>								
Greater than \$5 million								
Top Administrative Position								
	M	9	4.6%			4.6%		
Top Finance Position								
	F	5	5.1%			5.1%		
	M	11	7.2%		3.0%	6.3%	9.4%	
Top Operations Position								
	M	7	7.9%			3.6%		
<b>Illinois</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	340	2.4%	-5.0%	-0.6%	1.7%	6.0%	11.4%
	M	190	1.0%	-9.1%	-2.5%	0.5%	5.1%	9.8%
	U	47	4.1%	-2.6%	0.0%	2.6%	8.4%	17.8%
Top Administrative Position								
	F	8	-0.4%			1.0%		
	M	10	-4.0%		-5.1%	-2.4%	-0.4%	
Top Business Position								
	M	7	1.7%			0.7%		
Top Finance Position								
	F	13	-2.4%		-7.5%	1.2%	2.8%	
	M	12	-2.6%		-1.6%	0.0%	1.2%	
Top Operations Position								
	F	5	3.5%			3.0%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	213	3.3%	-4.7%	0.0%	2.9%	6.5%	12.5%
	M	174	2.2%	-5.6%	-0.8%	2.2%	5.5%	11.3%
	U	23	6.3%	-2.0%	0.9%	5.4%	11.3%	18.7%
Top Administrative Position								
	F	8	1.9%			1.7%		
	M	6	4.9%			5.2%		
Top Business Position								
	M	19	3.3%		1.4%	2.9%	5.8%	
Top Finance Position								
	F	15	1.3%		-0.3%	3.3%	4.4%	
	M	15	1.3%		0.0%	1.8%	4.3%	
Top Operations Position								
	F	6	2.2%			6.0%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	362	3.2%	-3.7%	-0.3%	2.4%	6.5%	12.6%
	M	423	3.6%	-4.2%	0.0%	3.3%	7.1%	13.5%
	U	51	4.3%	-2.2%	0.0%	2.7%	8.0%	12.1%
Top Administrative Position								
	F	16	1.4%		-2.7%	2.5%	4.6%	
	M	24	5.5%	-1.8%	2.2%	4.2%	9.1%	12.0%
Top Business Position								
	M	45	4.3%	-0.4%	1.3%	2.6%	6.1%	13.0%
Top Development Position								
	F	8	0.4%			2.1%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

Gender		Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>								
Between \$1 million and \$5 million								
Top Education Position								
	M	7	2.4%			2.6%		
Top Facilities Position								
	M	6	1.1%			3.0%		
Top Finance Position								
	F	55	3.2%	-6.5%	-0.4%	3.2%	7.7%	14.2%
	M	68	2.1%	-4.7%	0.0%	2.8%	5.1%	9.6%
	U	7	4.4%			3.3%		
Top Operations Position								
	F	17	3.3%		0.0%	4.9%	7.4%	
	M	15	5.5%		1.9%	4.9%	8.9%	
Top Program Position								
	F	7	6.6%			6.9%		
Greater than \$5 million								
CEO/Executive Director								
	F	204	3.5%	-4.8%	-0.4%	3.3%	8.4%	13.0%
	M	384	3.9%	-5.0%	0.0%	3.6%	8.2%	14.3%
	U	27	3.2%	-4.6%	-1.8%	2.6%	6.2%	12.3%
Top Administrative Position								
	F	24	6.4%	0.9%	2.6%	4.7%	9.3%	12.7%
	M	53	3.6%	-4.1%	0.4%	3.2%	7.5%	13.6%
Top Business Position								
	F	10	3.2%		2.7%	3.4%	4.5%	
	M	27	4.3%	-3.4%	0.3%	3.2%	8.3%	16.1%

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>								
Greater than \$5 million								
Top Development Position								
	F	19	7.4%		1.2%	3.2%	12.7%	
	M	18	4.0%		-0.1%	3.1%	7.9%	
Top Education Position								
	F	9	0.8%			2.4%		
	M	7	4.2%			4.0%		
Top Facilities Position								
	M	26	6.1%	-0.7%	2.7%	4.9%	9.3%	16.9%
Top Finance Position								
	F	143	5.1%	-1.9%	1.2%	4.7%	8.2%	14.4%
	M	204	5.3%	-2.9%	1.7%	4.9%	9.0%	14.4%
	U	17	9.2%		3.3%	9.6%	17.5%	
Top Human Resources Position								
	F	25	6.0%	0.8%	2.5%	6.3%	8.6%	12.8%
	M	14	1.5%		-1.2%	2.2%	4.5%	
Top Legal Position								
	F	16	5.4%		0.9%	4.0%	10.1%	
	M	28	6.4%	-1.7%	1.5%	6.6%	9.8%	16.2%
Top Marketing Position								
	F	20	2.0%	-18.7%	-0.6%	4.1%	9.2%	12.2%
	M	16	6.0%		2.0%	4.8%	9.1%	
Top Operations Position								
	F	60	4.2%	-4.1%	0.5%	3.7%	8.9%	13.1%
	M	61	4.8%	-6.7%	2.2%	3.8%	9.0%	16.3%
	U	8	0.6%			2.0%		



## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>								
Greater than \$5 million								
Top PR/Communications Position								
	F	11	4.8%		1.8%	7.6%	11.8%	
	M	9	4.2%			2.8%		
Top Program Position								
	F	11	3.7%		-0.3%	1.0%	6.5%	
Top Technology Position								
	F	12	4.7%		0.4%	1.9%	11.3%	
	M	45	4.1%	-3.6%	1.8%	4.2%	7.1%	9.9%
	U	6	11.1%			10.1%		
<b>Indiana</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	221	2.9%	-5.1%	0.0%	2.3%	7.0%	12.0%
	M	172	2.5%	-3.8%	-0.7%	1.3%	4.8%	12.2%
	U	22	3.9%	-3.1%	0.7%	3.8%	8.0%	9.2%
Top Administrative Position								
	F	6	3.8%			1.9%		
	M	11	0.7%		0.1%	2.1%	4.3%	
Top Business Position								
	M	6	2.2%			2.6%		
Top Finance Position								
	F	10	-0.4%		0.0%	1.6%	3.9%	
	M	6	0.9%			0.7%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	126	2.8%	-3.3%	0.0%	2.1%	5.3%	10.6%
	M	126	2.3%	-7.2%	-0.4%	1.4%	5.8%	12.4%
	U	11	1.6%		-0.6%	1.8%	5.0%	
Top Business Position								
	M	8	3.5%			2.9%		
Top Finance Position								
	F	8	2.3%			3.8%		
	M	5	0.6%			3.7%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	183	3.6%	-3.9%	-0.3%	2.8%	7.4%	13.6%
	M	203	2.4%	-4.3%	-0.2%	2.1%	5.5%	11.2%
	U	14	2.9%		-1.7%	2.2%	7.8%	
Top Administrative Position								
	F	9	4.1%			2.2%		
	M	10	0.2%		-3.0%	-0.6%	3.7%	
Top Business Position								
	F	5	3.0%			2.7%		
	M	16	3.2%		1.3%	2.4%	4.2%	
Top Finance Position								
	F	30	4.9%	-0.2%	1.5%	4.0%	7.3%	12.6%
	M	24	0.1%	-11.4%	-2.8%	2.5%	5.5%	6.2%
Top Operations Position								
	F	12	3.1%		1.7%	2.6%	4.6%	
	M	7	9.4%			5.1%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
Greater than \$5 million							
CEO/Executive Director							
F	78	4.2%	-4.2%	-0.5%	2.7%	7.6%	17.4%
M	193	3.2%	-5.6%	-0.9%	2.9%	6.4%	11.9%
U	7	7.2%			8.7%		
Top Administrative Position							
F	12	2.6%		-0.2%	1.9%	4.1%	
M	14	3.9%		-0.4%	3.9%	8.1%	
Top Business Position							
M	10	2.6%		-0.5%	2.8%	6.2%	
Top Development Position							
F	6	2.7%			1.5%		
M	12	4.3%		0.1%	6.8%	8.8%	
Top Finance Position							
F	82	5.8%	-3.6%	0.8%	4.5%	11.0%	16.9%
M	85	3.3%	-5.0%	-0.4%	2.9%	8.4%	13.4%
U	7	2.7%			3.2%		
Top Human Resources Position							
F	6	5.9%			8.6%		
Top Marketing Position							
F	5	5.2%			3.6%		
M	5	6.8%			4.5%		
Top Operations Position							
F	20	3.6%	-10.2%	-3.3%	4.9%	10.1%	15.3%
M	32	4.6%	-3.7%	1.3%	4.2%	9.2%	12.8%
Top Technology Position							
M	8	2.8%			3.8%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Iowa</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	122	3.1%	-3.8%	0.0%	3.0%	6.1%	11.1%
	M	90	3.1%	-6.5%	-0.2%	2.5%	7.5%	14.6%
	U	7	-1.5%			-0.2%		
Top Administrative Position								
	F	8	4.7%			5.7%		
Top Finance Position								
	M	5	-1.6%			0.0%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	51	3.1%	-3.7%	0.7%	3.0%	5.2%	8.2%
	M	75	2.8%	-3.4%	-0.5%	2.4%	5.5%	9.9%
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	99	4.6%	-2.4%	1.0%	4.0%	8.1%	13.8%
	M	124	3.5%	-3.7%	0.0%	2.9%	8.2%	11.8%
	U	8	4.0%			3.4%		
Top Administrative Position								
	F	12	6.8%		3.4%	6.5%	9.3%	
	M	15	3.2%		0.0%	2.2%	7.4%	
Top Business Position								
	F	5	4.0%			3.0%		
	M	7	1.3%			0.5%		
Top Finance Position								
	F	27	6.3%	-0.1%	2.2%	4.5%	9.8%	14.5%
	M	17	3.8%		0.9%	3.4%	7.1%	

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Iowa</b>							
Between \$1 million and \$5 million							
Top Operations Position							
F	7	1.0%			2.3%		
Greater than \$5 million							
CEO/Executive Director							
F	57	5.0%	-2.7%	1.3%	4.3%	8.9%	14.2%
M	132	3.8%	-5.5%	0.2%	3.9%	6.9%	13.4%
U	7	5.9%			5.7%		
Top Administrative Position							
F	9	4.1%			4.9%		
M	18	0.6%		-0.9%	2.1%	3.7%	
Top Business Position							
F	7	3.5%			2.6%		
M	5	7.5%			5.9%		
Top Development Position							
M	11	7.4%		3.6%	6.2%	11.7%	
Top Finance Position							
F	55	3.9%	-3.3%	0.6%	3.5%	7.9%	11.2%
M	53	5.0%	-6.3%	1.1%	4.6%	11.0%	14.0%
Top Operations Position							
F	18	2.8%		-0.5%	3.2%	6.7%	
M	13	3.9%		2.1%	4.0%	7.9%	
Top Technology Position							
M	9	4.5%			3.6%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	93	1.8%	-6.2%	-0.8%	1.7%	6.0%	9.5%
	M	66	1.4%	-10.0%	-1.6%	1.6%	4.7%	10.7%
	U	11	3.6%		0.1%	3.3%	3.9%	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	47	3.0%	-4.6%	-0.4%	1.3%	5.5%	16.2%
	M	44	3.7%	-1.4%	0.0%	1.9%	5.7%	12.4%
	U	10	3.9%		0.0%	2.1%	8.3%	
Top Finance Position								
	F	6	5.9%			2.7%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	74	3.1%	-3.7%	-0.4%	2.0%	6.4%	11.4%
	M	92	2.9%	-8.0%	-2.0%	2.7%	7.9%	14.4%
	U	14	7.3%		0.5%	3.1%	16.2%	
Top Administrative Position								
	F	16	3.7%		0.7%	3.1%	4.1%	
	M	11	-3.9%		-11.7%	0.0%	2.3%	
Top Business Position								
	M	5	4.5%			4.4%		
Top Finance Position								
	F	17	5.5%		0.9%	2.5%	8.2%	
	M	16	5.4%		-1.3%	3.8%	14.6%	

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas</b>								
Greater than \$5 million								
CEO/Executive Director								
	F	38	2.9%	-2.8%	-0.6%	2.7%	6.7%	10.9%
	M	105	3.1%	-6.7%	-0.6%	3.2%	8.0%	12.1%
	U	5	1.5%			2.5%		
Top Administrative Position								
	F	8	3.9%			3.7%		
	M	22	3.9%	-1.1%	1.6%	3.7%	6.2%	11.3%
Top Facilities Position								
	M	5	-0.7%			-1.4%		
Top Finance Position								
	F	36	3.7%	-0.5%	1.7%	3.2%	6.0%	8.1%
	M	54	2.5%	-5.7%	-1.3%	3.0%	5.9%	10.7%
Top Operations Position								
	F	12	2.4%		-0.7%	2.1%	4.0%	
	M	16	4.0%		-1.0%	3.8%	6.9%	
Top Technology Position								
	M	7	3.7%			3.1%		
<b>Kentucky</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	102	2.8%	-3.8%	-0.2%	1.2%	6.0%	11.0%
	M	70	1.5%	-11.5%	-0.1%	0.8%	7.1%	13.1%
	U	11	3.7%		-0.2%	4.2%	7.7%	
Top Finance Position								
	F	6	-8.6%			-9.0%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kentucky</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	44	3.8%	-1.3%	0.0%	2.6%	5.6%	10.4%
M	62	2.7%	-2.9%	0.0%	2.1%	6.6%	12.4%
U	5	7.5%			1.2%		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	89	3.4%	-3.8%	0.0%	3.0%	7.0%	11.6%
M	96	2.4%	-4.1%	-0.2%	2.0%	5.7%	10.0%
U	11	5.7%		4.4%	6.6%	12.0%	
Top Administrative Position							
M	10	4.6%		2.8%	4.0%	6.7%	
Top Business Position							
M	9	3.1%			2.2%		
Top Finance Position							
F	13	1.8%		-2.2%	3.3%	4.8%	
M	18	4.0%		0.7%	3.1%	6.9%	
Top Operations Position							
M	5	2.8%			0.0%		
Greater than \$5 million							
CEO/Executive Director							
F	46	5.1%	-2.8%	0.6%	4.2%	9.4%	14.8%
M	101	3.6%	-3.1%	0.5%	3.1%	6.9%	11.5%
U	6	4.3%			7.9%		
Top Administrative Position							
F	12	6.0%		1.3%	4.7%	9.5%	
M	12	3.8%		1.5%	3.2%	5.1%	



## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kentucky</b>								
Greater than \$5 million								
Top Business Position								
	M	5	5.2%			4.3%		
Top Development Position								
	M	7	1.8%			0.8%		
Top Finance Position								
	F	24	8.9%	2.5%	3.1%	6.9%	14.2%	20.1%
	M	62	3.5%	-4.0%	1.1%	4.0%	6.1%	10.1%
	U	8	5.7%			5.2%		
Top Human Resources Position								
	F	9	7.5%			7.6%		
	M	5	7.2%			6.8%		
Top Legal Position								
	M	6	5.7%			3.7%		
Top Operations Position								
	F	8	4.3%			6.1%		
	M	20	5.1%	1.0%	2.7%	4.8%	7.0%	13.4%
Top Technology Position								
	M	8	4.8%			3.9%		
<b>Louisiana</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	134	2.0%	-8.4%	-0.8%	0.0%	5.6%	12.3%
	M	91	3.3%	-4.3%	0.0%	0.1%	6.1%	15.6%
	U	16	2.8%		-0.4%	0.7%	8.2%	

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Louisiana</b>							
\$500 thousand or less							
Top Finance Position							
F	6	-3.0%			0.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	72	2.1%	-5.2%	-0.4%	2.2%	4.8%	9.0%
M	59	1.2%	-7.5%	-2.1%	0.4%	5.1%	9.3%
U	9	7.8%			11.5%		
Top Finance Position							
F	5	0.5%			0.0%		
M	6	0.7%			1.2%		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	101	2.9%	-8.2%	-0.9%	2.1%	7.6%	16.0%
M	102	3.4%	-3.7%	0.0%	2.4%	6.5%	12.8%
U	18	5.4%		1.2%	2.7%	7.8%	
Top Administrative Position							
F	5	7.7%			3.8%		
M	10	3.3%		0.7%	1.5%	2.1%	
Top Finance Position							
F	20	1.7%	-7.5%	-3.9%	1.7%	5.7%	10.4%
M	9	4.2%			3.6%		
Top Operations Position							
F	6	0.5%			-4.5%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Louisiana</b>								
Greater than \$5 million								
CEO/Executive Director								
	F	47	0.9%	-5.9%	-2.7%	1.0%	5.6%	10.5%
	M	74	4.2%	-2.5%	0.1%	3.5%	7.3%	13.7%
	U	11	4.2%		0.5%	3.4%	8.4%	
Top Administrative Position								
	M	11	1.6%		-1.6%	0.3%	3.0%	
Top Finance Position								
	F	31	4.7%	-2.3%	1.9%	4.3%	7.9%	10.0%
	M	24	4.3%	-1.6%	0.5%	3.7%	7.9%	11.3%
	U	6	7.1%			4.4%		
Top Operations Position								
	F	10	0.7%		-0.8%	2.7%	6.6%	
	M	13	3.7%		-1.3%	1.9%	9.8%	
<b>Maine</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	79	2.3%	-5.3%	0.0%	1.9%	6.5%	13.7%
	M	62	2.4%	-8.6%	-1.6%	1.3%	6.6%	13.1%
	U	8	-0.9%			-0.2%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	58	3.0%	-3.6%	0.2%	2.4%	6.8%	13.8%
	M	42	3.3%	-2.5%	0.1%	2.4%	6.3%	15.5%
	U	9	-0.7%			-1.7%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maine</b>								
Between \$500 thousand and \$1 million								
Top Finance Position								
	F	5	-1.3%			-1.5%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	65	3.6%	-4.5%	-0.3%	2.9%	8.2%	12.1%
	M	84	3.2%	-5.8%	-0.1%	1.9%	7.9%	11.6%
Top Finance Position								
	F	15	4.4%		-1.4%	3.0%	8.2%	
	M	10	3.5%		0.8%	3.1%	5.5%	
Greater than \$5 million								
CEO/Executive Director								
	F	32	2.4%	-7.2%	-1.8%	2.7%	5.6%	11.2%
	M	71	4.8%	-3.2%	0.7%	3.8%	10.0%	14.7%
	U	6	1.8%			1.6%		
Top Administrative Position								
	F	6	5.2%			7.6%		
	M	6	2.6%			1.6%		
Top Development Position								
	F	8	1.0%			0.1%		
Top Finance Position								
	F	30	5.8%	-2.4%	2.5%	5.1%	9.3%	14.3%
	M	25	6.7%	-2.7%	2.7%	6.3%	10.0%	20.6%
Top Operations Position								
	F	9	6.3%			9.1%		
	M	8	3.0%			3.6%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maine</b>								
Greater than \$5 million								
Top Technology Position								
	M	5	8.2%			8.9%		
<b>Maryland</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	177	2.0%	-7.9%	-1.4%	1.8%	6.8%	12.1%
	M	102	2.5%	-4.9%	-1.4%	1.8%	6.8%	14.5%
	U	18	1.5%		0.0%	3.2%	6.9%	
Top Finance Position								
	F	6	2.9%			2.0%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	103	3.0%	-6.3%	-0.2%	2.3%	8.0%	12.5%
	M	77	3.1%	-5.2%	-0.3%	2.3%	6.8%	14.5%
	U	21	5.6%	-0.4%	1.9%	3.9%	7.0%	17.8%
Top Finance Position								
	F	5	2.5%			1.6%		
	M	5	5.8%			7.5%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	215	4.1%	-3.8%	0.1%	3.2%	7.9%	12.7%
	M	191	3.0%	-6.0%	0.0%	2.9%	7.0%	12.5%
	U	26	1.0%	-14.9%	-0.9%	2.6%	8.6%	12.9%

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>								
Between \$1 million and \$5 million								
Top Administrative Position								
	F	9	8.5%			7.8%		
	M	7	5.4%			3.1%		
Top Business Position								
	M	10	-2.2%		-2.4%	-0.6%	3.2%	
Top Finance Position								
	F	34	7.4%	0.8%	3.0%	5.7%	10.1%	16.7%
	M	26	4.0%	-4.5%	0.0%	3.5%	8.7%	13.4%
	U	7	9.9%			10.6%		
Top Operations Position								
	F	16	4.7%		0.1%	4.1%	8.2%	
	M	11	5.3%		-0.2%	1.3%	10.9%	
Top Program Position								
	F	6	4.5%			2.4%		
Greater than \$5 million								
CEO/Executive Director								
	F	120	3.5%	-3.2%	-0.1%	3.3%	6.7%	11.3%
	M	206	4.9%	-4.0%	0.2%	4.0%	9.7%	16.7%
	U	29	2.5%	-9.2%	-0.2%	3.0%	8.1%	13.8%
Top Administrative Position								
	F	14	5.9%		1.7%	3.3%	8.7%	
	M	21	2.1%	-4.5%	-1.4%	3.7%	5.4%	8.2%
Top Business Position								
	F	5	6.5%			3.3%		
	M	13	1.5%		0.8%	2.4%	5.2%	

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>								
Greater than \$5 million								
Top Development Position								
	F	18	3.8%		1.3%	2.4%	4.1%	
	M	10	4.3%		1.3%	5.1%	9.7%	
Top Facilities Position								
	M	6	-1.8%			1.4%		
Top Finance Position								
	F	74	4.6%	-0.7%	1.1%	3.3%	7.3%	11.6%
	M	98	4.7%	-3.0%	0.6%	4.2%	8.5%	14.3%
	U	21	4.2%	-1.8%	-1.5%	3.7%	8.7%	11.1%
Top Human Resources Position								
	F	27	3.9%	-2.3%	-0.2%	3.4%	7.7%	11.8%
	M	8	5.2%			4.0%		
Top Legal Position								
	F	5	6.8%			6.4%		
	M	7	0.7%			3.4%		
Top Marketing Position								
	F	7	6.9%			7.2%		
Top Operations Position								
	F	34	5.5%	-2.3%	2.4%	5.2%	8.3%	12.9%
	M	32	6.7%	-2.2%	2.9%	5.3%	9.0%	15.9%
	U	8	3.1%			3.8%		
Top PR/Communications Position								
	M	5	6.4%			4.0%		
Top Program Position								
	M	6	3.5%			4.9%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>								
Greater than \$5 million								
Top Technology Position								
	M	26	5.6%	1.5%	2.5%	4.3%	7.7%	10.7%
	U	7	3.6%			3.2%		
<b>Massachusetts</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	253	3.4%	-6.7%	0.0%	2.1%	7.7%	15.4%
	M	165	1.5%	-7.2%	-1.7%	1.0%	5.3%	11.9%
	U	37	3.2%	-3.8%	-1.1%	1.2%	5.5%	16.9%
Top Business Position								
	M	8	0.3%			1.3%		
Top Finance Position								
	F	10	1.8%		-0.4%	1.8%	5.8%	
	M	6	4.3%			4.2%		
Top Program Position								
	F	7	6.7%			4.9%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	160	3.3%	-5.5%	0.0%	3.1%	7.6%	13.2%
	M	136	3.4%	-4.6%	-0.4%	2.8%	6.6%	14.8%
	U	20	1.9%	-7.4%	-0.3%	2.1%	5.1%	11.0%
Top Business Position								
	M	8	5.1%			3.6%		



## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
Between \$500 thousand and \$1 million							
Top Finance Position							
F	9	3.1%			1.0%		
M	10	4.2%		1.8%	2.5%	4.5%	
Between \$1 million and \$5 million							
CEO/Executive Director							
F	330	3.9%	-4.2%	0.0%	3.1%	8.9%	13.6%
M	347	3.2%	-5.0%	-0.1%	3.1%	7.4%	11.9%
U	39	2.7%	-7.8%	0.0%	2.0%	6.4%	10.4%
Top Administrative Position							
F	11	6.6%		3.4%	5.2%	10.4%	
M	30	3.4%	-2.8%	-0.4%	3.7%	5.8%	8.1%
Top Business Position							
F	8	3.4%			2.7%		
M	16	1.3%		-0.7%	1.1%	3.7%	
Top Development Position							
F	11	2.6%		1.4%	4.2%	7.6%	
M	5	5.6%			4.5%		
Top Facilities Position							
M	11	0.3%		-2.1%	0.5%	2.9%	
Top Finance Position							
F	49	2.9%	-5.9%	-1.7%	2.2%	7.0%	13.0%
M	55	2.4%	-8.0%	-1.0%	2.3%	6.1%	12.8%
U	12	2.2%		0.8%	2.7%	6.4%	
Top Legal Position							
M	6	4.3%			4.9%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>								
Between \$1 million and \$5 million								
Top Operations Position								
	F	23	7.2%	-2.4%	0.4%	7.0%	12.0%	20.6%
	M	21	7.3%	1.1%	4.5%	5.6%	12.4%	13.7%
Top Program Position								
	F	7	2.4%			1.2%		
Greater than \$5 million								
CEO/Executive Director								
	F	187	4.7%	-4.4%	0.4%	4.3%	9.2%	14.6%
	M	356	3.5%	-6.4%	0.1%	3.4%	8.1%	14.2%
	U	37	4.3%	-4.2%	0.0%	4.6%	9.4%	12.9%
Top Administrative Position								
	F	23	4.6%	-4.2%	0.3%	4.5%	6.3%	13.7%
	M	51	1.9%	-10.3%	-0.7%	3.0%	6.1%	12.1%
Top Business Position								
	F	8	7.7%			8.4%		
	M	18	5.2%		2.0%	3.7%	7.9%	
Top Development Position								
	F	65	5.0%	-1.1%	2.3%	3.8%	7.1%	11.6%
	M	37	4.6%	-5.6%	1.9%	5.2%	8.9%	13.8%
	U	9	3.7%			2.8%		
Top Facilities Position								
	M	24	4.1%	-3.0%	-1.3%	4.4%	8.1%	12.3%
Top Finance Position								
	F	144	5.3%	-2.5%	1.4%	4.7%	9.3%	14.4%
	M	202	3.6%	-4.0%	0.2%	3.6%	7.4%	12.0%
	U	27	5.9%	-0.3%	2.9%	5.7%	8.6%	13.4%

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>								
Greater than \$5 million								
Top Human Resources Position								
	F	31	5.5%	-2.5%	0.5%	6.4%	9.7%	13.0%
	M	14	4.9%		-0.1%	3.3%	5.3%	
Top Legal Position								
	F	11	5.9%		2.6%	4.5%	5.6%	
	M	15	4.4%		1.9%	4.3%	6.1%	
Top Marketing Position								
	F	12	2.2%		-1.1%	1.7%	4.8%	
	M	10	5.6%		2.3%	4.9%	5.9%	
Top Operations Position								
	F	62	5.9%	-3.9%	-0.7%	4.8%	10.6%	19.9%
	M	73	3.5%	-5.8%	0.0%	3.7%	7.9%	12.7%
	U	11	6.1%		4.9%	7.0%	9.3%	
Top PR/Communications Position								
	F	10	2.4%		-1.1%	1.2%	4.0%	
	M	9	3.1%			2.1%		
Top Program Position								
	F	12	6.3%		1.9%	4.7%	9.2%	
	M	14	1.2%		-2.4%	3.4%	6.0%	
Top Technology Position								
	F	10	3.3%		0.2%	3.0%	4.3%	
	M	43	3.4%	-2.5%	0.0%	3.4%	5.8%	8.6%

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	270	3.8%	-3.7%	0.0%	2.5%	7.9%	15.4%
	M	174	2.4%	-6.2%	-1.2%	0.3%	6.7%	13.3%
	U	30	0.4%	-6.2%	-0.6%	0.1%	2.8%	5.9%
Top Administrative Position								
	F	10	3.9%		0.3%	3.5%	6.2%	
Top Finance Position								
	F	13	6.7%		1.4%	4.9%	11.3%	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	146	3.9%	-3.6%	-0.1%	3.0%	8.3%	13.0%
	M	109	2.2%	-7.2%	-0.5%	1.8%	5.5%	13.6%
	U	17	0.8%		-3.3%	1.7%	4.0%	
Top Administrative Position								
	F	9	1.0%			2.6%		
	M	7	1.6%			3.9%		
Top Business Position								
	M	7	4.2%			1.9%		
Top Finance Position								
	F	7	7.3%			4.1%		
	M	8	0.2%			0.0%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	269	3.2%	-6.5%	-1.7%	3.3%	8.2%	13.3%
	M	286	3.2%	-4.5%	-0.1%	2.5%	7.2%	13.3%
	U	35	2.1%	-11.8%	-2.9%	0.0%	6.4%	19.2%

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>								
Between \$1 million and \$5 million								
Top Administrative Position								
	F	15	3.5%		0.2%	3.7%	5.8%	
	M	19	0.6%		-2.8%	-0.7%	3.2%	
Top Business Position								
	M	17	0.6%		-0.1%	0.8%	2.7%	
Top Finance Position								
	F	45	1.7%	-4.9%	-2.0%	1.5%	4.9%	10.0%
	M	49	2.6%	-3.7%	0.0%	2.6%	6.8%	9.1%
Top Operations Position								
	F	14	3.7%		0.9%	2.4%	4.0%	
Top Program Position								
	F	5	3.2%			3.2%		
Greater than \$5 million								
CEO/Executive Director								
	F	124	3.8%	-7.1%	-1.3%	4.1%	9.4%	13.7%
	M	249	3.7%	-4.6%	-0.9%	3.4%	8.0%	13.9%
	U	17	3.5%		0.3%	2.5%	6.1%	
Top Administrative Position								
	F	8	0.5%			2.6%		
	M	22	2.4%	-2.2%	-1.1%	1.2%	3.7%	9.1%
Top Business Position								
	F	5	2.5%			3.4%		
	M	5	3.1%			3.5%		
Top Development Position								
	F	11	1.3%		-2.5%	0.6%	3.6%	
	M	8	4.5%			3.7%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>								
Greater than \$5 million								
Top Finance Position								
	F	95	5.6%	-3.1%	0.5%	4.0%	9.7%	16.8%
	M	113	4.8%	-2.6%	0.9%	4.1%	8.0%	14.7%
	U	14	3.3%		0.7%	3.6%	4.7%	
Top Human Resources Position								
	F	16	3.5%		0.6%	4.9%	6.6%	
	M	9	2.1%			2.6%		
Top Marketing Position								
	F	8	5.3%			9.0%		
	M	6	0.9%			2.3%		
Top Operations Position								
	F	31	2.0%	-10.5%	-2.7%	2.3%	4.9%	10.1%
	M	43	3.8%	-6.6%	-0.1%	3.7%	9.9%	14.2%
Top Program Position								
	M	6	4.6%			2.7%		
Top Technology Position								
	F	5	2.3%			0.2%		
	M	24	3.9%	-8.9%	-1.2%	5.5%	9.3%	13.6%

## Minnesota

\$500 thousand or less

CEO/Executive Director

F	234	3.0%	-6.0%	0.0%	2.5%	6.5%	13.0%
M	176	3.0%	-8.7%	0.0%	2.6%	8.7%	13.5%
U	26	5.9%	-3.3%	0.0%	5.4%	12.1%	19.3%

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>								
\$500 thousand or less								
Top Administrative Position								
	F	10	2.0%		-0.1%	2.3%	4.4%	
	M	5	6.2%			6.4%		
Top Finance Position								
	F	5	8.3%			10.5%		
	M	7	7.5%			9.7%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	134	4.2%	-2.6%	0.0%	2.9%	7.7%	14.7%
	M	121	3.9%	-1.7%	0.0%	2.9%	7.5%	13.1%
	U	15	5.5%		0.3%	3.7%	10.2%	
Top Administrative Position								
	F	5	-1.1%			2.2%		
Top Business Position								
	M	8	0.5%			1.3%		
Top Finance Position								
	F	5	8.6%			6.6%		
	M	10	1.8%		0.1%	1.4%	2.9%	
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	231	3.5%	-4.0%	-0.1%	3.1%	7.1%	13.2%
	M	246	3.2%	-4.6%	-0.7%	2.4%	7.0%	12.5%
	U	22	3.0%	-7.4%	-0.9%	3.9%	7.5%	12.4%
Top Administrative Position								
	F	15	7.1%		2.5%	7.0%	10.3%	
	M	19	2.2%		0.3%	2.7%	4.1%	

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>								
Between \$1 million and \$5 million								
Top Business Position								
	F	7	4.5%			4.8%		
	M	15	2.8%		1.3%	4.0%	4.5%	
Top Finance Position								
	F	46	4.5%	-5.2%	0.5%	3.9%	8.9%	14.0%
	M	51	4.6%	-2.4%	1.2%	3.6%	8.0%	15.8%
Top Operations Position								
	F	10	5.4%		3.2%	4.7%	9.8%	
	M	12	4.1%		-0.6%	4.2%	10.6%	
Greater than \$5 million								
CEO/Executive Director								
	F	117	4.7%	-3.3%	0.4%	4.7%	8.8%	13.5%
	M	207	5.1%	-2.1%	1.4%	4.3%	8.7%	13.6%
	U	23	4.7%	-3.5%	0.1%	2.9%	9.4%	14.4%
Top Administrative Position								
	F	21	5.8%	0.4%	3.6%	6.1%	7.7%	10.0%
	M	30	5.5%	-1.8%	2.2%	4.9%	9.1%	12.2%
Top Business Position								
	F	6	4.3%			2.0%		
	M	13	3.5%		2.4%	2.9%	5.6%	
Top Development Position								
	F	16	4.1%		0.8%	3.6%	8.1%	
	M	9	6.4%			6.0%		



## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>								
Greater than \$5 million								
Top Finance Position								
	F	92	5.6%	-3.2%	0.8%	4.9%	9.5%	16.7%
	M	92	4.1%	-6.5%	-0.7%	4.0%	9.5%	13.7%
	U	8	5.2%			1.9%		
Top Human Resources Position								
	F	10	6.5%		2.1%	6.7%	9.9%	
Top Legal Position								
	F	5	3.5%			6.9%		
	M	9	5.1%			0.7%		
Top Operations Position								
	F	26	4.4%	-3.9%	0.0%	4.5%	6.1%	13.9%
	M	35	3.1%	-9.7%	-2.2%	4.2%	8.8%	14.1%
Top Technology Position								
	M	8	10.4%			11.2%		
<b>Mississippi</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	69	1.4%	-6.4%	-0.7%	0.5%	4.3%	9.3%
	M	39	3.1%	-7.8%	0.0%	2.9%	7.8%	12.6%
	U	13	-0.5%		-3.6%	0.0%	3.8%	
Top Administrative Position								
	F	5	4.8%			1.9%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Mississippi</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	31	2.4%	-2.9%	0.1%	3.0%	5.7%	8.5%
M	33	2.3%	-6.8%	0.0%	2.2%	4.8%	8.7%
Between \$1 million and \$5 million							
CEO/Executive Director							
F	44	1.4%	-4.4%	-1.2%	0.1%	4.7%	9.0%
M	58	1.9%	-3.7%	-1.3%	0.8%	5.8%	9.0%
U	5	7.4%			1.2%		
Top Finance Position							
F	11	3.0%		-2.3%	1.4%	7.4%	
M	7	0.2%			2.5%		
Greater than \$5 million							
CEO/Executive Director							
F	18	3.2%		-0.2%	1.1%	8.1%	
M	59	1.6%	-13.0%	-0.7%	2.2%	4.7%	13.2%
U	7	0.3%			1.1%		
Top Administrative Position							
M	13	6.2%		2.0%	4.0%	6.8%	
Top Finance Position							
F	21	3.7%	-0.7%	0.0%	2.9%	7.9%	15.1%
M	18	2.3%		-0.8%	3.8%	7.2%	
Top Human Resources Position							
M	5	3.4%			3.3%		
Top Technology Position							
M	5	1.7%			0.3%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	178	3.1%	-3.6%	0.0%	2.0%	6.2%	12.4%
	M	148	0.4%	-12.4%	-3.7%	1.0%	4.7%	10.5%
	U	11	0.9%		-5.8%	1.6%	11.6%	
Top Administrative Position								
	F	13	-1.0%		-3.6%	0.0%	3.2%	
Top Business Position								
	M	6	4.9%			4.7%		
Top Finance Position								
	F	9	0.7%			0.0%		
	M	7	1.8%			3.2%		
Top Program Position								
	F	6	2.3%			2.0%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	98	3.7%	-2.1%	0.0%	2.8%	6.6%	12.3%
	M	89	3.0%	-5.3%	0.0%	2.4%	6.3%	13.0%
	U	10	2.6%		-0.4%	0.7%	1.6%	
Top Administrative Position								
	F	5	2.1%			0.5%		
Top Business Position								
	M	7	3.9%			4.3%		
Top Finance Position								
	F	5	5.2%			4.4%		
	M	5	-1.0%			-0.3%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
Between \$1 million and \$5 million							
CEO/Executive Director							
F	161	3.1%	-4.3%	0.1%	3.1%	6.7%	11.0%
M	198	2.5%	-7.1%	-0.8%	2.2%	6.5%	10.8%
U	19	3.0%		0.6%	3.3%	6.3%	
Top Administrative Position							
F	10	2.9%		0.3%	3.2%	7.1%	
M	16	8.3%		2.6%	4.0%	12.6%	
Top Business Position							
M	19	2.3%		1.1%	2.3%	3.4%	
Top Finance Position							
F	33	2.5%	-5.6%	-1.0%	2.7%	6.3%	11.0%
M	37	2.3%	-4.1%	-0.2%	2.0%	6.4%	10.0%
Top Operations Position							
F	17	3.0%		0.1%	2.8%	6.4%	
M	8	0.8%			1.6%		
Greater than \$5 million							
CEO/Executive Director							
F	70	5.6%	-0.3%	1.7%	5.0%	8.1%	14.1%
M	193	4.3%	-4.3%	0.3%	4.2%	8.0%	14.5%
U	15	4.9%		3.6%	5.0%	6.7%	
Top Administrative Position							
F	14	6.7%		0.3%	4.8%	11.3%	
M	27	3.0%	-5.8%	1.1%	3.5%	7.1%	8.4%
Top Business Position							
F	8	1.5%			3.6%		
M	7	3.0%			3.5%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>								
Greater than \$5 million								
Top Development Position								
	F	12	4.5%		0.5%	4.7%	9.5%	
Top Facilities Position								
	M	5	5.1%			5.1%		
Top Finance Position								
	F	79	4.5%	-2.3%	1.5%	3.9%	7.1%	13.0%
	M	77	3.9%	-3.9%	0.0%	3.0%	7.7%	12.5%
	U	8	3.3%			4.5%		
Top Human Resources Position								
	F	12	4.9%		0.2%	2.8%	8.7%	
	M	6	2.5%			2.9%		
Top Legal Position								
	F	6	12.4%			10.6%		
	M	7	3.9%			3.4%		
Top Marketing Position								
	F	8	5.4%			5.7%		
Top Operations Position								
	F	22	5.4%	-2.2%	0.2%	4.8%	11.0%	18.4%
	M	28	5.1%	-2.5%	0.7%	4.6%	7.1%	14.9%
	U	6	14.8%			17.3%		
Top Technology Position								
	M	12	-0.1%		-1.4%	1.9%	2.7%	

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Montana</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	86	3.8%	-5.4%	0.0%	2.7%	7.8%	14.2%
	M	66	1.6%	-11.5%	-3.1%	1.6%	7.7%	13.1%
	U	7	1.8%			2.4%		
Top Administrative Position								
	M	6	4.5%			3.4%		
Top Program Position								
	F	5	2.4%			0.8%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	37	5.1%	-4.6%	0.5%	5.4%	10.6%	15.3%
	M	31	4.4%	-10.3%	0.0%	3.3%	12.4%	17.2%
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	48	4.5%	-3.2%	1.0%	2.9%	8.9%	11.8%
	M	52	6.2%	-0.4%	1.2%	4.9%	10.0%	16.6%
	U	8	5.2%			5.9%		
Top Finance Position								
	F	10	3.8%		0.5%	3.8%	6.7%	
	M	5	3.4%			3.7%		
Greater than \$5 million								
CEO/Executive Director								
	F	13	6.8%		-2.0%	7.3%	14.7%	
	M	46	4.7%	-2.7%	1.1%	4.8%	8.8%	11.9%
	U	7	4.7%			4.1%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Montana</b>								
Greater than \$5 million								
Top Administrative Position								
	M	13	7.4%		3.9%	8.3%	10.4%	
Top Finance Position								
	F	23	7.0%	-0.7%	4.8%	6.6%	9.2%	13.4%
	M	22	8.0%	1.3%	4.6%	6.2%	11.5%	15.2%
Top Operations Position								
	F	5	3.4%			6.6%		
	M	7	9.0%			6.8%		
<b>Nebraska</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	74	3.2%	-6.0%	-1.0%	3.7%	8.3%	11.8%
	M	43	2.5%	-6.5%	-2.6%	0.0%	8.3%	11.2%
	U	5	5.2%			2.7%		
Top Finance Position								
	M	6	6.2%			5.6%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	45	3.0%	-3.8%	0.0%	2.7%	6.4%	10.5%
	M	30	2.3%	-8.7%	-3.5%	3.4%	6.2%	10.9%
	U	6	3.0%			0.2%		
Top Finance Position								
	F	6	6.0%			5.3%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nebraska</b>								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	65	4.6%	-2.2%	0.5%	3.5%	8.4%	14.2%
	M	62	2.4%	-7.4%	-1.0%	2.6%	6.8%	10.7%
Top Administrative Position								
	M	8	0.9%			0.9%		
Top Finance Position								
	F	12	6.0%		2.3%	4.8%	12.0%	
	M	6	2.1%			2.0%		
Greater than \$5 million								
CEO/Executive Director								
	F	33	4.6%	-3.8%	0.3%	3.0%	8.2%	15.3%
	M	53	3.9%	-4.2%	0.0%	3.4%	7.5%	13.5%
Top Development Position								
	F	8	0.4%			1.7%		
Top Finance Position								
	F	32	5.3%	-1.3%	2.0%	4.9%	10.1%	12.2%
	M	28	2.4%	-5.9%	-0.9%	3.8%	5.6%	10.8%
Top Operations Position								
	M	5	0.8%			0.5%		
Top Technology Position								
	M	5	4.7%			2.9%		



## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nevada</b>							
\$500 thousand or less							
CEO/Executive Director							
F	39	3.4%	-4.8%	0.0%	3.7%	9.7%	13.5%
M	25	4.7%	-1.8%	0.0%	1.9%	8.0%	14.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	31	3.3%	-3.9%	0.0%	2.5%	8.1%	10.5%
M	20	3.1%	-8.7%	-0.3%	3.4%	10.4%	13.5%
Between \$1 million and \$5 million							
CEO/Executive Director							
F	49	3.9%	-3.8%	0.1%	3.2%	9.3%	12.0%
M	31	3.4%	-6.6%	-0.3%	3.1%	7.2%	12.6%
U	6	2.0%			3.6%		
Top Finance Position							
F	13	4.7%		1.3%	5.1%	6.4%	
M	5	-0.4%			0.0%		
Greater than \$5 million							
CEO/Executive Director							
F	11	3.8%		-0.4%	4.2%	9.2%	
M	28	7.8%	-2.0%	0.4%	7.5%	12.6%	21.1%
Top Finance Position							
F	9	7.1%			6.1%		
M	11	5.7%		1.8%	3.6%	8.8%	
Top Operations Position							
M	12	9.2%		2.6%	8.1%	16.3%	

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Hampshire</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	74	3.4%	-4.7%	-0.2%	3.1%	7.0%	11.7%
	M	33	1.5%	-9.4%	0.0%	2.0%	5.2%	12.4%
	U	7	0.5%			0.0%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	35	2.1%	-4.8%	-0.8%	1.3%	6.1%	8.5%
	M	28	1.6%	-4.6%	-0.4%	1.4%	3.8%	8.1%
	U	6	0.9%			2.3%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	52	5.2%	-1.7%	1.0%	5.0%	8.6%	15.4%
	M	61	1.5%	-7.8%	-3.4%	2.1%	6.2%	9.5%
Top Finance Position								
	F	14	5.4%		1.6%	4.2%	8.0%	
	M	7	1.5%			3.0%		
Greater than \$5 million								
CEO/Executive Director								
	F	29	5.9%	-2.8%	0.6%	5.0%	13.0%	15.6%
	M	55	4.5%	-6.1%	1.6%	4.3%	8.2%	14.1%
Top Administrative Position								
	M	5	2.2%			2.9%		
Top Development Position								
	M	5	0.0%			5.0%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Hampshire</b>								
Greater than \$5 million								
Top Finance Position								
	F	24	5.4%	-1.5%	0.8%	4.2%	8.0%	18.0%
	M	41	6.8%	-0.9%	2.4%	5.0%	11.1%	17.0%
Top Human Resources Position								
	F	9	4.0%			3.1%		
Top Marketing Position								
	F	5	5.4%			2.8%		
Top Operations Position								
	F	9	5.7%			2.1%		
	M	6	8.1%			9.2%		
<b>New Jersey</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	149	2.3%	-6.6%	0.0%	1.5%	5.7%	11.2%
	M	103	0.8%	-12.6%	-1.8%	1.0%	5.3%	11.4%
	U	17	3.1%		-1.8%	4.0%	7.5%	
Top Administrative Position								
	F	5	-2.6%			0.6%		
Top Finance Position								
	F	5	8.7%			6.9%		
	M	7	2.9%			2.4%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>								
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	126	2.9%	-6.4%	0.0%	2.5%	6.4%	13.7%
	M	99	2.2%	-4.4%	-0.4%	1.0%	4.7%	10.1%
	U	15	0.0%		-2.3%	0.0%	2.6%	
Top Finance Position								
	F	11	-1.0%		-6.4%	0.0%	2.6%	
	M	8	2.3%			2.6%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	229	3.4%	-5.3%	0.0%	2.2%	7.1%	13.6%
	M	267	3.0%	-4.1%	-0.5%	2.2%	6.8%	12.0%
	U	31	4.7%	-3.7%	-0.4%	3.2%	7.7%	19.5%
Top Administrative Position								
	M	19	3.7%		-0.2%	1.2%	7.7%	
Top Business Position								
	M	15	3.6%		1.5%	3.6%	6.9%	
Top Development Position								
	F	8	0.1%			1.0%		
Top Education Position								
	M	6	8.1%			6.8%		
Top Facilities Position								
	M	6	5.9%			4.0%		
Top Finance Position								
	F	44	2.6%	-3.6%	-0.8%	1.9%	5.6%	8.7%
	M	38	2.9%	-3.8%	-0.5%	2.7%	6.4%	9.7%
	U	9	1.5%			1.8%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
Between \$1 million and \$5 million							
Top Operations Position							
F	13	0.9%		-0.3%	0.6%	3.3%	
M	13	3.8%		0.0%	1.1%	10.2%	
Top Program Position							
F	7	-1.9%			-1.8%		
Top Technology Position							
M	5	3.2%			3.9%		
Greater than \$5 million							
CEO/Executive Director							
F	128	3.7%	-5.9%	-1.0%	2.8%	7.8%	13.9%
M	238	2.8%	-4.2%	-0.4%	2.7%	6.8%	11.2%
U	14	2.4%		1.0%	1.9%	6.9%	
Top Administrative Position							
F	14	-1.0%		-1.9%	-0.7%	2.3%	
M	36	2.1%	-6.3%	-1.7%	2.9%	6.7%	10.5%
Top Business Position							
M	21	2.3%	-1.7%	0.8%	2.1%	3.6%	8.9%
Top Development Position							
F	25	8.4%	1.6%	3.1%	7.3%	13.9%	17.6%
M	17	0.4%		-4.8%	-0.6%	3.3%	
Top Facilities Position							
M	29	2.5%	-3.0%	-0.5%	2.3%	5.2%	7.9%
Top Finance Position							
F	84	2.6%	-4.9%	-3.0%	2.5%	6.2%	12.4%
M	121	2.4%	-6.2%	-1.1%	2.6%	6.4%	11.4%
U	22	3.1%	-3.1%	0.2%	3.6%	5.9%	8.7%

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>								
Greater than \$5 million								
Top Human Resources Position								
	F	15	4.6%		-0.7%	2.4%	13.9%	
	M	9	8.0%			8.0%		
Top Legal Position								
	M	10	2.4%		-0.5%	1.4%	7.0%	
Top Marketing Position								
	F	6	1.5%			3.6%		
Top Operations Position								
	F	30	4.2%	-4.4%	-1.2%	3.4%	8.6%	15.8%
	M	31	2.1%	-3.2%	-1.2%	0.5%	4.3%	7.1%
	U	10	1.5%		-0.1%	3.7%	5.1%	
Top Program Position								
	F	5	8.2%			7.3%		
Top Technology Position								
	M	14	2.8%		1.2%	3.0%	6.3%	
<b>New Mexico</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	79	3.0%	-7.1%	-0.3%	2.5%	8.8%	15.5%
	M	57	0.7%	-11.1%	-2.6%	0.0%	5.3%	12.3%
	U	8	5.1%			4.6%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Mexico</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	47	2.6%	-5.5%	-0.1%	2.0%	6.9%	10.1%
M	32	1.7%	-11.7%	-0.3%	2.6%	4.7%	14.8%
U	5	1.4%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	58	2.6%	-5.7%	0.0%	1.7%	6.8%	11.5%
M	77	2.9%	-5.0%	-0.2%	2.7%	7.0%	12.4%
U	7	4.6%			3.3%		
Top Administrative Position							
M	5	3.3%			2.0%		
Top Business Position							
M	7	4.9%			4.5%		
Top Finance Position							
F	19	6.0%		1.5%	7.0%	8.9%	
Greater than \$5 million							
CEO/Executive Director							
F	15	1.4%		-1.5%	1.9%	5.5%	
M	45	3.3%	-6.8%	-0.5%	3.2%	10.2%	13.8%
U	5	-0.7%			1.2%		
Top Administrative Position							
M	14	3.0%		-0.2%	3.4%	7.3%	
Top Finance Position							
F	12	3.1%		-2.8%	5.1%	7.5%	
M	23	5.4%	-2.7%	-0.3%	4.2%	9.4%	17.3%

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Mexico</b>								
Greater than \$5 million								
Top Operations Position								
	F	9	0.3%			1.1%		
<b>New York</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	492	2.1%	-7.4%	-1.2%	0.9%	6.4%	12.7%
	M	344	1.8%	-8.3%	-1.4%	0.6%	5.6%	14.2%
	U	83	2.9%	-7.9%	0.0%	1.3%	8.4%	15.3%
Top Administrative Position								
	F	17	-1.2%		-1.3%	0.2%	3.0%	
	M	6	3.3%			1.5%		
Top Business Position								
	M	17	3.7%		0.0%	2.9%	6.9%	
Top Finance Position								
	F	28	2.2%	-9.7%	-2.8%	0.0%	5.4%	16.8%
	M	11	-2.2%		-4.3%	-0.1%	2.2%	
	U	6	0.4%			0.0%		
Top Program Position								
	F	8	-2.8%			-2.5%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	372	3.8%	-4.6%	0.0%	2.8%	8.2%	14.7%
	M	320	3.0%	-4.8%	0.0%	2.6%	6.1%	13.2%
	U	54	2.8%	-3.4%	0.0%	3.1%	6.8%	10.8%



## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>								
Between \$500 thousand and \$1 million								
Top Administrative Position								
	F	15	4.3%		-0.7%	0.4%	13.1%	
	M	5	4.8%			4.5%		
Top Business Position								
	M	22	2.4%	-1.2%	1.2%	2.9%	4.6%	5.8%
Top Finance Position								
	F	24	3.3%	-0.8%	0.2%	2.6%	6.9%	9.1%
	M	21	1.5%	-3.2%	-0.6%	1.4%	3.8%	6.5%
Top Operations Position								
	F	5	7.0%			6.3%		
	M	7	2.2%			2.9%		
Top Program Position								
	F	5	8.4%			3.4%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	759	2.9%	-5.4%	-0.2%	2.3%	6.9%	12.5%
	M	763	3.3%	-4.2%	0.0%	2.8%	6.5%	12.9%
	U	143	3.5%	-5.0%	-0.1%	2.3%	8.8%	13.3%
Top Administrative Position								
	F	33	2.9%	-3.4%	0.1%	2.4%	6.9%	10.0%
	M	60	4.4%	-0.1%	1.6%	3.1%	5.7%	13.1%
	U	8	2.1%			2.4%		
Top Business Position								
	F	13	6.7%		-0.4%	6.2%	9.1%	
	M	50	3.1%	-2.4%	0.0%	2.3%	4.6%	11.5%

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>								
Between \$1 million and \$5 million								
Top Development Position								
	F	25	4.7%	-3.8%	0.6%	3.0%	7.8%	16.1%
	M	11	-2.4%		-8.4%	-1.1%	3.4%	
	U	8	-2.2%			-3.6%		
Top Education Position								
	F	5	4.3%			3.4%		
	M	7	4.4%			3.5%		
Top Facilities Position								
	M	13	5.0%		-0.1%	4.9%	7.3%	
Top Finance Position								
	F	128	3.1%	-4.6%	-0.8%	3.0%	7.2%	11.8%
	M	154	3.7%	-2.2%	0.8%	3.7%	7.3%	11.6%
	U	30	2.6%	-5.3%	-1.8%	1.4%	7.6%	11.3%
Top Legal Position								
	M	13	2.1%		-0.6%	2.4%	3.8%	
	U	5	3.5%			3.0%		
Top Operations Position								
	F	41	6.1%	-0.4%	1.8%	4.8%	11.0%	16.6%
	M	37	4.9%	-4.9%	0.0%	5.2%	10.8%	14.5%
	U	7	-1.3%			-0.4%		
Top Program Position								
	F	20	3.2%	-2.0%	0.4%	2.0%	6.9%	10.5%
	M	11	3.8%		0.6%	1.5%	7.4%	
Top Technology Position								
	M	5	-0.3%			1.0%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>								
Greater than \$5 million								
CEO/Executive Director								
	F	556	4.0%	-3.8%	0.0%	3.8%	8.9%	12.8%
	M	894	3.9%	-4.3%	-0.1%	3.2%	7.8%	13.4%
	U	118	4.1%	-4.8%	-0.6%	3.0%	9.0%	15.5%
Top Administrative Position								
	F	85	4.1%	-5.2%	0.8%	4.5%	7.6%	12.2%
	M	152	4.1%	-4.8%	0.3%	3.9%	8.1%	13.7%
	U	23	0.0%	-8.0%	-4.1%	1.6%	4.2%	9.7%
Top Business Position								
	F	18	4.6%		1.1%	2.8%	6.9%	
	M	40	3.9%	-4.5%	-1.2%	3.1%	9.0%	13.3%
	U	6	3.9%			4.4%		
Top Development Position								
	F	111	5.4%	-1.0%	1.3%	4.0%	9.9%	16.3%
	M	65	3.9%	-3.2%	0.2%	3.2%	7.6%	13.6%
	U	10	4.4%		-0.4%	3.2%	6.7%	
Top Education Position								
	F	14	3.3%		0.3%	1.8%	6.8%	
	M	14	1.5%		1.7%	3.2%	6.1%	
Top Facilities Position								
	M	68	2.8%	-4.1%	-0.2%	3.5%	6.6%	10.3%
Top Finance Position								
	F	372	5.0%	-3.0%	0.4%	4.5%	8.4%	14.4%
	M	510	4.1%	-4.1%	0.3%	3.5%	7.9%	14.2%
	U	100	4.8%	-3.1%	0.0%	3.7%	8.9%	15.2%

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>								
Greater than \$5 million								
Top Human Resources Position								
	F	70	4.3%	-1.5%	0.0%	3.4%	6.8%	14.7%
	M	29	2.7%	-2.4%	0.3%	3.5%	4.5%	9.6%
	U	7	2.5%			0.9%		
Top Legal Position								
	F	50	2.8%	-3.0%	-0.6%	2.7%	6.0%	13.2%
	M	66	3.0%	-7.0%	-0.1%	3.3%	5.8%	13.5%
	U	11	7.8%		1.7%	3.6%	13.9%	
Top Marketing Position								
	F	18	4.0%		-1.2%	5.6%	10.4%	
	M	13	2.8%		1.8%	4.4%	6.5%	
Top Operations Position								
	F	145	3.1%	-6.3%	-0.5%	3.4%	7.0%	12.8%
	M	129	5.4%	-2.5%	1.2%	5.2%	9.7%	15.4%
	U	27	5.6%	-6.1%	-1.6%	8.3%	9.8%	16.2%
Top PR/Communications Position								
	F	23	4.8%	0.5%	2.5%	4.9%	8.0%	9.2%
	M	21	4.7%	-2.5%	1.6%	2.5%	6.5%	14.1%
	U	6	5.5%			5.6%		
Top Program Position								
	F	50	4.4%	-1.7%	0.0%	2.8%	9.2%	13.9%
	M	34	4.1%	-3.3%	0.0%	3.8%	7.8%	11.4%
	U	9	2.7%			-1.5%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>								
Greater than \$5 million								
Top Technology Position								
	F	16	4.3%		1.8%	3.6%	6.5%	
	M	81	3.8%	-2.0%	0.7%	2.9%	6.1%	10.1%
	U	23	4.6%	-7.2%	0.3%	3.0%	11.4%	13.8%
<b>North Carolina</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	281	2.5%	-5.2%	-0.2%	2.4%	6.3%	11.8%
	M	213	2.3%	-7.2%	-0.5%	1.5%	5.4%	12.0%
	U	44	0.6%	-12.1%	-3.2%	0.0%	4.3%	15.3%
Top Administrative Position								
	F	6	4.6%			3.6%		
	M	6	-1.6%			0.2%		
Top Finance Position								
	F	15	2.1%		-0.1%	1.0%	2.8%	
	M	9	3.8%			2.3%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	174	3.6%	-3.7%	0.0%	3.6%	7.9%	12.9%
	M	127	3.4%	-4.3%	-0.1%	2.7%	7.5%	14.0%
	U	17	1.3%		-3.3%	0.0%	4.0%	
Top Finance Position								
	F	8	7.2%			3.5%		
	M	6	-3.7%			-0.9%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>								
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	211	2.7%	-5.0%	0.0%	2.3%	6.2%	11.0%
	M	271	3.3%	-7.5%	-0.3%	3.5%	8.0%	13.0%
	U	32	4.1%	-2.5%	0.0%	4.2%	5.8%	14.6%
Top Administrative Position								
	F	12	2.1%		0.2%	1.7%	5.7%	
	M	15	0.8%		-5.0%	2.4%	6.4%	
Top Finance Position								
	F	46	3.7%	-5.2%	0.3%	3.0%	9.7%	11.7%
	M	26	4.6%	-3.0%	-0.3%	3.6%	9.0%	13.6%
	U	6	2.5%			1.1%		
Top Legal Position								
	M	5	1.3%			1.3%		
Top Operations Position								
	F	14	4.6%		1.9%	2.8%	5.9%	
	M	6	3.5%			1.0%		
Greater than \$5 million								
CEO/Executive Director								
	F	102	4.1%	-1.5%	1.0%	3.6%	7.1%	12.9%
	M	187	3.6%	-5.3%	0.1%	3.7%	7.5%	12.9%
	U	25	3.6%	-3.6%	-2.2%	3.7%	9.4%	13.5%
Top Administrative Position								
	F	8	-1.2%			-0.1%		
	M	21	5.1%	-0.1%	1.9%	3.3%	6.9%	13.5%

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>								
Greater than \$5 million								
Top Development Position								
	F	11	2.0%		-0.7%	2.9%	4.6%	
	M	9	4.9%			4.5%		
Top Facilities Position								
	M	13	1.5%		-6.1%	2.9%	7.4%	
Top Finance Position								
	F	69	6.2%	-0.8%	1.9%	5.4%	10.2%	14.8%
	M	89	5.2%	-2.0%	2.0%	4.3%	8.6%	13.6%
	U	8	9.3%			9.3%		
Top Human Resources Position								
	F	6	3.9%			2.5%		
	M	5	7.2%			6.5%		
Top Marketing Position								
	F	7	1.5%			0.0%		
Top Operations Position								
	F	20	3.8%	-2.8%	0.7%	3.9%	7.1%	11.7%
	M	31	4.6%	-2.3%	1.6%	4.6%	7.7%	10.3%
Top Technology Position								
	M	9	4.5%			4.3%		
<b>North Dakota</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	39	3.8%	-6.1%	0.0%	3.1%	5.6%	17.0%
	M	27	2.5%	-9.4%	-0.2%	4.0%	6.3%	12.2%

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Dakota</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	27	6.4%	0.9%	3.4%	6.2%	8.7%	15.5%
M	21	3.7%	0.0%	2.0%	4.8%	5.9%	6.9%
Between \$1 million and \$5 million							
CEO/Executive Director							
F	37	3.5%	-6.7%	0.0%	3.6%	9.5%	13.4%
M	48	2.4%	-9.7%	-0.1%	3.8%	7.2%	8.7%
Top Administrative Position							
M	5	-0.5%			1.5%		
Top Business Position							
F	5	2.2%			5.2%		
Top Finance Position							
F	12	5.9%		2.1%	4.9%	12.8%	
M	6	10.5%			9.8%		
Greater than \$5 million							
CEO/Executive Director							
F	12	3.8%		-0.3%	4.2%	8.6%	
M	33	6.2%	-1.3%	2.4%	5.5%	9.5%	15.3%
Top Administrative Position							
M	9	6.2%			4.8%		
Top Business Position							
F	5	11.9%			12.6%		
Top Finance Position							
F	21	5.2%	0.0%	3.8%	6.0%	8.9%	13.1%
M	16	4.7%		1.2%	4.7%	7.5%	



## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Dakota</b>								
Greater than \$5 million								
Top Operations Position								
	M	12	5.6%		0.9%	5.4%	8.0%	
<b>Ohio</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	386	2.7%	-4.6%	0.0%	2.6%	6.1%	11.9%
	M	247	2.3%	-8.0%	-1.7%	1.3%	7.3%	14.6%
	U	31	3.2%	-2.2%	0.0%	1.7%	7.9%	10.4%
Top Administrative Position								
	F	17	4.2%		-0.4%	3.8%	5.1%	
	M	15	1.5%		0.0%	0.4%	5.3%	
Top Business Position								
	M	13	0.1%		0.2%	3.2%	6.3%	
Top Finance Position								
	F	12	2.3%		0.1%	2.2%	3.6%	
	M	11	2.5%		-0.9%	0.8%	7.7%	
Top Program Position								
	F	9	8.4%			3.0%		
	M	5	6.2%			4.2%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	185	3.5%	-3.7%	0.0%	3.1%	7.2%	13.2%
	M	173	3.8%	-2.5%	0.0%	2.3%	8.6%	13.3%
	U	14	2.2%		0.2%	3.6%	7.3%	

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
Between \$500 thousand and \$1 million							
Top Administrative Position							
F	8	3.5%			4.0%		
M	14	5.5%		0.2%	4.0%	8.8%	
Top Business Position							
M	16	2.3%		0.3%	2.6%	3.4%	
Top Finance Position							
F	21	-1.2%	-18.3%	-4.1%	1.0%	4.0%	5.7%
M	24	3.7%	-0.7%	1.0%	3.7%	6.3%	10.9%
Between \$1 million and \$5 million							
CEO/Executive Director							
F	321	4.0%	-4.3%	0.0%	3.2%	7.1%	14.3%
M	437	4.0%	-4.9%	0.0%	3.1%	7.9%	14.2%
U	31	2.2%	-8.1%	-0.6%	2.1%	5.1%	10.0%
Top Administrative Position							
F	11	2.8%		-0.6%	0.8%	7.0%	
M	30	5.3%	-1.6%	2.2%	4.1%	9.2%	16.2%
Top Business Position							
M	28	4.6%	0.2%	2.0%	3.8%	6.2%	9.5%
Top Development Position							
F	5	4.0%			1.7%		
Top Facilities Position							
M	6	7.1%			5.6%		
Top Finance Position							
F	93	3.7%	-2.6%	0.8%	3.2%	6.9%	11.3%
M	86	2.5%	-3.4%	0.0%	2.2%	4.7%	9.0%
U	9	6.2%			6.9%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

Gender		Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>								
Between \$1 million and \$5 million								
Top Legal Position								
	M	5	2.7%			3.8%		
Top Operations Position								
	F	24	1.8%	-5.4%	0.0%	1.8%	7.4%	11.0%
	M	9	5.1%			5.5%		
Top Program Position								
	F	5	0.7%			0.0%		
Greater than \$5 million								
CEO/Executive Director								
	F	151	4.6%	-2.5%	0.0%	3.2%	8.1%	16.7%
	M	360	3.8%	-5.9%	-0.7%	3.2%	8.0%	16.2%
	U	24	1.7%	-10.0%	-2.0%	1.8%	7.0%	12.6%
Top Administrative Position								
	F	22	3.9%	-5.5%	-0.6%	2.7%	6.4%	16.9%
	M	39	1.7%	-6.4%	-0.7%	2.5%	5.7%	8.5%
Top Business Position								
	F	5	3.4%			3.2%		
	M	15	5.3%		2.6%	6.5%	9.3%	
Top Development Position								
	F	22	4.9%	-2.7%	2.4%	5.1%	9.0%	13.4%
	M	15	1.4%		-1.4%	2.8%	4.3%	
Top Facilities Position								
	M	10	2.5%		-1.7%	3.1%	6.9%	

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>								
Greater than \$5 million								
Top Finance Position								
	F	128	4.5%	-2.2%	0.1%	3.9%	6.9%	12.7%
	M	175	3.6%	-4.5%	-1.4%	2.9%	7.3%	13.4%
	U	15	5.8%		0.9%	3.0%	9.9%	
Top Human Resources Position								
	F	15	4.0%		0.9%	5.4%	7.3%	
	M	8	2.7%			3.0%		
Top Legal Position								
	F	12	3.8%		0.5%	1.9%	2.7%	
	M	11	9.1%		4.6%	10.1%	18.6%	
Top Marketing Position								
	F	12	8.7%		4.4%	7.5%	13.9%	
Top Operations Position								
	F	44	4.6%	-4.2%	0.2%	3.6%	8.2%	16.7%
	M	55	4.4%	-4.1%	0.7%	3.8%	9.0%	12.8%
	U	6	10.0%			8.3%		
Top PR/Communications Position								
	F	8	0.5%			0.6%		
Top Program Position								
	F	5	2.5%			2.6%		
Top Technology Position								
	M	17	4.9%		0.7%	3.6%	10.4%	

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oklahoma</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	105	2.8%	-7.3%	-0.1%	1.7%	7.3%	12.7%
	M	99	0.1%	-16.6%	-3.7%	0.9%	6.5%	11.5%
	U	12	0.0%		-3.7%	0.0%	10.7%	
Top Finance Position								
	F	6	-1.7%			-0.7%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	52	2.9%	-2.6%	0.0%	1.6%	4.8%	12.3%
	M	56	2.7%	-4.4%	0.0%	1.9%	4.9%	11.2%
Top Administrative Position								
	F	6	7.9%			8.7%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	82	2.1%	-5.4%	0.0%	2.4%	4.9%	11.5%
	M	81	2.3%	-6.8%	0.0%	1.8%	5.4%	14.1%
	U	5	5.2%			0.0%		
Top Administrative Position								
	M	6	-3.0%			-0.6%		
Top Finance Position								
	F	11	3.7%		0.9%	3.6%	8.7%	
	M	11	0.5%		-4.2%	0.5%	9.4%	
Top Operations Position								
	M	5	0.7%			3.7%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oklahoma</b>								
Greater than \$5 million								
CEO/Executive Director								
	F	33	3.5%	-3.2%	1.5%	4.1%	7.2%	8.8%
	M	85	3.7%	-3.7%	-0.3%	3.4%	5.9%	14.5%
Top Administrative Position								
	F	6	7.4%			9.3%		
	M	13	5.6%		2.1%	4.9%	13.2%	
Top Development Position								
	M	6	3.1%			0.5%		
Top Finance Position								
	F	33	4.6%	-2.5%	-0.5%	3.6%	8.2%	13.3%
	M	22	2.1%	-7.5%	-4.7%	2.3%	9.7%	12.4%
Top Human Resources Position								
	F	5	4.3%			4.9%		
Top Operations Position								
	F	9	2.7%			3.4%		
	M	18	3.1%		-0.5%	3.3%	8.8%	
Top Technology Position								
	M	7	4.5%			4.0%		
<b>Oregon</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	145	4.5%	-5.5%	0.0%	3.0%	9.8%	18.6%
	M	127	1.7%	-10.6%	-2.2%	1.3%	7.2%	14.6%
	U	19	5.5%		0.0%	3.0%	10.7%	

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>							
\$500 thousand or less							
Top Administrative Position							
F	9	5.3%			3.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	103	3.2%	-3.7%	-0.7%	2.4%	8.7%	12.8%
M	82	4.5%	-4.9%	0.0%	4.2%	9.4%	15.1%
U	16	5.0%		0.0%	3.1%	10.2%	
Top Administrative Position							
F	6	1.0%			2.7%		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	163	3.4%	-6.3%	0.0%	3.0%	8.2%	13.7%
M	183	3.7%	-4.6%	0.0%	3.1%	7.3%	14.1%
U	30	4.8%	-3.1%	0.0%	3.4%	10.2%	17.7%
Top Administrative Position							
F	5	0.4%			3.3%		
M	17	1.9%		0.0%	2.7%	6.7%	
Top Business Position							
M	6	4.7%			3.1%		
Top Finance Position							
F	30	5.9%	-1.6%	1.0%	5.9%	10.8%	12.7%
M	20	2.2%	-2.0%	-0.1%	1.7%	5.6%	7.8%
Top Operations Position							
F	8	6.6%			3.3%		
M	5	-1.5%			-1.8%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>							
Between \$1 million and \$5 million							
Top Program Position							
F	5	8.7%			7.1%		
Greater than \$5 million							
CEO/Executive Director							
F	69	4.8%	-4.0%	0.6%	3.8%	9.7%	16.5%
M	114	5.5%	-1.4%	1.0%	5.1%	9.6%	14.8%
U	9	1.4%			0.4%		
Top Administrative Position							
F	8	8.0%			9.8%		
M	16	2.9%		0.4%	2.8%	6.5%	
Top Business Position							
M	5	3.6%			4.5%		
Top Development Position							
M	9	3.3%			3.3%		
Top Finance Position							
F	42	6.1%	-3.0%	2.1%	5.9%	10.1%	14.3%
M	48	3.7%	-6.3%	-0.2%	3.8%	8.4%	12.8%
U	7	1.5%			3.5%		
Top Marketing Position							
F	5	3.3%			2.4%		
Top Operations Position							
F	13	3.2%		-1.8%	4.7%	9.3%	
M	18	7.4%		3.9%	7.0%	10.2%	
Top Technology Position							
M	8	3.0%			-0.4%		



## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	374	2.3%	-5.8%	0.0%	2.0%	5.3%	10.9%
	M	304	2.6%	-5.6%	-0.4%	1.6%	5.7%	12.2%
	U	42	2.1%	-7.5%	-1.4%	0.9%	5.8%	15.6%
Top Administrative Position								
	F	14	3.2%		1.8%	3.4%	4.8%	
	M	5	10.0%			5.3%		
Top Business Position								
	M	14	1.7%		-1.4%	0.8%	6.7%	
Top Education Position								
	F	5	1.3%			0.8%		
Top Finance Position								
	F	16	3.1%		-1.1%	2.3%	8.2%	
	M	9	-1.4%			0.0%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	259	3.5%	-3.3%	0.0%	3.0%	7.1%	13.3%
	M	247	2.2%	-5.7%	-0.9%	1.9%	5.2%	11.9%
	U	40	2.4%	-5.0%	-0.5%	1.3%	4.7%	13.1%
Top Administrative Position								
	F	6	1.4%			0.7%		
	M	8	2.3%			1.7%		
Top Business Position								
	M	17	4.3%		1.6%	2.4%	4.0%	

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
Between \$500 thousand and \$1 million							
Top Finance Position							
F	12	6.3%		-0.6%	3.6%	14.9%	
M	18	1.8%		0.0%	1.6%	2.5%	
Top Operations Position							
M	5	-4.4%			2.6%		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	439	4.1%	-3.6%	0.1%	3.5%	7.5%	13.3%
M	505	3.6%	-3.8%	0.0%	2.9%	7.4%	14.0%
U	50	4.0%	-4.4%	-2.2%	3.7%	9.1%	16.0%
Top Administrative Position							
F	26	6.3%	-0.4%	0.9%	5.1%	12.6%	15.1%
M	32	2.2%	-8.3%	-2.3%	3.1%	6.9%	12.0%
Top Business Position							
F	6	7.4%			6.0%		
M	35	4.2%	0.5%	2.0%	4.5%	7.3%	8.4%
Top Education Position							
F	5	4.4%			5.0%		
M	5	4.8%			3.9%		
Top Facilities Position							
M	10	4.9%		0.8%	2.2%	3.6%	
Top Finance Position							
F	73	4.7%	-2.8%	2.1%	5.0%	8.8%	13.7%
M	87	4.1%	-2.5%	0.6%	3.0%	7.3%	12.3%
U	10	3.3%		-0.9%	2.5%	5.6%	

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>								
Between \$1 million and \$5 million								
Top Legal Position								
	M	8	-2.0%			-0.3%		
Top Operations Position								
	F	19	3.5%		-2.3%	4.0%	7.5%	
	M	23	5.4%	-2.6%	-0.7%	2.1%	12.7%	16.4%
Greater than \$5 million								
CEO/Executive Director								
	F	258	4.5%	-3.6%	0.0%	4.4%	8.2%	14.7%
	M	477	4.9%	-3.0%	0.6%	4.1%	8.7%	15.4%
	U	47	3.5%	-4.7%	-0.8%	2.2%	9.1%	11.9%
Top Administrative Position								
	F	35	5.7%	-2.0%	1.4%	5.7%	10.2%	15.4%
	M	56	4.5%	-6.4%	0.4%	4.6%	8.4%	14.2%
	U	10	3.6%		1.4%	3.3%	5.5%	
Top Business Position								
	F	12	3.3%		-1.4%	3.4%	5.7%	
	M	24	5.7%	2.4%	3.1%	5.3%	7.7%	10.2%
Top Development Position								
	F	38	3.9%	-3.3%	-0.3%	3.4%	8.7%	12.6%
	M	32	3.2%	-2.7%	-0.6%	2.6%	6.0%	9.7%
Top Education Position								
	F	6	7.2%			6.3%		
Top Facilities Position								
	M	17	5.5%		1.2%	4.9%	8.0%	

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>								
Greater than \$5 million								
Top Finance Position								
	F	177	4.7%	-3.9%	0.9%	4.1%	8.6%	15.9%
	M	279	4.2%	-3.2%	0.9%	4.2%	8.1%	12.3%
	U	15	1.7%		-1.3%	2.8%	4.8%	
Top Human Resources Position								
	F	29	4.6%	-1.1%	0.2%	4.7%	8.7%	14.6%
	M	18	2.9%		-1.2%	0.7%	6.8%	
Top Legal Position								
	F	10	3.4%		2.3%	6.1%	10.3%	
	M	12	6.4%		2.1%	4.4%	10.6%	
Top Marketing Position								
	F	14	3.6%		0.8%	2.8%	5.0%	
	M	10	4.6%		0.0%	4.5%	9.3%	
Top Operations Position								
	F	65	5.0%	-6.8%	0.9%	4.9%	9.8%	18.1%
	M	79	5.5%	-0.6%	1.5%	5.1%	9.7%	13.1%
	U	8	5.0%			5.2%		
Top PR/Communications Position								
	F	10	2.3%		-1.2%	2.3%	4.5%	
	M	8	3.2%			4.1%		
Top Program Position								
	F	13	6.2%		2.5%	3.3%	7.9%	
	M	6	3.5%			5.2%		
Top Technology Position								
	F	7	6.0%			1.2%		
	M	47	4.5%	-2.0%	1.2%	4.9%	8.4%	11.5%

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Puerto Rico</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	8	2.9%			0.7%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	5	1.0%			0.0%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	16	-0.6%		-4.9%	0.1%	2.8%	
	M	6	-3.6%			0.0%		
Greater than \$5 million								
CEO/Executive Director								
	F	16	-1.8%		-7.1%	0.0%	4.0%	
	M	12	-2.2%		-3.4%	-0.4%	4.0%	
Top Finance Position								
	F	5	0.4%			3.0%		
	M	9	1.3%			0.3%		
Top Human Resources Position								
	F	7	0.1%			0.0%		
<b>Rhode Island</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	39	2.8%	-8.3%	-1.6%	2.6%	8.2%	15.0%
	M	25	3.4%	-3.2%	0.0%	2.3%	4.7%	14.7%

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Rhode Island</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	18	3.7%		0.3%	4.0%	6.8%	
M	26	3.6%	-5.0%	-1.0%	3.7%	8.1%	12.6%
Between \$1 million and \$5 million							
CEO/Executive Director							
F	51	2.7%	-4.8%	-1.3%	1.9%	5.8%	13.0%
M	60	3.7%	-2.1%	-0.1%	2.2%	7.0%	14.8%
U	6	3.2%			3.3%		
Top Administrative Position							
M	6	5.1%			3.3%		
Top Finance Position							
F	9	2.3%			3.2%		
M	8	4.1%			2.5%		
Greater than \$5 million							
CEO/Executive Director							
F	23	6.5%	2.4%	3.2%	5.0%	8.6%	15.3%
M	52	3.5%	-5.2%	-0.9%	4.0%	7.4%	12.1%
Top Administrative Position							
F	6	6.6%			4.5%		
M	6	3.1%			3.8%		
Top Business Position							
M	5	9.4%			8.9%		
Top Finance Position							
F	24	5.5%	-2.2%	2.5%	5.0%	8.8%	12.3%
M	27	4.6%	-3.9%	1.0%	5.6%	7.6%	10.0%

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Rhode Island</b>								
Greater than \$5 million								
Top Operations Position								
	F	11	2.8%		-0.9%	1.7%	4.4%	
	M	7	2.6%			2.1%		
Top Technology Position								
	M	9	7.2%			4.2%		
<b>South Carolina</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	101	3.5%	-6.3%	0.0%	2.5%	9.1%	14.2%
	M	103	1.4%	-8.6%	-0.3%	1.4%	6.5%	11.7%
	U	19	-0.6%		-3.0%	0.0%	0.7%	
Top Finance Position								
	F	6	-0.1%			4.5%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	54	3.4%	-3.2%	-0.9%	1.9%	6.8%	14.5%
	M	42	3.2%	-1.3%	0.0%	2.0%	3.8%	11.5%
	U	6	2.8%			3.3%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	104	3.5%	-4.5%	0.0%	3.0%	7.8%	12.6%
	M	106	3.3%	-3.9%	0.0%	2.2%	7.6%	11.2%
	U	17	4.5%		0.4%	6.6%	11.1%	
Top Administrative Position								
	M	7	3.2%			2.3%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Carolina</b>							
Between \$1 million and \$5 million							
Top Finance Position							
F	11	9.4%		7.4%	11.3%	16.6%	
Greater than \$5 million							
CEO/Executive Director							
F	39	4.3%	-3.4%	0.2%	3.5%	6.7%	13.2%
M	86	4.0%	-3.1%	0.3%	3.7%	7.6%	12.5%
U	8	7.9%			5.1%		
Top Administrative Position							
M	7	2.4%			2.6%		
Top Development Position							
M	5	2.8%			2.3%		
Top Finance Position							
F	34	4.7%	0.0%	1.0%	3.8%	9.3%	12.3%
M	32	5.5%	0.6%	2.6%	4.3%	8.8%	11.1%
U	5	3.3%			5.7%		
Top Human Resources Position							
F	7	10.7%			9.0%		
Top Operations Position							
F	12	4.0%		-2.0%	2.8%	8.3%	
M	12	4.2%		-0.9%	4.1%	5.7%	
Top Technology Position							
M	5	0.6%			1.2%		



## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Dakota</b>							
\$500 thousand or less							
CEO/Executive Director							
F	53	3.4%	-2.0%	0.0%	2.9%	5.1%	8.7%
M	25	-1.0%	-14.7%	-5.1%	1.5%	3.9%	8.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	14	3.9%		-1.1%	2.3%	6.7%	
M	14	0.9%		-3.6%	2.8%	6.5%	
U	5	5.7%			2.1%		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	33	5.3%	-0.9%	1.5%	4.0%	9.2%	13.0%
M	50	1.4%	-9.2%	-1.8%	2.1%	5.2%	7.7%
Top Administrative Position							
F	7	2.5%			2.8%		
M	5	2.3%			3.1%		
Top Business Position							
F	5	1.4%			2.3%		
Top Finance Position							
F	16	2.3%		-5.5%	2.3%	8.9%	
Greater than \$5 million							
CEO/Executive Director							
F	18	2.3%		-1.9%	2.0%	5.6%	
M	45	4.8%	-1.4%	1.3%	3.8%	7.8%	15.3%
Top Administrative Position							
M	18	7.2%		2.8%	5.0%	14.4%	

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Dakota</b>								
Greater than \$5 million								
Top Finance Position								
	F	21	4.4%	-3.4%	-2.5%	3.9%	7.9%	11.5%
	M	17	4.1%		0.1%	4.7%	8.0%	
Top Operations Position								
	M	5	2.3%			1.4%		
<b>Tennessee</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	211	3.1%	-5.8%	0.0%	1.2%	7.1%	15.1%
	M	179	2.8%	-4.9%	-0.2%	1.4%	7.8%	15.0%
	U	30	0.4%	-12.6%	-3.1%	0.0%	2.1%	14.3%
Top Administrative Position								
	F	9	5.1%			1.5%		
	M	7	0.5%			0.0%		
Top Business Position								
	M	6	1.3%			1.6%		
Top Finance Position								
	F	12	6.6%		0.0%	2.3%	13.7%	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	100	3.2%	-5.3%	-0.7%	2.6%	7.0%	12.8%
	M	98	4.2%	-3.9%	0.0%	3.6%	9.1%	15.5%
	U	13	3.5%		0.8%	4.6%	6.7%	
Top Finance Position								
	F	6	5.9%			3.2%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
Between \$500 thousand and \$1 million							
Top Operations Position							
F	5	6.2%			7.2%		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	140	4.5%	-4.5%	0.0%	3.1%	9.2%	16.1%
M	224	2.8%	-5.2%	-0.2%	2.0%	6.6%	13.1%
U	33	3.7%	-5.3%	-0.3%	3.4%	7.5%	12.2%
Top Administrative Position							
F	8	4.4%			5.3%		
M	15	3.8%		0.4%	2.4%	8.2%	
Top Business Position							
M	8	6.0%			4.8%		
Top Development Position							
M	6	4.3%			1.7%		
Top Finance Position							
F	40	3.4%	-4.2%	-0.1%	1.6%	9.0%	15.7%
M	33	4.8%	-6.5%	0.0%	4.1%	9.1%	19.3%
Top Operations Position							
F	9	4.1%			5.4%		
M	13	2.1%		1.2%	2.7%	5.4%	
Greater than \$5 million							
CEO/Executive Director							
F	57	3.1%	-12.1%	0.4%	3.4%	9.6%	13.0%
M	188	3.3%	-6.3%	-0.4%	3.0%	6.9%	13.2%
U	14	4.0%		0.5%	5.6%	6.4%	

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>								
Greater than \$5 million								
Top Administrative Position								
	F	6	2.9%			2.7%		
	M	19	3.5%		1.5%	4.3%	6.3%	
Top Business Position								
	M	5	3.3%			4.5%		
Top Development Position								
	F	14	2.8%		0.1%	2.5%	5.3%	
	M	14	1.7%		-0.4%	2.7%	3.8%	
Top Facilities Position								
	M	7	4.5%			6.2%		
Top Finance Position								
	F	50	4.7%	-0.7%	0.5%	3.4%	6.5%	14.3%
	M	80	3.1%	-5.5%	-2.1%	2.9%	7.0%	10.6%
	U	8	4.5%			4.1%		
Top Human Resources Position								
	F	5	8.3%			5.5%		
Top Operations Position								
	F	26	5.7%	-2.7%	1.5%	5.6%	11.2%	12.6%
	M	31	3.1%	-7.8%	0.1%	4.0%	8.1%	10.5%
Top Technology Position								
	M	14	4.2%		0.7%	3.3%	8.3%	

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	531	3.1%	-7.2%	0.0%	2.2%	7.7%	14.4%
	M	424	0.4%	-14.3%	-4.5%	0.0%	6.2%	13.7%
	U	91	2.6%	-3.7%	0.0%	0.8%	4.6%	10.8%
Top Administrative Position								
	F	19	1.6%		-1.1%	1.0%	7.4%	
	M	9	4.5%			0.5%		
Top Business Position								
	F	5	-3.6%			1.3%		
	M	8	1.7%			1.2%		
Top Finance Position								
	F	22	0.2%	-3.0%	-0.1%	0.0%	2.9%	6.8%
	M	10	7.3%		2.0%	6.2%	9.9%	
Top Operations Position								
	F	5	-1.2%			0.0%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	280	3.1%	-4.1%	0.0%	1.9%	6.8%	12.1%
	M	255	2.8%	-7.9%	0.0%	2.1%	6.2%	13.4%
	U	34	1.8%	-10.1%	-0.5%	0.7%	3.6%	14.3%
Top Administrative Position								
	F	7	2.8%			2.1%		
	M	5	-0.1%			0.6%		
Top Business Position								
	M	6	2.4%			1.4%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>								
Between \$500 thousand and \$1 million								
Top Finance Position								
	F	23	2.6%	-9.9%	-3.1%	2.9%	8.6%	11.8%
	M	9	-0.7%			1.3%		
Top Operations Position								
	F	6	-4.5%			-0.7%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	435	3.4%	-4.6%	0.0%	2.6%	7.9%	14.0%
	M	526	3.2%	-5.0%	-0.1%	3.0%	7.1%	13.5%
	U	70	2.2%	-6.7%	-1.5%	2.2%	5.9%	12.9%
Top Administrative Position								
	F	26	4.6%	-6.1%	0.2%	3.0%	10.1%	16.6%
	M	41	3.3%	-6.7%	0.0%	3.0%	6.3%	12.1%
Top Business Position								
	F	10	0.8%		-1.1%	-0.3%	2.7%	
	M	22	1.5%	-2.5%	0.7%	2.0%	4.5%	5.8%
	U	5	2.2%			2.4%		
Top Development Position								
	F	5	10.8%			9.2%		
	M	5	4.1%			0.7%		
Top Finance Position								
	F	93	2.3%	-8.4%	-0.3%	3.0%	6.2%	11.3%
	M	59	2.7%	-3.6%	-0.4%	2.1%	5.1%	9.1%
	U	11	5.1%		1.7%	4.4%	8.0%	

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>								
Between \$1 million and \$5 million								
Top Operations Position								
	F	26	2.2%	-3.4%	-0.4%	2.0%	5.9%	8.5%
	M	23	3.6%	-10.9%	-1.9%	4.0%	11.1%	14.8%
Top Technology Position								
	M	8	8.9%			9.1%		
Greater than \$5 million								
CEO/Executive Director								
	F	228	4.2%	-4.8%	-1.1%	3.9%	8.6%	15.1%
	M	434	4.1%	-6.1%	-0.5%	4.0%	8.9%	14.2%
	U	35	3.9%	-1.1%	1.9%	4.0%	6.8%	8.7%
Top Administrative Position								
	F	27	5.5%	-2.8%	0.8%	3.6%	11.0%	14.8%
	M	75	6.5%	-1.0%	2.2%	4.9%	10.0%	18.4%
	U	5	4.0%			6.9%		
Top Business Position								
	F	12	2.3%		-2.6%	0.4%	8.1%	
	M	9	0.4%			0.0%		
Top Development Position								
	F	27	2.9%	-6.5%	-1.7%	3.7%	6.7%	11.8%
	M	24	6.3%	0.2%	3.0%	6.2%	9.7%	12.8%
Top Education Position								
	F	7	-0.8%			1.4%		
Top Facilities Position								
	M	11	6.8%		3.7%	5.1%	7.6%	

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>								
Greater than \$5 million								
Top Finance Position								
	F	161	5.6%	-1.8%	0.5%	4.2%	9.3%	15.9%
	M	184	4.0%	-3.6%	0.3%	3.7%	7.4%	12.2%
	U	20	4.0%	-1.5%	0.4%	3.8%	5.9%	11.9%
Top Human Resources Position								
	F	34	5.6%	-1.7%	0.5%	2.8%	11.9%	17.7%
	M	9	5.1%			6.5%		
	U	5	0.9%			0.0%		
Top Legal Position								
	F	16	6.5%		1.5%	7.6%	9.9%	
	M	20	4.4%	-1.5%	0.0%	4.3%	7.8%	13.4%
	U	6	4.7%			3.2%		
Top Marketing Position								
	F	18	7.5%		1.7%	7.9%	14.3%	
	M	15	4.7%		-1.1%	3.6%	10.0%	
Top Operations Position								
	F	47	5.3%	-0.7%	0.9%	4.7%	8.3%	15.0%
	M	76	5.2%	-2.2%	0.0%	3.6%	10.7%	17.0%
	U	16	6.6%		1.2%	5.8%	14.1%	
Top PR/Communications Position								
	F	7	2.5%			5.1%		
	M	11	4.0%		-2.5%	2.8%	7.7%	
Top Program Position								
	F	7	4.8%			3.7%		



## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>								
Greater than \$5 million								
Top Technology Position								
	F	6	4.2%			4.0%		
	M	26	2.9%	-1.9%	-0.6%	4.6%	7.6%	9.0%
	U	8	1.7%			1.7%		
<b>Utah</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	53	3.4%	-3.5%	0.0%	2.2%	8.0%	13.7%
	M	47	1.7%	-6.3%	-1.3%	1.1%	6.8%	11.1%
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	25	2.7%	-8.6%	0.0%	1.5%	5.5%	18.5%
	M	28	0.2%	-10.5%	-6.7%	0.6%	4.2%	10.3%
	U	5	5.3%			4.7%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	52	3.5%	-7.8%	-2.4%	2.9%	8.0%	15.2%
	M	69	2.8%	-8.5%	0.0%	3.6%	7.0%	11.8%
	U	9	7.1%			2.7%		
Top Finance Position								
	F	5	10.5%			10.3%		
	M	6	1.3%			1.7%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Utah</b>								
Greater than \$5 million								
CEO/Executive Director								
	F	14	7.2%		0.9%	6.2%	12.2%	
	M	49	6.1%	-3.6%	0.0%	5.7%	11.5%	17.5%
Top Finance Position								
	F	9	8.6%			10.5%		
	M	19	1.5%		-4.1%	2.4%	7.5%	
Top Operations Position								
	M	7	5.2%			3.3%		
<b>Vermont</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	80	3.1%	-8.5%	-0.2%	2.7%	5.6%	15.4%
	M	49	1.9%	-3.6%	-1.0%	1.6%	5.8%	8.4%
	U	6	0.1%			0.1%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	45	4.4%	-3.0%	-0.6%	3.8%	7.9%	12.3%
	M	30	4.1%	-1.5%	1.2%	2.7%	7.5%	13.1%
	U	5	4.8%			7.7%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	52	3.2%	-5.5%	0.0%	3.2%	6.2%	11.5%
	M	55	2.7%	-3.8%	0.0%	2.0%	6.6%	11.0%
	U	7	1.4%			0.2%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Vermont</b>								
Between \$1 million and \$5 million								
Top Finance Position								
	F	8	3.7%			4.2%		
	M	5	2.1%			3.1%		
Greater than \$5 million								
CEO/Executive Director								
	F	19	6.7%		1.8%	6.9%	9.6%	
	M	47	3.2%	-3.3%	-1.0%	1.8%	7.7%	12.3%
Top Finance Position								
	F	19	3.4%		1.0%	2.9%	8.2%	
	M	23	3.8%	-5.2%	0.3%	2.3%	7.7%	10.7%
Top Technology Position								
	M	5	4.5%			2.7%		
<b>Virginia</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	203	1.6%	-7.0%	-0.8%	0.8%	6.0%	9.7%
	M	162	1.4%	-8.3%	-0.6%	0.3%	4.9%	12.6%
	U	28	0.7%	-8.8%	0.0%	1.0%	3.2%	10.5%
Top Administrative Position								
	M	5	5.1%			0.5%		
Top Finance Position								
	F	10	3.9%		0.0%	2.9%	3.8%	
	M	7	4.3%			2.3%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	132	2.2%	-7.1%	-0.5%	2.3%	5.9%	10.9%
M	124	2.9%	-5.2%	0.0%	1.9%	7.2%	11.6%
U	19	4.5%		0.0%	3.9%	7.2%	
Top Administrative Position							
M	6	3.3%			2.6%		
Top Finance Position							
F	8	0.7%			1.4%		
M	11	-0.1%		-2.6%	2.2%	2.8%	
Top Operations Position							
F	5	3.0%			2.2%		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	263	3.9%	-2.5%	0.1%	3.3%	7.5%	11.9%
M	329	2.8%	-5.5%	-1.1%	2.1%	6.5%	11.8%
U	42	2.6%	-4.5%	0.0%	2.4%	6.2%	10.6%
Top Administrative Position							
F	13	3.2%		-1.3%	1.6%	9.3%	
M	20	1.3%	-8.4%	-1.9%	1.7%	5.1%	8.8%
Top Development Position							
F	5	8.2%			6.0%		
Top Finance Position							
F	35	2.1%	-6.5%	-1.1%	1.6%	7.2%	9.2%
M	35	5.8%	0.2%	2.1%	4.9%	8.5%	13.5%
U	8	0.8%			0.8%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>								
Between \$1 million and \$5 million								
Top Marketing Position								
	F	5	2.4%			3.4%		
Top Operations Position								
	F	19	6.8%		2.8%	6.0%	9.7%	
	M	12	3.2%		-0.2%	3.6%	8.5%	
Top PR/Communications Position								
	F	7	3.5%			3.3%		
Top Program Position								
	F	5	5.9%			6.3%		
Top Technology Position								
	M	11	0.7%		-0.3%	3.0%	5.8%	
Greater than \$5 million								
CEO/Executive Director								
	F	118	3.1%	-3.9%	-0.7%	2.1%	6.4%	14.4%
	M	281	3.8%	-4.7%	0.1%	3.5%	7.7%	14.1%
	U	31	5.7%	0.1%	1.6%	3.4%	8.6%	11.7%
Top Administrative Position								
	F	18	2.0%		0.3%	2.0%	4.7%	
	M	33	3.7%	-2.5%	1.0%	2.6%	3.8%	11.5%
Top Business Position								
	F	11	9.3%		2.3%	6.1%	17.4%	
	M	14	2.7%		0.0%	2.7%	8.0%	
Top Development Position								
	F	16	3.6%		1.4%	3.5%	6.6%	
	M	19	0.2%		-2.9%	1.0%	3.9%	

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>								
Greater than \$5 million								
Top Education Position								
	F	5	3.3%			3.4%		
Top Facilities Position								
	M	9	1.4%			1.2%		
Top Finance Position								
	F	84	5.9%	-1.7%	2.1%	4.5%	9.5%	13.5%
	M	138	3.9%	-3.4%	0.5%	3.6%	8.3%	13.0%
	U	21	4.8%	-6.3%	1.6%	5.4%	8.0%	14.3%
Top Human Resources Position								
	F	24	5.9%	0.0%	2.2%	4.1%	10.5%	15.7%
	M	7	3.4%			0.8%		
	U	6	7.8%			6.9%		
Top Legal Position								
	F	19	3.8%		-0.7%	4.5%	9.2%	
	M	21	3.6%	-0.5%	1.3%	3.4%	8.0%	11.6%
Top Marketing Position								
	F	8	5.2%			4.3%		
	M	12	1.1%		-4.1%	0.7%	4.1%	
Top Operations Position								
	F	38	3.6%	-2.5%	1.2%	3.8%	7.1%	10.9%
	M	62	5.1%	-3.9%	0.4%	4.3%	9.2%	17.6%
	U	7	5.2%			2.3%		
Top PR/Communications Position								
	F	16	3.4%		-0.9%	3.4%	7.1%	
	M	17	5.0%		1.6%	3.7%	6.8%	

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>								
Greater than \$5 million								
Top Program Position								
	F	5	9.5%			9.5%		
	M	8	3.0%			1.5%		
Top Technology Position								
	F	7	0.5%			4.4%		
	M	29	3.2%	-1.6%	1.6%	2.9%	5.2%	12.5%
	U	6	4.7%			1.1%		
<b>Washington</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	210	3.8%	-7.6%	0.0%	2.9%	10.1%	15.7%
	M	176	2.1%	-9.2%	-2.4%	0.2%	7.2%	14.5%
	U	31	2.9%	-5.2%	-1.7%	2.0%	9.2%	12.7%
Top Administrative Position								
	F	6	4.3%			2.2%		
	M	5	1.6%			0.0%		
Top Finance Position								
	F	8	6.1%			3.8%		
	M	5	10.1%			5.0%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	136	4.0%	-4.4%	0.0%	3.1%	7.0%	14.0%
	M	106	4.0%	-3.5%	-0.6%	2.9%	6.9%	16.7%
	U	17	2.4%		-0.1%	1.8%	5.4%	

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
Between \$500 thousand and \$1 million							
Top Administrative Position							
F	5	2.1%			0.3%		
Top Finance Position							
F	12	0.2%		0.4%	2.8%	5.9%	
M	5	3.8%			2.9%		
Between \$1 million and \$5 million							
CEO/Executive Director							
F	245	4.4%	-3.1%	0.2%	3.8%	8.1%	15.1%
M	258	3.8%	-3.8%	0.1%	3.0%	6.9%	14.1%
U	37	5.1%	-1.3%	0.5%	4.6%	10.1%	13.5%
Top Administrative Position							
F	9	4.9%			5.6%		
M	12	-0.7%		-0.8%	0.3%	2.0%	
Top Business Position							
M	9	4.6%			3.2%		
Top Finance Position							
F	42	5.4%	-1.6%	0.8%	5.6%	10.2%	14.3%
M	39	3.8%	-1.6%	-0.1%	2.4%	7.2%	10.3%
U	10	4.1%		1.6%	3.7%	7.7%	
Top Operations Position							
F	9	4.8%			4.2%		
M	6	1.5%			1.3%		



## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>								
Greater than \$5 million								
CEO/Executive Director								
	F	81	4.0%	-6.9%	0.4%	3.1%	9.3%	16.4%
	M	165	5.1%	-3.9%	0.9%	4.5%	9.3%	15.2%
	U	18	5.5%		0.3%	5.3%	11.1%	
Top Administrative Position								
	F	6	3.7%			2.4%		
	M	17	3.6%		-0.8%	2.7%	6.3%	
Top Business Position								
	M	9	6.3%			5.3%		
Top Development Position								
	F	11	6.0%		3.0%	4.3%	10.4%	
	M	15	5.9%		0.7%	5.6%	12.2%	
Top Education Position								
	F	5	9.1%			10.3%		
Top Finance Position								
	F	88	4.0%	-4.2%	1.5%	4.3%	7.1%	11.6%
	M	78	3.6%	-5.9%	0.4%	3.9%	8.4%	12.5%
	U	18	5.3%		1.8%	6.4%	10.4%	
Top Human Resources Position								
	F	14	5.9%		2.4%	5.9%	7.9%	
	M	8	4.1%			3.9%		
Top Legal Position								
	M	5	-1.8%			0.3%		
Top Marketing Position								
	F	5	8.7%			8.5%		
	M	6	4.8%			4.9%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
Greater than \$5 million							
Top Operations Position							
F	31	7.6%	-0.4%	3.4%	6.2%	12.4%	17.9%
M	21	6.0%	0.6%	2.5%	6.1%	9.8%	14.9%
Top PR/Communications Position							
F	5	6.2%			1.1%		
Top Program Position							
F	5	4.3%			2.8%		
Top Technology Position							
F	5	3.9%			1.8%		
M	16	3.6%		1.6%	3.9%	5.8%	
U	5	3.7%			5.8%		
<b>West Virginia</b>							
\$500 thousand or less							
CEO/Executive Director							
F	62	4.0%	-5.1%	0.0%	3.6%	7.9%	12.7%
M	42	0.5%	-11.8%	-4.0%	0.3%	6.0%	11.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director							
F	36	4.7%	-4.7%	-0.2%	4.4%	9.3%	19.1%
M	28	0.9%	-7.4%	-3.9%	0.9%	5.1%	9.9%
Between \$1 million and \$5 million							
CEO/Executive Director							
F	47	4.1%	-1.6%	1.3%	4.0%	7.2%	8.9%
M	59	3.3%	-6.4%	-0.7%	2.7%	7.8%	14.1%

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>West Virginia</b>								
Between \$1 million and \$5 million								
Top Business Position								
	M	5	3.6%			2.0%		
Top Finance Position								
	F	14	1.2%		-1.1%	0.2%	4.3%	
	M	8	5.8%			4.4%		
Greater than \$5 million								
CEO/Executive Director								
	F	27	4.3%	-1.2%	0.0%	3.0%	8.9%	11.5%
	M	38	2.9%	-5.1%	0.0%	3.1%	6.0%	9.5%
Top Administrative Position								
	M	7	2.5%			6.2%		
Top Finance Position								
	F	17	4.2%		1.5%	2.9%	6.8%	
	M	16	4.3%		-0.4%	3.9%	9.6%	
Top Operations Position								
	M	6	7.9%			8.3%		
<b>Wisconsin</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	235	3.0%	-5.6%	0.0%	2.3%	6.4%	13.2%
	M	155	3.3%	-4.3%	-0.6%	2.3%	6.5%	14.2%
	U	17	-1.9%		-5.7%	0.0%	3.8%	
Top Administrative Position								
	F	9	-1.6%			-1.1%		
	M	6	5.4%			2.1%		

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>								
\$500 thousand or less								
Top Business Position								
	M	7	2.0%			2.7%		
Top Finance Position								
	F	7	2.6%			0.0%		
	M	5	4.2%			-0.6%		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	130	3.7%	-4.6%	-0.1%	3.3%	7.2%	13.7%
	M	93	2.9%	-4.0%	-0.4%	2.8%	6.6%	12.2%
	U	12	1.2%		-2.6%	1.3%	8.5%	
Top Administrative Position								
	F	7	7.9%			6.4%		
Top Finance Position								
	F	5	-0.3%			0.8%		
	M	5	1.7%			3.4%		
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	212	3.1%	-4.4%	-0.1%	3.3%	7.2%	12.2%
	M	243	3.8%	-4.4%	-0.1%	2.6%	7.4%	14.6%
	U	22	2.0%	-10.8%	-5.3%	2.6%	8.5%	15.9%
Top Administrative Position								
	F	10	0.7%		-2.1%	2.3%	4.3%	
	M	17	2.5%		-1.7%	2.2%	2.7%	
Top Business Position								
	F	5	7.0%			3.5%		
	M	18	2.8%		2.2%	2.6%	3.8%	

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>								
Between \$1 million and \$5 million								
Top Finance Position								
	F	36	3.9%	-5.8%	-0.5%	3.8%	8.6%	11.2%
	M	31	1.7%	-6.6%	-2.0%	2.0%	5.1%	12.2%
	U	7	5.7%			9.7%		
Top Operations Position								
	F	12	-1.3%		-5.6%	1.0%	2.7%	
Greater than \$5 million								
CEO/Executive Director								
	F	98	4.0%	-5.6%	0.0%	3.7%	8.4%	12.4%
	M	167	3.4%	-4.4%	-0.2%	3.1%	7.7%	12.5%
	U	8	4.1%			1.9%		
Top Administrative Position								
	F	16	5.7%		3.2%	6.3%	8.9%	
	M	18	3.6%		1.3%	5.0%	6.4%	
Top Business Position								
	M	7	0.8%			2.3%		
Top Development Position								
	F	7	2.7%			3.1%		
Top Finance Position								
	F	73	4.8%	-3.8%	0.0%	4.7%	10.6%	16.3%
	M	73	4.1%	-6.6%	0.4%	4.1%	7.2%	15.9%
	U	11	1.0%		-0.1%	2.6%	3.8%	
Top Human Resources Position								
	F	12	6.0%		1.4%	5.4%	7.9%	
	M	10	0.6%		-5.3%	-1.8%	5.8%	

## All Organizations Incumbent Compensation Increases State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>								
Greater than \$5 million								
Top Marketing Position								
	F	7	1.1%			2.9%		
Top Operations Position								
	F	27	7.9%	2.1%	3.2%	5.6%	10.9%	16.2%
	M	34	4.6%	-5.4%	1.9%	5.2%	8.1%	15.0%
Top Technology Position								
	M	21	5.1%	-2.1%	2.3%	4.4%	9.4%	10.3%
<b>Wyoming</b>								
\$500 thousand or less								
CEO/Executive Director								
	F	51	2.1%	-7.9%	-0.8%	2.0%	6.1%	10.3%
	M	27	1.3%	-5.6%	0.0%	0.7%	4.1%	8.1%
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	22	0.9%	-5.5%	-1.2%	1.7%	4.1%	6.2%
	M	11	3.9%		0.0%	2.6%	8.6%	
Between \$1 million and \$5 million								
CEO/Executive Director								
	F	19	5.5%		0.2%	3.5%	11.7%	
	M	32	4.4%	-7.2%	0.6%	4.2%	9.2%	14.8%
Greater than \$5 million								
CEO/Executive Director								
	F	6	6.2%			2.9%		
	M	16	3.0%		0.0%	2.0%	6.1%	

All Organizations Incumbent Compensation Increases State by Budget Size and Gender

		Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wyoming									
Greater than \$5 million									
Top Finance Position									
	F		5	7.6%			4.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	5	3.1%			0.0%		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	8	5.6%			2.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-1.0%			0.0%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	9	1.4%			-0.3%		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	12	4.5%		-0.5%	3.2%	10.3%	
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	6	1.4%			2.3%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	14	-0.1%		-2.0%	0.5%	4.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	2.8%		0.0%	1.2%	4.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	19	3.4%		-2.0%	0.4%	10.1%	



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	9	3.1%			1.5%		
Top Finance Position	7	3.6%			1.4%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	7	-0.3%			-3.0%		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	17	4.0%		-1.4%	1.0%	8.8%	
Greater than \$5 million							
CEO/Executive Director	17	2.1%		-2.7%	2.1%	10.8%	
Top Finance Position	5	1.0%			-0.2%		
Top Operations Position	6	5.4%			5.4%		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	8	4.2%			3.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	11.7%			13.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.9%			1.9%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	41	4.8%	-1.2%	0.0%	3.7%	9.7%	14.9%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	0.4%		0.0%	0.0%	2.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	40	3.5%	-4.2%	0.0%	2.5%	6.3%	13.2%
Top Finance Position	6	2.4%			2.1%		
Greater than \$5 million							
CEO/Executive Director	25	4.4%	-0.8%	0.7%	2.0%	8.2%	11.7%
Top Finance Position	8	6.3%			5.9%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	13	1.9%		-1.9%	0.0%	6.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.6%			4.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.3%			0.0%		
Greater than \$5 million							
CEO/Executive Director	7	2.8%			3.4%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	8	-1.7%			0.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.6%			4.3%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	6	1.3%			2.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	36	0.5%	-11.0%	-5.8%	0.0%	7.6%	10.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	2.8%			5.9%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	12	1.7%		-3.3%	0.2%	4.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.3%			0.0%		
<b>Alaska</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	10	0.8%		-0.2%	0.0%	3.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.6%			1.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	-1.1%			-0.8%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	7	1.2%			-0.8%		
Environmental Quality, Protection and Beautification							
\$500 thousand or less							
CEO/Executive Director	7	3.5%			3.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alaska</b>							
<b>Environmental Quality, Protection and Beautification</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	-2.7%			2.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	4.3%			4.6%		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	11	0.9%		-6.6%	2.2%	5.7%	
Greater than \$5 million							
CEO/Executive Director	9	5.4%			3.6%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	8.7%			7.3%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	13	4.6%		0.7%	6.3%	9.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	17	3.3%		0.0%	3.6%	7.0%	
Top Finance Position	7	5.4%			3.0%		
Greater than \$5 million							
CEO/Executive Director	7	10.8%			4.7%		
Top Finance Position	6	5.9%			5.4%		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.1%			3.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alaska</b>							
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	7	2.1%			2.8%		
Top Finance Position	6	-1.7%			2.2%		
Philanthropy, Voluntarism and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.2%			-2.1%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	8.8%			8.0%		
<b>Arizona</b>							
Animal-Related							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-1.4%			1.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.1%			0.9%		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	22	2.2%	-9.7%	-2.0%	0.0%	4.9%	14.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	5.3%		0.3%	4.8%	10.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	13	5.3%		1.6%	4.3%	10.5%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arizona</b>							
<b>Civil Rights, Social Action, Advocacy</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	9.3%			7.2%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	6	-0.7%			2.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	8.2%			4.4%		
Greater than \$5 million							
CEO/Executive Director	6	-4.0%			0.0%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	7	3.5%			9.1%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	16	4.9%		0.0%	5.3%	7.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	0.8%	-15.3%	-3.4%	1.8%	6.0%	12.2%
Between \$1 million and \$5 million							
CEO/Executive Director	60	2.6%	-11.0%	-0.2%	2.4%	7.9%	12.8%
Top Finance Position	8	-0.8%			2.0%		
Greater than \$5 million							
CEO/Executive Director	25	7.3%	0.4%	1.3%	4.0%	12.9%	18.7%
Top Administrative Position	9	3.8%			2.9%		
Top Finance Position	11	4.1%		1.1%	4.0%	6.7%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arizona</b>							
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.1%			0.2%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	6	5.4%			4.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.2%			2.5%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	7	3.6%			3.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	0.3%			2.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	-0.4%		-2.9%	1.3%	6.0%	
Greater than \$5 million							
CEO/Executive Director	23	5.3%	-2.4%	1.7%	4.0%	10.1%	13.6%
Top Finance Position	18	5.8%		0.5%	6.6%	11.5%	
Top Operations Position	7	11.2%			8.4%		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	6	-0.7%			-0.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	4.0%			2.7%		
Greater than \$5 million							
CEO/Executive Director	6	6.8%			8.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arizona</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	32	1.3%	-8.1%	-0.2%	0.2%	3.2%	9.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	3.1%	-8.2%	-0.2%	3.3%	8.7%	16.6%
Between \$1 million and \$5 million							
CEO/Executive Director	41	4.5%	-3.7%	-0.6%	2.8%	9.8%	13.7%
Top Finance Position	6	5.3%			4.8%		
Greater than \$5 million							
CEO/Executive Director	32	5.7%	-2.1%	0.4%	4.0%	12.0%	14.6%
Top Finance Position	21	6.1%	-4.3%	0.7%	6.2%	9.7%	16.7%
Top Human Resources Position	6	3.7%			3.3%		
Top Operations Position	7	5.0%			0.6%		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.6%			1.3%		
Greater than \$5 million							
CEO/Executive Director	13	7.4%		3.2%	4.3%	13.9%	
Top Finance Position	7	1.7%			3.6%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Greater than \$5 million							
CEO/Executive Director	5	0.4%			1.5%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	5	2.0%			0.2%		



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arizona</b>							
Recreation, Sports, Leisure, Athletics							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	7.6%			5.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.2%			1.3%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	27	0.4%	-16.2%	-3.8%	1.7%	6.6%	12.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	0.2%		-2.1%	-0.3%	5.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	10	-3.1%		-9.4%	1.8%	3.7%	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	11	-0.8%		-2.7%	0.0%	1.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	7	-0.4%			-0.7%		
<b>Arkansas</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	9	-1.9%			0.0%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	7	-2.9%			-0.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arkansas</b>							
<b>Community Improvement, Capacity Building</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	0.1%			0.3%		
Greater than \$5 million							
CEO/Executive Director	5	3.5%			6.5%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	8	3.9%			1.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	4.9%		0.8%	3.1%	5.4%	
Greater than \$5 million							
CEO/Executive Director	14	4.4%		0.5%	2.8%	8.1%	
Top Finance Position	7	3.2%			1.0%		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	24	4.4%	-3.0%	-0.8%	2.6%	9.6%	16.7%
Top Administrative Position	5	5.9%			5.6%		
Top Finance Position	18	4.5%		-2.7%	2.0%	11.1%	
Top Operations Position	7	8.6%			7.5%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	22	3.8%	-0.8%	0.0%	3.7%	6.0%	10.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	0.9%		-1.1%	0.0%	2.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	23	3.8%	-6.1%	0.3%	3.7%	8.1%	13.8%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arkansas</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	22	3.6%	-2.3%	0.3%	2.1%	7.5%	12.1%
Top Finance Position	6	0.5%			0.7%		
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	10	3.5%		0.8%	2.0%	4.5%	
Top Finance Position	5	9.3%			12.4%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	11	-1.4%		-7.1%	0.0%	7.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	1.3%			0.6%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	7	4.2%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	-2.7%			0.6%		
<b>California</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	28	2.2%	-8.4%	-0.1%	0.0%	5.3%	12.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	3.8%		-1.9%	0.7%	9.5%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Animal-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	43	3.2%	-3.7%	0.0%	1.9%	6.9%	12.1%
Top Finance Position	5	-1.0%			0.0%		
Greater than \$5 million							
CEO/Executive Director	17	2.6%		0.4%	3.1%	5.1%	
Top Development Position	7	6.4%			3.8%		
Top Finance Position	14	3.6%		-0.5%	3.4%	8.1%	
Top Operations Position	5	3.2%			3.0%		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	167	1.4%	-11.3%	-2.6%	0.0%	7.3%	15.3%
Top Administrative Position	6	1.4%			0.2%		
Top Finance Position	7	-1.2%			-1.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	115	4.1%	-3.5%	0.0%	2.7%	8.3%	17.7%
Top Finance Position	5	-0.8%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	166	3.8%	-5.1%	-0.3%	2.3%	8.3%	16.9%
Top Administrative Position	9	2.0%			0.0%		
Top Finance Position	23	4.6%	-2.2%	0.0%	4.6%	6.8%	13.4%
Top Operations Position	5	3.8%			2.3%		
Greater than \$5 million							
CEO/Executive Director	58	2.2%	-7.2%	-0.8%	2.0%	8.0%	9.9%
Top Administrative Position	7	4.3%			0.0%		
Top Development Position	16	1.9%		-2.6%	3.5%	6.9%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Arts, Culture and Humanities</b>							
Greater than \$5 million							
Top Finance Position	37	5.1%	-1.1%	1.6%	3.7%	9.5%	12.8%
Top Operations Position	17	2.3%		0.0%	2.1%	4.9%	
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	14	-0.1%		-7.4%	-0.5%	8.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	5.7%	-0.2%	1.6%	5.5%	8.3%	11.5%
Between \$1 million and \$5 million							
CEO/Executive Director	39	3.8%	-8.5%	-0.3%	3.4%	9.7%	14.5%
Top Finance Position	6	8.4%			5.2%		
Greater than \$5 million							
CEO/Executive Director	15	-0.9%		-5.8%	0.0%	3.5%	
Top Finance Position	8	3.0%			3.9%		
Top Legal Position	5	4.0%			4.7%		
Top Operations Position	5	3.8%			1.9%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	41	0.1%	-9.8%	-3.7%	0.0%	5.0%	8.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	37	4.1%	-2.8%	-0.4%	3.8%	9.4%	13.3%
Between \$1 million and \$5 million							
CEO/Executive Director	63	2.8%	-3.4%	0.0%	2.5%	7.2%	10.3%
Top Finance Position	12	5.0%		0.3%	2.6%	11.0%	
Top Operations Position	7	1.1%			1.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Community Improvement, Capacity Building</b>							
Greater than \$5 million							
CEO/Executive Director	22	3.5%	-4.6%	-0.5%	3.0%	11.3%	13.9%
Top Finance Position	12	6.2%		2.6%	7.4%	10.1%	
Top Operations Position	10	2.4%		-0.5%	3.4%	6.8%	
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	23	1.1%	-4.7%	-1.5%	0.3%	4.0%	7.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	1.8%	-4.5%	-1.0%	1.3%	4.9%	9.6%
Between \$1 million and \$5 million							
CEO/Executive Director	36	2.4%	-3.3%	-1.9%	2.0%	5.3%	10.8%
Top Finance Position	5	-0.3%			0.1%		
Top Legal Position	7	3.7%			3.0%		
Greater than \$5 million							
CEO/Executive Director	9	2.9%			0.8%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	28	3.4%	-2.0%	0.0%	1.2%	5.3%	14.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	5.9%		0.4%	3.9%	9.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	38	2.5%	-13.2%	-1.0%	3.4%	8.6%	14.7%
Greater than \$5 million							
CEO/Executive Director	15	2.0%		-2.5%	1.4%	5.6%	
Top Finance Position	6	4.1%			3.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	111	2.0%	-8.1%	-1.8%	0.0%	6.9%	13.0%
Top Administrative Position	5	2.1%			1.4%		
Top Finance Position	5	-1.3%			-2.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	73	5.1%	-5.7%	0.0%	4.7%	10.7%	18.5%
Top Finance Position	7	2.6%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	320	4.0%	-4.3%	0.0%	3.5%	8.8%	13.1%
Top Administrative Position	13	6.5%		1.5%	6.0%	10.6%	
Top Business Position	13	8.9%		1.9%	10.8%	12.7%	
Top Finance Position	35	4.3%	-4.5%	-0.9%	1.6%	10.7%	16.7%
Top Operations Position	12	7.2%		2.6%	7.8%	11.5%	
Top Program Position	7	-4.1%			-4.8%		
Greater than \$5 million							
CEO/Executive Director	293	4.8%	-4.8%	0.0%	4.4%	9.9%	14.7%
Top Administrative Position	24	5.6%	-2.8%	1.6%	4.8%	12.5%	15.8%
Top Business Position	27	2.5%	-4.6%	-1.4%	2.4%	7.9%	9.6%
Top Development Position	48	5.4%	-1.2%	1.9%	4.6%	8.4%	11.9%
Top Education Position	13	8.1%		1.6%	4.8%	16.3%	
Top Facilities Position	10	8.1%		2.4%	5.4%	12.6%	
Top Finance Position	136	4.2%	-4.0%	0.7%	3.4%	7.7%	13.5%
Top Human Resources Position	8	5.4%			3.4%		
Top Legal Position	8	6.0%			5.1%		
Top Operations Position	44	5.9%	-1.7%	2.3%	5.6%	10.0%	14.2%
Top Program Position	10	5.0%		2.9%	4.8%	12.6%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
Employment, Job-Related Top Technology Position	14	4.4%		-0.8%	4.9%	8.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	-1.6%		-0.4%	0.8%	2.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	34	1.2%	-9.8%	-2.8%	0.5%	6.0%	12.4%
Top Finance Position	6	5.4%			2.7%		
Greater than \$5 million							
CEO/Executive Director	31	1.5%	-13.9%	-3.1%	0.3%	6.9%	14.7%
Top Finance Position	16	1.6%		-2.2%	1.0%	4.7%	
Top Human Resources Position	5	1.8%			-0.3%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	56	0.1%	-10.6%	-4.3%	0.0%	5.9%	11.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	47	4.4%	-1.0%	0.0%	2.5%	9.9%	15.7%
Between \$1 million and \$5 million							
CEO/Executive Director	102	5.3%	-3.0%	0.4%	3.7%	9.3%	17.4%
Top Finance Position	15	0.3%		-4.6%	1.7%	6.1%	
Top Operations Position	7	3.9%			3.2%		
Greater than \$5 million							
CEO/Executive Director	29	4.5%	-2.7%	1.3%	3.6%	7.9%	16.3%
Top Finance Position	12	7.8%		4.2%	6.4%	9.1%	
Top Legal Position	5	2.2%			3.5%		



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	10	3.7%		0.6%	4.8%	10.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	3.7%		-0.2%	4.4%	6.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	21	3.7%	-18.3%	0.0%	2.4%	10.5%	19.0%
Greater than \$5 million							
CEO/Executive Director	19	5.8%		1.4%	6.6%	10.3%	
Top Finance Position	9	6.0%			4.7%		
Top Operations Position	6	6.0%			4.4%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	51	1.6%	-11.0%	-2.5%	1.2%	5.9%	12.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	44	3.5%	-6.2%	0.0%	1.7%	7.7%	14.8%
Between \$1 million and \$5 million							
CEO/Executive Director	99	3.8%	-5.5%	-0.3%	2.9%	8.0%	16.8%
Top Finance Position	12	8.8%		2.0%	8.8%	16.6%	
Greater than \$5 million							
CEO/Executive Director	129	6.0%	-6.2%	-0.6%	5.6%	13.3%	18.5%
Top Administrative Position	9	1.9%			2.2%		
Top Development Position	6	1.6%			2.5%		
Top Finance Position	94	5.6%	-5.7%	0.7%	5.2%	11.8%	19.4%
Top Human Resources Position	13	7.3%		4.1%	7.7%	11.7%	
Top Operations Position	42	5.3%	-6.8%	-0.4%	6.1%	10.6%	15.8%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
Top Technology Position	12	6.4%		-1.9%	6.8%	13.9%	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	32	2.7%	-1.3%	0.0%	2.4%	5.2%	8.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	1.6%	-17.2%	-0.1%	2.1%	7.3%	11.9%
Between \$1 million and \$5 million							
CEO/Executive Director	86	1.1%	-9.3%	-1.6%	0.9%	6.6%	10.8%
Top Administrative Position	5	5.1%			7.2%		
Top Finance Position	16	1.5%		-4.0%	2.4%	5.2%	
Top Operations Position	5	2.8%			1.4%		
Greater than \$5 million							
CEO/Executive Director	59	5.7%	-3.4%	0.9%	5.7%	10.7%	14.9%
Top Development Position	7	5.3%			5.0%		
Top Finance Position	29	4.6%	-8.6%	-2.8%	8.0%	10.4%	15.2%
Top Human Resources Position	6	4.2%			1.9%		
Top Operations Position	7	0.3%			1.5%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	169	3.1%	-7.0%	-0.4%	1.8%	8.9%	15.1%
Top Administrative Position	6	3.4%			0.9%		
Top Finance Position	5	1.2%			0.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	138	2.5%	-5.1%	0.0%	1.4%	6.0%	12.6%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
Top Finance Position	9	5.9%			9.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	375	3.3%	-6.6%	-0.4%	2.7%	8.7%	14.5%
Top Administrative Position	10	0.1%		-2.4%	0.8%	4.1%	
Top Finance Position	59	4.0%	-3.5%	1.5%	3.6%	8.1%	14.9%
Top Operations Position	14	3.3%		-1.4%	3.0%	9.9%	
Top Program Position	6	3.8%			3.6%		
Greater than \$5 million							
CEO/Executive Director	285	4.7%	-5.1%	0.0%	3.8%	9.1%	15.3%
Top Administrative Position	14	3.0%		0.0%	3.2%	7.7%	
Top Business Position	7	4.2%			2.0%		
Top Development Position	19	-0.2%		-1.1%	3.5%	4.6%	
Top Facilities Position	7	-0.7%			1.5%		
Top Finance Position	159	4.4%	-3.5%	-0.2%	3.8%	7.9%	14.9%
Top Human Resources Position	24	3.5%	-8.6%	-0.3%	2.6%	8.4%	15.0%
Top Marketing Position	10	4.0%		0.9%	5.2%	7.1%	
Top Operations Position	52	5.6%	-2.0%	0.6%	5.7%	8.9%	15.3%
Top Program Position	31	5.9%	-1.2%	0.5%	3.0%	9.0%	18.6%
Top Technology Position	15	5.8%		1.5%	3.0%	10.3%	
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	25	2.8%	-13.8%	0.0%	0.0%	9.2%	17.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	5.6%		0.0%	1.2%	10.8%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>International, Foreign Affairs and National Security</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	30	2.4%	-7.5%	-3.4%	2.2%	8.5%	10.5%
Top Finance Position	6	5.7%			6.9%		
Greater than \$5 million							
CEO/Executive Director	14	0.5%		-1.0%	0.0%	2.8%	
Top Finance Position	7	6.0%			2.1%		
<b>Medical Research</b>							
\$500 thousand or less							
CEO/Executive Director	7	5.4%			2.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	0.0%		-4.5%	1.8%	4.5%	
Greater than \$5 million							
Top Finance Position	8	9.2%			9.1%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	35	-2.5%	-18.9%	-7.5%	0.0%	1.0%	7.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	40	2.0%	-5.9%	-1.0%	0.4%	5.7%	10.3%
Between \$1 million and \$5 million							
CEO/Executive Director	93	2.7%	-5.1%	-1.6%	1.9%	7.8%	14.3%
Top Finance Position	19	5.3%		1.4%	4.7%	9.5%	
Greater than \$5 million							
CEO/Executive Director	60	3.1%	-8.9%	-0.9%	3.7%	8.5%	12.4%
Top Finance Position	37	3.1%	-10.4%	0.4%	5.0%	8.0%	10.9%
Top Human Resources Position	7	2.3%			1.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Mental Health, Crisis Intervention</b>							
Greater than \$5 million							
Top Operations Position	12	0.8%		-0.4%	0.1%	3.8%	
Top Program Position	8	5.0%			2.9%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	27	1.0%	-18.6%	-0.4%	0.0%	6.7%	15.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	2.6%		0.3%	2.3%	6.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	57	4.3%	-5.7%	-0.4%	2.6%	9.7%	16.8%
Greater than \$5 million							
CEO/Executive Director	35	3.3%	-2.3%	0.0%	3.2%	5.6%	7.4%
Top Finance Position	15	6.1%		3.8%	5.0%	6.0%	
Top Operations Position	11	7.5%		-2.4%	7.8%	18.3%	
<b>Public Safety, Disaster Preparedness and Relief</b>							
\$500 thousand or less							
CEO/Executive Director	9	-1.9%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-1.3%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	0.5%			0.2%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	25	-1.7%	-16.6%	-4.2%	0.0%	0.8%	9.3%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Public, Society Benefit – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	3.0%		-0.4%	1.4%	5.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	39	5.7%	-2.7%	-0.6%	3.5%	9.1%	19.0%
Top Finance Position	6	11.4%			11.8%		
Greater than \$5 million							
CEO/Executive Director	20	2.2%	-3.0%	-1.4%	3.0%	6.7%	9.1%
Top Finance Position	11	2.0%		-1.8%	1.3%	6.4%	
Top Operations Position	9	2.5%			1.2%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	43	0.2%	-15.7%	-7.5%	0.0%	9.3%	15.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	32	3.6%	-4.4%	0.0%	3.2%	8.2%	13.6%
Between \$1 million and \$5 million							
CEO/Executive Director	36	4.2%	-4.0%	0.0%	3.9%	7.8%	12.8%
Top Finance Position	5	0.4%			0.0%		
Greater than \$5 million							
CEO/Executive Director	14	3.3%		-3.0%	3.8%	9.9%	
Top Finance Position	11	5.3%		-1.0%	5.1%	9.8%	
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	155	0.8%	-9.9%	-1.0%	0.0%	3.7%	12.2%
Top Administrative Position	6	-1.0%			0.0%		
Top Finance Position	11	0.8%		-0.4%	0.0%	0.5%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Religion-Related, Spiritual Development</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	39	3.6%	-2.1%	0.0%	2.3%	6.2%	14.3%
Top Finance Position	8	0.2%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	60	2.7%	-7.7%	0.0%	1.8%	5.2%	15.3%
Top Finance Position	16	2.4%		-2.3%	1.8%	4.3%	
Greater than \$5 million							
CEO/Executive Director	19	4.5%		-0.9%	1.5%	9.9%	
Top Finance Position	10	2.6%		0.0%	1.5%	5.5%	
<b>Science and Technology Research Institutes, Services</b>							
\$500 thousand or less							
CEO/Executive Director	9	-0.5%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	2.5%			1.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	22	2.9%	-3.3%	0.5%	2.0%	5.7%	11.4%
Top Finance Position	5	1.8%			1.0%		
Greater than \$5 million							
CEO/Executive Director	7	0.1%			3.6%		
Top Finance Position	5	8.2%			5.7%		
<b>Social Science Research Institutes, Services</b>							
\$500 thousand or less							
CEO/Executive Director	8	2.3%			0.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.4%			1.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Unknown</b>							
\$500 thousand or less							
CEO/Executive Director	29	3.6%	-12.4%	0.0%	2.6%	11.6%	20.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	2.8%		1.4%	3.0%	7.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	21	2.9%	-9.0%	-1.4%	1.7%	10.3%	14.4%
Greater than \$5 million							
CEO/Executive Director	14	5.4%		-0.1%	3.7%	11.3%	
Top Finance Position	9	5.4%			3.7%		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	54	3.9%	-12.9%	-1.1%	2.4%	11.5%	19.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	67	2.7%	-4.9%	-0.4%	0.9%	7.2%	13.4%
Top Finance Position	5	0.4%			4.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	116	3.7%	-5.3%	-0.7%	2.5%	9.5%	14.8%
Top Finance Position	11	5.8%		1.1%	2.8%	9.5%	
Greater than \$5 million							
CEO/Executive Director	31	1.0%	-10.1%	-2.7%	1.2%	6.5%	10.1%
Top Finance Position	15	3.5%		-1.4%	2.4%	7.7%	
Top Operations Position	5	3.1%			2.7%		



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	6	3.2%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	6.2%			4.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	4.0%			5.5%		
Greater than \$5 million							
CEO/Executive Director	8	4.5%			4.4%		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	42	3.4%	-6.6%	0.0%	3.5%	9.0%	13.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	0.9%	-10.7%	-1.9%	1.1%	6.7%	9.9%
Between \$1 million and \$5 million							
CEO/Executive Director	32	3.0%	-7.3%	-2.1%	2.6%	8.1%	17.2%
Greater than \$5 million							
CEO/Executive Director	9	9.1%			5.7%		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	7	6.4%			7.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.2%			2.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.6%			3.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	15	1.2%		0.0%	0.0%	7.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	4.0%		0.7%	2.3%	7.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	12	4.9%		0.7%	4.6%	9.3%	
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	11	3.2%		0.8%	2.7%	8.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.5%			3.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.4%			3.8%		
Greater than \$5 million							
CEO/Executive Director	5	-0.7%			0.0%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	13	0.0%		-3.5%	-0.6%	5.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	8	8.8%			6.7%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	40	2.4%	-5.1%	0.0%	2.8%	6.4%	8.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	37	4.0%	-3.5%	0.0%	1.4%	8.1%	14.4%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	69	4.2%	-5.2%	-1.1%	3.6%	9.5%	17.4%
Greater than \$5 million							
CEO/Executive Director	38	5.5%	-1.7%	2.4%	4.8%	8.2%	14.7%
Top Development Position	8	4.9%			4.8%		
Top Education Position	6	1.9%			4.4%		
Top Finance Position	19	6.4%		3.7%	5.6%	7.4%	
Top Operations Position	9	5.5%			5.7%		
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.1%			9.6%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	26	4.7%	-1.3%	1.1%	4.7%	8.9%	12.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	3.6%		-1.2%	5.3%	10.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	34	4.4%	-3.1%	1.1%	3.9%	10.3%	14.1%
Greater than \$5 million							
CEO/Executive Director	8	8.0%			6.1%		
<b>Food, Agriculture and Nutrition</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	2.3%			3.3%		
Greater than \$5 million							
CEO/Executive Director	5	6.1%			5.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	9	3.1%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	5.1%		-0.4%	5.6%	9.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	29	-0.1%	-15.7%	-4.7%	0.2%	5.4%	10.3%
Top Finance Position	7	5.7%			5.7%		
Greater than \$5 million							
CEO/Executive Director	27	6.9%	-3.3%	0.9%	7.2%	10.7%	16.9%
Top Finance Position	19	6.6%		0.9%	4.5%	13.0%	
Top Operations Position	6	7.8%			6.9%		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	10	-1.0%		-5.3%	-1.3%	4.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	5.0%		1.9%	4.1%	8.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	18	2.5%		-1.2%	4.5%	6.8%	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	76	4.2%	-6.9%	0.0%	3.2%	9.7%	15.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	49	2.1%	-7.8%	-2.1%	2.5%	5.8%	10.8%
Between \$1 million and \$5 million							
CEO/Executive Director	73	4.6%	-2.5%	0.0%	4.0%	9.1%	15.8%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
Top Finance Position	7	4.4%			4.0%		
Greater than \$5 million							
CEO/Executive Director	41	4.2%	-2.5%	0.0%	3.4%	6.9%	14.7%
Top Development Position	5	8.6%			7.7%		
Top Finance Position	22	4.4%	-2.4%	0.4%	3.0%	8.9%	12.6%
Top Operations Position	6	3.5%			5.5%		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	12	-2.6%		-6.7%	-0.1%	0.5%	
Greater than \$5 million							
CEO/Executive Director	5	2.4%			3.0%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	15	0.5%		-6.4%	1.4%	6.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.3%			2.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	5.9%		1.5%	4.7%	9.1%	
Greater than \$5 million							
CEO/Executive Director	15	0.6%		-3.4%	-0.2%	5.5%	
Top Finance Position	9	7.8%			6.1%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	6	-8.3%			-6.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.4%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	2.4%			1.9%		
Greater than \$5 million							
CEO/Executive Director	8	3.8%			-0.3%		
Top Finance Position	5	1.4%			5.1%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.0%			4.7%		
Greater than \$5 million							
CEO/Executive Director	5	10.8%			8.5%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	14	2.7%		0.0%	3.3%	8.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	0.9%		-1.5%	1.5%	5.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	29	2.7%	-5.9%	0.0%	2.7%	5.8%	11.0%
Greater than \$5 million							
CEO/Executive Director	11	5.3%		1.2%	6.8%	9.1%	
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	67	2.0%	-8.7%	-4.2%	0.6%	7.4%	18.2%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
Religion-Related, Spiritual Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	4.5%		0.0%	2.1%	7.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	16	2.5%		-0.4%	2.3%	4.5%	
Unknown							
\$500 thousand or less							
CEO/Executive Director	9	5.9%			3.0%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	15	4.2%		-1.0%	3.5%	11.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	0.6%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	4.3%		2.0%	3.9%	10.8%	
Top Finance Position	6	-1.7%			0.4%		
<b>Connecticut</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	27	2.3%	-3.0%	0.0%	0.0%	3.1%	12.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	2.1%		0.0%	2.8%	6.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	23	3.3%	-3.0%	-1.8%	3.3%	7.7%	9.8%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Connecticut</b>							
<b>Arts, Culture and Humanities</b>							
Greater than \$5 million							
CEO/Executive Director	8	5.2%			5.3%		
Top Finance Position	5	3.7%			0.9%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	6	4.3%			4.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.6%			4.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	1.8%		-0.3%	2.6%	4.9%	
<b>Crime, Legal-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.2%			0.6%		
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.3%			3.1%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	16	3.8%		-0.1%	4.4%	7.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	2.2%	-8.1%	-2.2%	4.7%	6.1%	11.0%
Between \$1 million and \$5 million							
CEO/Executive Director	43	3.4%	-2.4%	0.0%	3.2%	5.3%	13.4%



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Connecticut</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	64	4.8%	-6.4%	0.5%	4.8%	9.2%	15.1%
Top Business Position	14	3.6%		0.6%	3.3%	12.4%	
Top Development Position	26	4.2%	-2.9%	1.6%	3.7%	5.4%	12.8%
Top Education Position	8	5.6%			5.0%		
Top Facilities Position	5	5.0%			4.2%		
Top Finance Position	40	3.5%	-3.8%	1.5%	4.0%	6.8%	11.0%
Top Operations Position	7	3.3%			5.5%		
<b>Employment, Job-Related</b>							
Greater than \$5 million							
CEO/Executive Director	10	2.8%		-2.1%	1.7%	5.5%	
<b>Environmental Quality, Protection and Beautification</b>							
Greater than \$5 million							
CEO/Executive Director	5	-2.1%			0.9%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	9	-2.6%			-0.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.6%			4.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	4.9%		1.0%	4.8%	7.5%	
Greater than \$5 million							
CEO/Executive Director	44	4.0%	-4.4%	0.9%	5.0%	7.6%	13.6%
Top Administrative Position	10	5.3%		0.4%	5.7%	9.5%	
Top Finance Position	26	3.5%	-4.5%	0.7%	3.1%	6.1%	12.5%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Connecticut</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
Top Operations Position	12	7.1%		0.7%	5.1%	14.0%	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	6	4.0%			4.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	23	3.5%	-3.4%	0.1%	4.3%	9.6%	12.6%
Greater than \$5 million							
CEO/Executive Director	5	3.5%			1.7%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	31	2.0%	-5.7%	-0.8%	3.0%	5.4%	10.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	4.4%		0.1%	5.5%	8.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	58	2.1%	-6.2%	-1.4%	2.1%	5.4%	10.8%
Top Finance Position	8	3.1%			2.2%		
Greater than \$5 million							
CEO/Executive Director	70	2.7%	-6.3%	-1.2%	2.7%	5.3%	10.5%
Top Administrative Position	5	1.6%			-1.2%		
Top Finance Position	50	2.3%	-4.2%	-0.6%	2.7%	5.5%	11.0%
Top Operations Position	7	2.0%			1.6%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	13	2.4%		0.0%	0.5%	3.0%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Connecticut</b>							
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	16	2.7%		-0.2%	1.7%	5.7%	
Greater than \$5 million							
CEO/Executive Director	23	1.0%	-12.7%	-6.5%	3.7%	4.5%	14.6%
Top Finance Position	18	5.2%		1.6%	5.4%	8.2%	
Top Operations Position	5	4.8%			3.3%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	0.1%			1.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	3.1%		-2.9%	2.6%	8.0%	
Greater than \$5 million							
CEO/Executive Director	8	-0.6%			-0.4%		
Top Finance Position	5	3.5%			3.0%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	9	6.1%			1.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	4.9%		-0.1%	2.6%	3.1%	
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	9	2.9%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	9.1%			7.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Connecticut</b>							
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	15	6.1%		0.8%	4.0%	9.1%	
Greater than \$5 million							
CEO/Executive Director	5	6.7%			6.5%		
<b>Delaware</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	2.0%			2.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.2%			0.4%		
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	2.1%			4.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	5.6%			4.3%		
Greater than \$5 million							
CEO/Executive Director	12	3.2%		0.5%	3.3%	5.3%	
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	7	0.7%			2.2%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	2.7%			1.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Delaware</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	14	2.9%		0.1%	2.5%	6.0%	
Greater than \$5 million							
CEO/Executive Director	11	1.0%		-0.5%	0.2%	2.0%	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	5.7%			1.5%		
<b>District of Columbia</b>							
Animal-Related							
Greater than \$5 million							
CEO/Executive Director	5	7.4%			10.7%		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	17	5.1%		0.6%	3.6%	10.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	4.4%	0.0%	0.4%	3.2%	10.3%	14.1%
Between \$1 million and \$5 million							
CEO/Executive Director	30	3.0%	-3.6%	0.2%	2.5%	6.5%	9.3%
Greater than \$5 million							
CEO/Executive Director	13	2.0%		0.0%	3.1%	7.5%	
Top Development Position	10	5.7%		4.2%	6.4%	7.6%	
Top Finance Position	15	2.5%		0.6%	2.7%	5.9%	
Top Legal Position	5	3.9%			3.6%		
Top Technology Position	5	3.4%			5.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	9	0.9%			0.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	1.9%		-1.7%	1.4%	4.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	40	5.0%	-1.7%	0.0%	5.0%	9.1%	13.2%
Top Finance Position	5	6.0%			4.1%		
Top Legal Position	5	2.3%			3.0%		
Top Operations Position	6	6.7%			5.9%		
Greater than \$5 million							
CEO/Executive Director	21	2.4%	-4.7%	-2.0%	1.1%	9.1%	10.4%
Top Finance Position	12	2.1%		0.6%	3.0%	6.3%	
Top Operations Position	7	-0.3%			-0.5%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	6	7.6%			8.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	1.7%			5.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	4.5%		0.2%	3.9%	9.6%	
Greater than \$5 million							
CEO/Executive Director	13	2.2%		0.1%	4.3%	6.8%	
Top Finance Position	6	6.1%			4.3%		
Top Operations Position	5	4.6%			4.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	7	0.9%			0.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	2.8%		1.0%	4.0%	5.3%	
Greater than \$5 million							
CEO/Executive Director	6	1.8%			1.2%		
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	15	5.0%		1.1%	4.8%	6.7%	
Greater than \$5 million							
CEO/Executive Director	5	5.8%			6.3%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	12	-4.5%		-13.2%	0.0%	2.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	5.1%	0.3%	2.1%	3.9%	6.7%	11.6%
Between \$1 million and \$5 million							
CEO/Executive Director	47	3.8%	-4.3%	-0.8%	1.5%	8.9%	13.8%
Top Operations Position	9	7.9%			7.8%		
Greater than \$5 million							
CEO/Executive Director	72	3.6%	-2.7%	0.7%	3.5%	7.2%	11.9%
Top Administrative Position	6	4.7%			2.6%		
Top Development Position	8	6.2%			6.3%		
Top Education Position	6	4.3%			4.9%		
Top Finance Position	39	2.9%	-6.8%	-0.3%	2.8%	6.0%	11.5%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
Top Legal Position	7	5.6%			5.8%		
Top Operations Position	13	0.3%		-1.6%	1.1%	3.6%	
Top PR/Communications Position	5	3.9%			4.7%		
Top Technology Position	8	8.8%			9.1%		
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.7%			6.0%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	10	1.5%		-5.3%	-1.2%	8.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	34	0.4%	-10.4%	-4.9%	-0.3%	4.1%	14.2%
Top Finance Position	6	-2.5%			-2.7%		
Top Program Position	6	2.5%			2.3%		
Greater than \$5 million							
CEO/Executive Director	21	4.7%	1.4%	3.5%	5.5%	8.4%	10.7%
Top Finance Position	13	5.0%		1.5%	3.1%	7.8%	
Top Operations Position	9	6.6%			4.3%		
<b>Health – General and Rehabilitative</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	0.7%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	22	4.5%	-6.4%	1.3%	5.1%	7.0%	13.2%
Top Operations Position	6	2.1%			1.9%		



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	18	4.8%		-1.0%	4.9%	8.9%	
Top Finance Position	13	3.2%		-3.3%	2.4%	6.4%	
Top Operations Position	6	6.5%			7.0%		
Top Technology Position	6	2.3%			1.9%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	12	1.6%		-1.2%	3.9%	5.4%	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	10	1.5%		0.0%	0.0%	1.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	-0.1%		0.0%	0.0%	4.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	32	3.3%	-2.8%	0.1%	2.6%	6.0%	13.5%
Greater than \$5 million							
CEO/Executive Director	20	4.0%	-2.0%	0.1%	3.0%	7.4%	12.5%
Top Finance Position	11	5.3%		0.3%	3.0%	9.1%	
Top Operations Position	6	5.4%			4.8%		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	11	2.8%		-0.3%	2.9%	9.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	1.2%		-2.7%	0.0%	4.5%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
<b>International, Foreign Affairs and National Security</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	68	1.6%	-5.1%	-1.0%	1.7%	5.5%	9.5%
Top Administrative Position	5	0.9%			5.6%		
Top Finance Position	14	3.2%		0.5%	5.6%	8.1%	
Top Operations Position	6	4.1%			3.0%		
Greater than \$5 million							
CEO/Executive Director	41	3.6%	-1.1%	1.4%	3.0%	5.5%	12.3%
Top Development Position	5	3.9%			3.2%		
Top Finance Position	21	3.1%	-3.0%	-1.5%	1.4%	8.2%	11.6%
Top Operations Position	13	7.0%		2.9%	7.8%	9.2%	
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	7.3%			9.1%		
Greater than \$5 million							
CEO/Executive Director	7	4.1%			3.9%		
Top Finance Position	5	2.2%			0.0%		
<b>Mutual/Membership Benefit Organizations, Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.0%			1.8%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	10	4.1%		0.8%	4.5%	6.9%	
Greater than \$5 million							
CEO/Executive Director	8	2.3%			0.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	10	3.3%		0.8%	3.3%	8.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	4.8%		0.0%	2.5%	8.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	41	3.3%	-10.0%	0.0%	1.6%	5.4%	14.6%
Greater than \$5 million							
CEO/Executive Director	23	4.0%	-3.0%	1.3%	3.3%	7.5%	10.5%
Top Finance Position	8	7.7%			6.8%		
Top Legal Position	6	4.8%			3.1%		
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	-0.3%			-1.0%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	7	-1.2%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-2.0%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-0.7%			-3.1%		
<b>Science and Technology Research Institutes, Services</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	10	0.0%		-0.5%	1.2%	2.6%	
Greater than \$5 million							
CEO/Executive Director	12	6.6%		0.3%	5.6%	10.1%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
Science and Technology Research Institutes, Services							
Greater than \$5 million							
Top Finance Position	9	4.4%			3.6%		
Top Operations Position	5	4.0%			3.4%		
Social Science Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	16	3.1%		0.6%	3.9%	4.9%	
Greater than \$5 million							
CEO/Executive Director	11	2.4%		-3.2%	2.3%	6.2%	
Top Finance Position	9	5.2%			4.6%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	10	7.7%		-0.1%	4.3%	17.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	3.0%		0.0%	2.9%	5.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	10	6.1%		2.6%	8.7%	11.2%	
Greater than \$5 million							
CEO/Executive Director	7	4.2%			2.6%		
Top Operations Position	5	1.2%			1.2%		
<b>Florida</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	13	-3.7%		-5.3%	0.0%	0.0%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
<b>Animal-Related</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	3.5%		0.0%	3.0%	9.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	25	2.7%	-4.8%	0.0%	1.0%	6.5%	12.4%
Greater than \$5 million							
CEO/Executive Director	10	2.1%		-0.2%	4.2%	6.6%	
Top Finance Position	6	6.9%			3.8%		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	47	1.0%	-10.4%	-0.5%	0.5%	5.0%	12.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	33	2.5%	-4.7%	-0.4%	0.0%	6.5%	12.7%
Between \$1 million and \$5 million							
CEO/Executive Director	53	3.8%	-1.5%	0.1%	3.0%	6.3%	11.9%
Top Finance Position	7	5.6%			4.6%		
Greater than \$5 million							
CEO/Executive Director	24	5.6%	-3.5%	3.1%	7.3%	8.9%	15.5%
Top Development Position	6	4.4%			1.3%		
Top Finance Position	16	5.4%		2.8%	5.6%	8.5%	
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	6	-2.4%			-0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	6.8%			2.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	13	0.4%		-5.8%	-2.2%	4.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	3.4%		0.0%	3.7%	5.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	13	3.3%		-0.1%	0.1%	8.0%	
Greater than \$5 million							
CEO/Executive Director	5	4.8%			4.7%		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	11	3.4%		0.0%	1.4%	6.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	8.6%		2.8%	6.7%	16.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	12	3.4%		1.5%	6.4%	7.0%	
Greater than \$5 million							
CEO/Executive Director	7	2.9%			4.3%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	19	1.4%		-1.2%	0.3%	5.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-0.4%			1.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	19	4.0%		-1.1%	3.2%	8.8%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
Greater than \$5 million							
CEO/Executive Director	8	5.0%			4.1%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	39	-0.2%	-13.7%	-0.6%	0.0%	3.7%	9.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	48	2.5%	-4.8%	-1.5%	3.0%	5.3%	11.6%
Top Finance Position	5	5.2%			3.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	108	3.9%	-3.7%	0.0%	1.9%	7.1%	17.0%
Top Administrative Position	6	3.5%			2.2%		
Top Finance Position	12	2.6%		-0.4%	1.4%	4.6%	
Top Operations Position	9	5.9%			2.3%		
Greater than \$5 million							
CEO/Executive Director	98	4.0%	-7.1%	0.2%	3.3%	9.5%	15.1%
Top Administrative Position	11	6.6%		2.9%	5.8%	10.7%	
Top Development Position	12	3.7%		3.9%	5.7%	6.3%	
Top Finance Position	31	3.3%	-5.6%	1.7%	3.2%	7.1%	9.6%
Top Operations Position	9	4.1%			5.9%		
Top Technology Position	7	5.1%			3.8%		
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	11	3.0%		0.3%	2.8%	5.5%	
Top Finance Position	6	-1.9%			0.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
<b>Employment, Job-Related</b>							
Greater than \$5 million							
CEO/Executive Director	10	6.8%		1.3%	8.3%	13.2%	
Top Finance Position	8	5.9%			6.4%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	17	1.7%		-1.6%	0.0%	2.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	2.9%		-1.1%	3.5%	6.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	8	-1.3%			1.5%		
<b>Food, Agriculture and Nutrition</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	0.5%			-2.4%		
Greater than \$5 million							
CEO/Executive Director	10	4.5%		-0.3%	1.8%	6.7%	
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	17	3.4%		-1.1%	2.1%	11.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	3.4%		-0.8%	0.9%	8.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	42	5.0%	-1.2%	0.0%	3.4%	8.2%	14.0%
Greater than \$5 million							
CEO/Executive Director	54	4.1%	-5.1%	0.0%	2.5%	8.8%	15.5%
Top Administrative Position	14	6.0%		1.9%	4.8%	9.8%	



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
Top Finance Position	41	8.5%	-2.6%	3.3%	9.4%	15.8%	19.8%
Top Legal Position	6	10.2%			9.2%		
Top Operations Position	16	5.1%		1.9%	5.2%	11.3%	
Top Technology Position	6	6.3%			7.7%		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	17	3.3%		0.0%	0.4%	5.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	5.5%		2.9%	8.9%	10.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	42	4.4%	-5.8%	0.0%	3.3%	10.8%	15.4%
Top Finance Position	8	5.7%			5.3%		
Greater than \$5 million							
CEO/Executive Director	13	1.0%		-3.7%	1.8%	4.1%	
Top Finance Position	8	4.9%			4.3%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	83	2.6%	-7.3%	-1.1%	0.7%	7.9%	14.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	59	2.7%	-8.4%	-0.3%	0.8%	9.2%	15.4%
Top Finance Position	5	2.4%			1.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	149	4.4%	-4.0%	0.0%	3.4%	8.1%	15.5%
Top Finance Position	29	5.5%	-2.0%	1.6%	5.2%	9.9%	16.1%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
Top Operations Position	9	5.3%			5.3%		
Greater than \$5 million							
CEO/Executive Director	128	4.8%	-4.0%	0.0%	3.2%	9.6%	17.0%
Top Administrative Position	5	-1.7%			0.0%		
Top Business Position	6	2.5%			3.3%		
Top Finance Position	84	5.2%	-4.0%	0.5%	5.2%	9.0%	13.6%
Top Human Resources Position	6	2.2%			5.9%		
Top Marketing Position	6	3.5%			0.6%		
Top Operations Position	32	5.7%	0.0%	2.9%	5.9%	8.6%	12.9%
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	9	-1.5%			-1.3%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	11	4.3%		0.0%	5.5%	11.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	1.7%		-3.6%	0.6%	4.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	28	3.2%	-3.7%	-0.2%	3.0%	7.0%	11.5%
Top Finance Position	10	3.8%		-0.8%	3.8%	5.7%	
Greater than \$5 million							
CEO/Executive Director	34	2.8%	-9.5%	-2.3%	3.0%	8.0%	15.4%
Top Finance Position	20	1.5%	-5.8%	-2.7%	2.1%	5.8%	10.7%
Top Operations Position	17	2.0%		-0.3%	2.7%	6.5%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	14	0.7%		0.1%	2.2%	2.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	4.5%			4.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	20	4.7%	-0.6%	0.8%	2.4%	7.3%	17.1%
Greater than \$5 million							
CEO/Executive Director	19	5.9%		2.3%	4.4%	9.3%	
Top Finance Position	15	5.2%		2.9%	4.6%	8.3%	
<b>Public Safety, Disaster Preparedness and Relief</b>							
Greater than \$5 million							
CEO/Executive Director	5	1.5%			1.1%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	7	-1.5%			1.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	0.6%			1.6%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	20	1.7%	-6.5%	-2.6%	1.0%	4.1%	13.4%
Between \$1 million and \$5 million							
CEO/Executive Director	12	-0.6%		-0.3%	1.7%	3.3%	
Greater than \$5 million							
CEO/Executive Director	6	11.4%			15.2%		
Top Finance Position	5	9.4%			11.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	108	0.2%	-11.5%	-3.7%	0.0%	4.3%	12.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	1.1%		-1.4%	0.0%	2.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	18	5.1%		0.2%	4.0%	8.4%	
Science and Technology Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.9%			1.8%		
Unknown							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.8%			1.5%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	30	3.9%	-4.9%	0.8%	3.4%	8.2%	13.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	1.7%		-5.6%	0.0%	11.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	28	5.2%	-1.0%	0.5%	3.9%	7.4%	14.1%
Top Finance Position	5	5.6%			1.0%		
Top Operations Position	7	2.9%			0.9%		
Greater than \$5 million							
CEO/Executive Director	10	8.8%		5.9%	9.0%	12.7%	
Top Finance Position	7	6.1%			8.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	8	8.6%			8.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-0.4%			0.0%		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	31	0.8%	-15.8%	-1.4%	0.0%	8.0%	13.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	9.0%		1.3%	12.1%	20.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	29	3.2%	-2.8%	-0.2%	3.4%	8.6%	12.1%
Greater than \$5 million							
Top Finance Position	6	10.0%			9.0%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	11	6.3%		0.0%	5.2%	10.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	10	5.3%		0.9%	6.6%	7.9%	
Greater than \$5 million							
CEO/Executive Director	5	6.1%			1.4%		
<b>Crime, Legal-Related</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	1.6%			1.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.9%			6.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	12	2.2%		0.3%	3.0%	4.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	0.0%		0.0%	0.6%	3.4%	
Greater than \$5 million							
CEO/Executive Director	5	-0.5%			2.1%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	13	0.5%		0.0%	0.5%	3.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	1.6%	-9.2%	-3.7%	0.6%	6.4%	12.8%
Between \$1 million and \$5 million							
CEO/Executive Director	54	2.7%	-5.4%	0.0%	3.0%	6.2%	11.9%
Top Finance Position	6	-2.2%			-1.9%		
Greater than \$5 million							
CEO/Executive Director	51	3.9%	-6.3%	-0.5%	1.6%	11.3%	17.7%
Top Business Position	6	0.7%			2.6%		
Top Development Position	9	-4.8%			-4.8%		
Top Finance Position	39	4.5%	-1.1%	1.5%	3.3%	8.1%	12.4%
Top Operations Position	9	9.0%			8.1%		
Top Technology Position	5	-1.6%			-0.7%		
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	5	-0.8%			4.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.5%			3.8%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	15	5.3%		-0.8%	3.4%	10.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	9.1%			10.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	3.4%			2.3%		
<b>Food, Agriculture and Nutrition</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.0%			1.8%		
Greater than \$5 million							
CEO/Executive Director	6	1.3%			2.6%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	12	0.4%		-1.4%	0.0%	3.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	1.2%		-3.1%	1.3%	6.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	27	4.0%	-2.7%	-0.6%	2.3%	5.9%	12.3%
Greater than \$5 million							
CEO/Executive Director	26	4.1%	-5.6%	-0.5%	3.5%	6.7%	15.9%
Top Administrative Position	8	8.3%			7.7%		
Top Finance Position	18	5.9%		0.3%	6.1%	8.4%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
Top Operations Position	9	5.0%			5.6%		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	13	1.5%		0.0%	0.0%	3.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	0.2%		-3.8%	3.6%	5.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	17	0.5%		-3.5%	1.0%	4.1%	
Greater than \$5 million							
CEO/Executive Director	6	4.4%			3.5%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	56	0.9%	-9.2%	-2.0%	0.2%	4.9%	11.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	45	3.6%	-4.5%	0.0%	2.6%	8.3%	12.9%
Between \$1 million and \$5 million							
CEO/Executive Director	71	2.6%	-7.0%	-0.9%	1.6%	7.2%	13.5%
Top Finance Position	8	3.6%			4.7%		
Greater than \$5 million							
CEO/Executive Director	34	3.2%	-4.2%	-0.3%	2.8%	8.1%	13.1%
Top Finance Position	15	4.5%		-0.1%	5.2%	11.6%	
Top Operations Position	5	4.4%			5.7%		



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	9	6.8%			0.0%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	14	3.6%		0.1%	3.3%	6.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	3.8%			4.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	1.0%		-0.7%	0.8%	3.0%	
Greater than \$5 million							
CEO/Executive Director	6	3.0%			2.7%		
Top Finance Position	6	2.9%			4.8%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	14	-0.3%		-0.4%	0.0%	1.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.6%			4.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	3.7%			2.2%		
Greater than \$5 million							
CEO/Executive Director	8	3.4%			3.9%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	6	-3.7%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
<b>Public, Society Benefit – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-2.3%			-3.4%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	10	-5.1%		-9.5%	-6.4%	-0.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.4%			2.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.1%			4.1%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	87	0.2%	-13.8%	-4.9%	0.0%	3.9%	17.0%
Top Finance Position	5	3.8%			2.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	-3.5%		-12.3%	-1.3%	3.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	25	4.4%	-8.0%	-2.3%	3.8%	13.2%	17.3%
Top Finance Position	6	8.5%			10.3%		
Greater than \$5 million							
CEO/Executive Director	8	-0.3%			1.3%		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	24	1.9%	0.0%	0.0%	1.2%	3.8%	5.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	1.2%		0.0%	0.0%	2.7%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	12	-1.1%		-3.1%	-0.3%	0.3%	
Greater than \$5 million							
CEO/Executive Director	9	6.5%			4.7%		
<b>Hawaii</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	10	1.1%		-2.0%	1.1%	5.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.1%			4.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	7.2%			5.5%		
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.2%			1.9%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	5.2%			3.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	4.3%		0.1%	2.3%	10.6%	
Greater than \$5 million							
CEO/Executive Director	7	-0.3%			3.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Hawaii</b>							
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	5	5.7%			0.2%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	5	1.2%			0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	6.2%		1.6%	4.0%	11.5%	
Greater than \$5 million							
CEO/Executive Director	12	7.2%		1.9%	6.0%	12.6%	
Top Finance Position	7	5.7%			4.9%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	12.0%			10.9%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	9	7.7%			5.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	6.6%			5.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	21	2.2%	-6.7%	0.1%	2.0%	6.4%	11.2%
Greater than \$5 million							
CEO/Executive Director	12	1.8%		-0.8%	3.0%	4.1%	
Top Finance Position	8	1.8%			1.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Hawaii</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	4.5%			1.3%		
Unknown							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.4%			4.4%		
<b>Idaho</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	6.2%			3.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	9.6%			10.8%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	8	3.0%			1.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	3.8%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	3.5%		1.3%	2.1%	10.0%	
Top Administrative Position	11	7.9%		3.8%	8.6%	12.5%	
Environmental Quality, Protection and Beautification							
\$500 thousand or less							
CEO/Executive Director	7	3.8%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Idaho</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	3.1%			1.8%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	11.6%			12.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-0.5%			0.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	-2.7%			-0.4%		
Greater than \$5 million							
CEO/Executive Director	6	11.8%			9.4%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	7	1.1%			0.8%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	5.2%			3.8%		
<b>Illinois</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	16	0.5%		-2.9%	-0.2%	2.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	0.0%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
<b>Animal-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	-0.7%			2.3%		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	65	1.5%	-4.1%	-0.1%	0.9%	4.9%	8.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	4.6%	-4.5%	0.5%	4.9%	8.1%	13.4%
Between \$1 million and \$5 million							
CEO/Executive Director	40	0.8%	-4.7%	-2.3%	1.4%	4.3%	6.5%
Top Finance Position	6	-2.4%			2.3%		
Greater than \$5 million							
CEO/Executive Director	18	5.6%		2.6%	6.1%	9.6%	
Top Development Position	5	6.2%			10.5%		
Top Finance Position	7	7.6%			8.0%		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	7	8.2%			10.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.5%			2.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	7.4%		3.6%	6.3%	12.3%	
Greater than \$5 million							
CEO/Executive Director	5	0.7%			-0.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	30	4.5%	-2.9%	0.0%	2.2%	9.7%	17.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	4.6%			1.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	34	3.3%	-1.7%	0.0%	2.6%	4.8%	9.6%
Greater than \$5 million							
CEO/Executive Director	13	1.2%		-3.4%	-0.4%	7.9%	
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	11	5.3%		0.0%	3.5%	8.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-2.5%			2.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	0.6%		-0.5%	1.0%	2.7%	
Greater than \$5 million							
CEO/Executive Director	8	3.9%			4.5%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	12	2.1%		0.0%	1.4%	7.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-1.8%			0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	24	-0.4%	-9.6%	-3.5%	0.8%	3.7%	5.4%



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
Greater than \$5 million							
CEO/Executive Director	17	5.2%		2.0%	5.2%	7.4%	
Top Finance Position	11	6.3%		2.0%	3.6%	11.9%	
Top Operations Position	5	5.6%			7.2%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	42	1.3%	-11.2%	-0.9%	1.0%	5.1%	9.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	46	4.4%	-1.8%	0.1%	4.2%	7.7%	12.6%
Between \$1 million and \$5 million							
CEO/Executive Director	93	2.9%	-4.8%	-0.1%	2.1%	7.4%	14.9%
Top Administrative Position	7	0.1%			1.9%		
Top Finance Position	7	7.2%			6.2%		
Greater than \$5 million							
CEO/Executive Director	83	3.6%	-4.9%	-0.7%	3.3%	8.0%	13.4%
Top Administrative Position	5	7.4%			6.0%		
Top Development Position	11	2.1%		-3.4%	2.0%	3.9%	
Top Education Position	9	5.3%			4.8%		
Top Finance Position	46	5.1%	-0.6%	1.2%	4.4%	7.2%	14.5%
Top Marketing Position	7	4.9%			3.7%		
Top Operations Position	15	3.9%		1.3%	3.6%	6.7%	
Top Technology Position	8	3.3%			6.3%		
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	5	-4.9%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
<b>Employment, Job-Related</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	3.9%		0.9%	4.5%	6.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	17	4.2%		0.0%	4.8%	7.0%	
Greater than \$5 million							
CEO/Executive Director	5	5.1%			4.8%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	12	5.7%		2.5%	5.0%	10.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	3.3%		-0.1%	2.1%	5.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	10	3.7%		1.0%	3.5%	6.6%	
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	7	4.2%			3.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	6.1%			7.7%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	16	5.3%		0.0%	3.9%	11.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	6.5%		1.4%	4.3%	15.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	26	2.9%	-6.5%	-0.4%	2.5%	8.1%	12.8%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
Top Administrative Position	7	2.3%			3.0%		
Greater than \$5 million							
CEO/Executive Director	72	3.6%	-5.8%	-1.4%	3.6%	7.9%	14.6%
Top Administrative Position	11	6.8%		1.8%	3.8%	9.9%	
Top Finance Position	48	7.0%	-0.6%	2.8%	5.2%	9.7%	17.6%
Top Human Resources Position	9	1.4%			2.6%		
Top Operations Position	19	4.8%		0.3%	5.2%	9.1%	
Top Technology Position	7	7.2%			6.5%		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	6	-6.5%			-0.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	2.0%		0.9%	2.7%	3.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	41	4.8%	-4.3%	-0.3%	4.0%	10.3%	17.3%
Greater than \$5 million							
CEO/Executive Director	15	-0.1%		-1.2%	0.9%	5.0%	
Top Finance Position	8	6.3%			4.2%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	77	1.0%	-10.2%	-2.1%	1.0%	5.1%	9.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	71	1.9%	-4.7%	-0.3%	2.0%	4.6%	10.6%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	174	3.5%	-3.4%	0.0%	2.4%	6.4%	12.6%
Top Finance Position	31	1.9%	-4.4%	0.0%	2.2%	7.7%	10.4%
Greater than \$5 million							
CEO/Executive Director	145	3.8%	-5.1%	-0.4%	3.9%	8.4%	13.0%
Top Business Position	5	1.4%			2.4%		
Top Development Position	9	6.3%			4.9%		
Top Finance Position	66	5.1%	-2.1%	1.6%	4.6%	8.8%	12.6%
Top Human Resources Position	8	5.4%			6.9%		
Top Operations Position	21	1.8%	-10.7%	-1.8%	2.5%	7.0%	10.0%
Top Program Position	8	4.5%			3.5%		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	5	2.3%			2.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.4%			5.3%		
Greater than \$5 million							
CEO/Executive Director	5	6.7%			1.9%		
<b>Medical Research</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.6%			3.6%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	9	6.7%			3.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
<b>Mental Health, Crisis Intervention</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	4.1%		0.0%	2.6%	7.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	45	3.7%	-3.7%	-1.3%	1.9%	6.4%	15.3%
Top Finance Position	6	-4.5%			-3.8%		
Top Operations Position	5	4.0%			4.9%		
Greater than \$5 million							
CEO/Executive Director	17	2.1%		-0.6%	0.2%	6.0%	
Top Finance Position	11	5.1%		0.4%	3.2%	9.7%	
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	7	4.8%			4.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	21	4.4%	-4.4%	1.5%	4.1%	7.0%	15.3%
Greater than \$5 million							
CEO/Executive Director	10	3.9%		1.1%	2.3%	8.4%	
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	5	-3.4%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	1.3%			0.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.7%			3.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	7	-1.5%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	-0.2%			1.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	20	1.8%	-12.7%	-0.8%	3.1%	7.3%	10.5%
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	37	0.9%	-8.6%	-2.4%	0.0%	3.0%	9.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	-0.4%	-17.5%	-4.1%	1.0%	6.3%	9.2%
Between \$1 million and \$5 million							
CEO/Executive Director	12	4.3%		2.1%	2.9%	6.8%	
Greater than \$5 million							
CEO/Executive Director	11	1.8%		0.0%	1.4%	3.4%	
<b>Science and Technology Research Institutes, Services</b>							
Greater than \$5 million							
Top Finance Position	5	-4.1%			-2.1%		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	22	3.7%	-3.2%	0.0%	3.7%	8.3%	12.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	6.9%		2.2%	6.3%	11.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	26	3.5%	-2.8%	0.1%	3.9%	8.0%	11.9%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	11	-2.2%		-5.4%	-1.8%	0.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	7	0.7%			1.6%		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	35	2.1%	-4.2%	0.0%	2.6%	5.2%	9.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	2.0%	-7.2%	0.0%	1.3%	4.7%	9.0%
Between \$1 million and \$5 million							
CEO/Executive Director	17	1.9%		-0.2%	1.8%	5.0%	
Greater than \$5 million							
CEO/Executive Director	9	2.7%			3.2%		
Top Finance Position	7	8.0%			8.8%		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	5	-0.6%			-0.3%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	25	1.1%	-8.1%	-3.3%	1.5%	4.5%	9.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	4.7%		1.3%	5.2%	7.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	18	2.1%		-1.3%	0.4%	2.2%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	8	2.7%			2.3%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	15	1.1%		-1.6%	0.0%	3.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.9%			1.1%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	23	1.5%	-8.9%	-2.0%	0.9%	5.2%	11.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	3.9%		-0.4%	1.1%	10.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	34	2.1%	-6.5%	-0.8%	2.7%	5.0%	10.9%
Top Finance Position	9	4.2%			4.8%		
Greater than \$5 million							
CEO/Executive Director	49	4.3%	-3.5%	0.9%	3.3%	8.4%	13.1%
Top Administrative Position	5	1.4%			-2.2%		
Top Development Position	11	2.0%		1.5%	5.3%	7.4%	
Top Finance Position	25	6.7%	-3.5%	2.6%	6.8%	10.8%	15.2%
<b>Employment, Job-Related</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.7%			5.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	-0.5%			-4.6%		



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
<b>Employment, Job-Related</b>							
Greater than \$5 million							
CEO/Executive Director	10	0.3%		-3.5%	0.5%	2.9%	
Top Finance Position	5	1.9%			1.2%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	8	3.0%			2.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.4%			3.1%		
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	8	3.4%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.9%			4.8%		
Greater than \$5 million							
CEO/Executive Director	6	1.4%			0.9%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	16	4.8%		0.8%	5.5%	8.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	2.1%		-0.7%	2.5%	3.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	17	5.3%		0.0%	3.4%	8.2%	
Greater than \$5 million							
CEO/Executive Director	34	3.7%	-5.5%	-1.1%	3.2%	6.6%	11.5%
Top Finance Position	32	4.9%	-3.4%	0.1%	3.9%	10.8%	15.6%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
Top Operations Position	13	3.4%		0.0%	2.4%	8.9%	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	12	2.3%		-0.2%	1.1%	3.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-1.8%			1.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	4.3%		-0.1%	2.0%	9.1%	
Greater than \$5 million							
CEO/Executive Director	7	4.9%			3.2%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	53	4.5%	-2.0%	0.1%	3.3%	8.1%	14.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	50	2.3%	-4.2%	-0.7%	1.8%	5.0%	11.1%
Between \$1 million and \$5 million							
CEO/Executive Director	93	2.9%	-4.4%	-0.6%	2.5%	7.5%	12.7%
Top Finance Position	13	2.1%		0.0%	3.0%	8.6%	
Top Operations Position	5	8.3%			2.3%		
Greater than \$5 million							
CEO/Executive Director	76	4.7%	-2.5%	1.0%	3.4%	7.3%	12.4%
Top Finance Position	44	4.8%	-3.5%	0.7%	4.0%	8.7%	13.0%
Top Operations Position	9	5.0%			3.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	8	1.6%			0.4%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	12	3.1%		-0.2%	3.0%	5.8%	
Greater than \$5 million							
CEO/Executive Director	11	6.5%		2.4%	4.3%	9.4%	
Top Finance Position	11	2.3%		-1.9%	4.5%	5.5%	
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	15	1.0%		0.0%	0.4%	2.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	2.3%	-1.8%	-0.1%	2.4%	4.4%	5.5%
Between \$1 million and \$5 million							
CEO/Executive Director	45	5.0%	-0.1%	1.0%	3.4%	7.7%	13.8%
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	7	1.1%			0.0%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	9	5.4%			3.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-0.6%			-0.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.3%			5.1%		
Greater than \$5 million							
CEO/Executive Director	5	-0.9%			2.1%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	28	5.4%	-3.4%	-0.9%	3.5%	13.4%	16.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	0.2%		-3.5%	0.3%	3.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	10	0.3%		-3.0%	-2.4%	0.1%	
Greater than \$5 million							
CEO/Executive Director	7	-1.0%			0.3%		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	22	4.1%	-1.4%	0.0%	2.5%	6.4%	14.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	2.7%		0.4%	1.1%	9.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	22	2.7%	-3.1%	-0.6%	2.0%	6.2%	10.8%
Greater than \$5 million							
CEO/Executive Director	6	6.4%			4.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Iowa</b>							
<b>Animal-Related</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.0%			1.5%		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	19	-0.2%		-1.8%	0.0%	5.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.1%			6.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	2.4%		0.4%	3.8%	6.2%	
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	17	4.0%		0.0%	3.0%	9.9%	
Greater than \$5 million							
CEO/Executive Director	6	0.2%			4.0%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	10	-2.8%		-5.6%	-4.1%	1.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.5%			4.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	4.3%		-0.2%	4.4%	6.9%	
Greater than \$5 million							
CEO/Executive Director	25	3.3%	-4.6%	-0.4%	2.2%	8.6%	11.5%
Top Development Position	11	5.9%		2.4%	4.2%	8.1%	
Top Finance Position	10	3.6%		0.4%	2.4%	5.8%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Iowa</b>							
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.9%			3.8%		
Greater than \$5 million							
CEO/Executive Director	5	8.9%			3.6%		
<b>Food, Agriculture and Nutrition</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	9.8%			11.8%		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	3.3%			4.1%		
Greater than \$5 million							
CEO/Executive Director	24	4.3%	-11.6%	-0.4%	4.6%	12.2%	16.1%
Top Administrative Position	6	4.4%			2.8%		
Top Finance Position	24	4.5%	-7.8%	-3.0%	4.5%	12.8%	16.1%
Top Operations Position	10	1.4%		-2.8%	3.0%	4.8%	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	7	1.4%			3.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	-0.2%		-5.4%	2.5%	5.3%	
Top Administrative Position	5	2.4%			3.4%		
Greater than \$5 million							
CEO/Executive Director	8	2.7%			2.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Iowa</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	29	5.3%	-0.5%	1.5%	4.0%	8.7%	15.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	3.9%	-2.4%	-1.0%	1.8%	6.5%	16.1%
Between \$1 million and \$5 million							
CEO/Executive Director	42	3.8%	-1.3%	0.9%	3.2%	6.3%	11.1%
Top Finance Position	7	8.1%			9.2%		
Greater than \$5 million							
CEO/Executive Director	47	5.6%	-0.9%	2.3%	5.4%	9.2%	13.8%
Top Administrative Position	5	1.2%			2.9%		
Top Finance Position	27	4.4%	0.0%	1.9%	3.5%	7.3%	10.7%
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	13	7.3%		3.8%	7.9%	10.6%	
Greater than \$5 million							
CEO/Executive Director	11	4.5%		1.8%	4.1%	6.5%	
Top Finance Position	7	7.5%			8.4%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	0.8%			2.6%		
Greater than \$5 million							
CEO/Executive Director	6	6.4%			4.2%		
Top Finance Position	5	3.3%			3.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Iowa</b>							
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	9	-2.0%			1.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	6.7%		3.7%	7.6%	9.4%	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	20	4.6%	-6.6%	-2.4%	2.9%	12.8%	18.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.0%			3.8%		
Youth Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	2.9%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	4.6%			3.7%		
<b>Kansas</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	13	-1.7%		-4.1%	-1.1%	0.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	8.8%			10.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	4.6%		0.4%	4.8%	7.5%	



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas</b>							
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	5	4.7%			6.6%		
<b>Community Improvement, Capacity Building</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	10.0%			8.2%		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	5	3.6%			3.5%		
<b>Diseases, Disorders, Medical Disciplines</b>							
Greater than \$5 million							
CEO/Executive Director	6	-0.5%			0.7%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	17	3.0%		1.0%	4.1%	6.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	0.8%		-1.0%	1.1%	3.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	19	2.5%		0.2%	5.1%	6.9%	
Greater than \$5 million							
CEO/Executive Director	19	0.8%		-4.6%	1.0%	7.2%	
Top Finance Position	12	-0.2%		-5.4%	1.4%	6.2%	
<b>Employment, Job-Related</b>							
Greater than \$5 million							
CEO/Executive Director	6	1.6%			2.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas</b>							
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	9	3.7%			1.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	3.2%		-0.5%	1.6%	9.9%	
Top Administrative Position	15	-0.5%		-4.8%	0.3%	3.3%	
Top Finance Position	6	7.9%			10.4%		
Greater than \$5 million							
CEO/Executive Director	19	3.7%		0.7%	4.2%	8.5%	
Top Administrative Position	7	3.6%			3.8%		
Top Finance Position	19	4.8%		1.4%	4.5%	7.9%	
Top Operations Position	5	2.6%			2.6%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.4%			-0.5%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	18	0.0%		-3.0%	2.5%	4.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	7.1%		0.0%	4.6%	14.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	38	2.9%	-5.3%	-0.4%	1.7%	6.6%	11.2%
Top Finance Position	7	6.4%			6.5%		
Greater than \$5 million							
CEO/Executive Director	30	2.1%	-4.5%	-0.9%	1.5%	5.9%	9.1%
Top Finance Position	15	2.5%		-0.6%	3.2%	5.3%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas</b>							
<b>Human Services – Multipurpose and Other</b>							
Greater than \$5 million							
Top Operations Position	6	3.0%			0.7%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	7	-2.4%			-1.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	0.6%			1.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	1.2%			0.6%		
Greater than \$5 million							
CEO/Executive Director	15	3.4%		-1.2%	3.4%	6.6%	
Top Finance Position	10	1.5%		0.0%	2.1%	3.5%	
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	10.5%			8.1%		
Greater than \$5 million							
CEO/Executive Director	5	3.2%			3.1%		
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.7%			7.1%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	8	-2.6%			-0.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas</b>							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	7	2.6%			4.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.0%			1.8%		
<b>Kentucky</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	5	0.3%			0.4%		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	14	0.1%		0.0%	0.8%	2.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	7.8%			7.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.6%			4.5%		
Greater than \$5 million							
CEO/Executive Director	5	2.2%			3.1%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	8	6.3%			4.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-2.3%			0.0%		
Greater than \$5 million							
CEO/Executive Director	8	8.8%			9.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kentucky</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	5	5.6%			6.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.0%			-0.1%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	10	-1.2%		-5.4%	0.2%	2.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	0.9%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	24	1.2%	-9.6%	-0.7%	0.9%	5.3%	9.8%
Greater than \$5 million							
CEO/Executive Director	16	4.9%		2.1%	3.8%	7.1%	
Top Development Position	6	0.4%			0.8%		
Top Finance Position	11	4.1%		0.7%	3.4%	5.0%	
<b>Environmental Quality, Protection and Beautification</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.0%			3.4%		
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	5	2.3%			4.1%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	18	0.5%		-3.1%	0.7%	5.9%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kentucky</b>							
<b>Health – General and Rehabilitative</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	6.1%			3.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	7.0%			6.6%		
Greater than \$5 million							
CEO/Executive Director	22	3.1%	-3.1%	0.4%	2.3%	8.8%	10.1%
Top Administrative Position	8	3.4%			5.5%		
Top Finance Position	18	6.8%		2.9%	6.2%	12.0%	
Top Operations Position	6	4.1%			4.9%		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	7	1.3%			1.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	6.0%			1.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	4.7%		0.7%	3.3%	9.0%	
Greater than \$5 million							
CEO/Executive Director	7	3.8%			3.5%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	23	4.8%	-2.1%	-0.8%	3.0%	8.2%	15.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	3.3%		1.2%	3.3%	5.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	37	3.7%	-4.5%	0.6%	2.6%	6.6%	15.3%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kentucky</b>							
<b>Human Services – Multipurpose and Other</b>							
Greater than \$5 million							
CEO/Executive Director	37	3.0%	-6.3%	-2.5%	1.9%	6.8%	13.8%
Top Finance Position	20	3.1%	-1.0%	0.8%	1.4%	4.2%	6.0%
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	2.2%			0.9%		
Greater than \$5 million							
CEO/Executive Director	7	4.8%			5.1%		
Top Finance Position	6	6.2%			7.4%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.2%			1.4%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	8	2.2%			1.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.8%			4.2%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	10	3.4%		0.2%	1.5%	9.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	9	7.2%			8.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kentucky</b>							
Unknown							
\$500 thousand or less							
CEO/Executive Director	5	-6.7%			-3.4%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	0.9%			1.7%		
<b>Louisiana</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	25	3.2%	-5.7%	0.0%	3.1%	8.1%	10.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	6.4%			4.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	1.3%		-2.1%	0.8%	2.4%	
Greater than \$5 million							
CEO/Executive Director	5	0.8%			4.3%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	6	6.7%			6.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.8%			2.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	6.2%		2.0%	5.5%	8.0%	



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Louisiana</b>							
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	7	-2.1%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.3%			4.5%		
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	7.9%			6.6%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	11	1.3%		-2.3%	0.0%	2.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	5.9%			4.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	25	3.3%	-4.6%	0.0%	2.9%	5.3%	16.6%
Greater than \$5 million							
CEO/Executive Director	37	4.2%	-2.9%	0.0%	3.6%	8.3%	13.3%
Top Finance Position	17	7.3%		1.5%	5.9%	10.0%	
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	8.7%			3.8%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	8	-2.3%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Louisiana</b>							
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	5	0.4%			0.0%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	10	-3.0%		-3.5%	0.0%	0.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	9	0.5%			0.4%		
Greater than \$5 million							
CEO/Executive Director	22	2.5%	-5.3%	-3.1%	2.3%	9.1%	10.7%
Top Finance Position	9	4.0%			5.9%		
Top Operations Position	6	-2.2%			0.3%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	2.6%			2.8%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	46	3.9%	-3.8%	-0.1%	0.2%	9.0%	17.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	0.2%	-6.8%	-1.9%	0.0%	4.7%	9.0%
Between \$1 million and \$5 million							
CEO/Executive Director	39	1.6%	-6.0%	-4.8%	0.6%	5.4%	9.4%
Greater than \$5 million							
CEO/Executive Director	31	3.7%	-2.0%	0.0%	2.9%	6.3%	10.4%
Top Finance Position	12	3.7%		-0.7%	2.5%	4.8%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Louisiana</b>							
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	-0.3%			5.8%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	2.1%			2.1%		
Greater than \$5 million							
CEO/Executive Director	5	2.6%			0.9%		
Top Finance Position	5	3.7%			4.6%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	27	-1.6%	-12.0%	-4.1%	0.0%	0.4%	6.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-0.2%			-1.8%		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	8	1.7%			1.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-1.8%			-0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.0%			4.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maine</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	5	6.9%			8.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	6.6%			5.6%		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	21	4.0%	-1.3%	0.0%	3.5%	9.8%	13.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	4.4%	-2.2%	0.0%	2.5%	6.4%	15.0%
Between \$1 million and \$5 million							
CEO/Executive Director	11	3.9%		0.4%	1.4%	9.1%	
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	5	12.9%			13.6%		
<b>Crime, Legal-Related</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.8%			4.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.6%			4.4%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	16	-1.1%		-4.5%	0.0%	1.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	2.3%		1.2%	4.7%	7.2%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maine</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	11	-0.9%		-3.7%	1.1%	2.1%	
Top Finance Position	6	1.6%			1.7%		
Greater than \$5 million							
CEO/Executive Director	25	6.2%	-2.2%	-0.3%	5.7%	11.2%	16.2%
Top Development Position	7	3.3%			2.6%		
Top Finance Position	14	6.5%		4.8%	7.9%	11.5%	
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	19	4.4%		-1.4%	2.6%	10.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	-0.3%		-1.5%	1.6%	3.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.5%			5.3%		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	18	0.3%		-6.2%	2.0%	8.0%	
Greater than \$5 million							
CEO/Executive Director	17	-0.3%		-3.9%	2.5%	5.1%	
Top Finance Position	13	8.3%		1.6%	6.3%	19.1%	
Top Operations Position	5	6.6%			3.5%		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	5	0.6%			1.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maine</b>							
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.2%			3.7%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	18	-0.4%		-1.0%	0.6%	3.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	0.5%		-0.4%	1.1%	3.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	30	3.1%	-5.4%	-0.8%	2.0%	6.6%	11.9%
Greater than \$5 million							
CEO/Executive Director	29	4.7%	-2.9%	0.7%	3.2%	10.2%	13.5%
Top Finance Position	12	7.2%		2.6%	8.6%	11.3%	
Top Operations Position	5	0.8%			2.3%		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.6%			2.4%		
Greater than \$5 million							
CEO/Executive Director	9	5.2%			3.9%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.5%			6.7%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	6	-4.9%			-2.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maine</b>							
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	7	1.1%			1.5%		
Youth Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	2.4%			2.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-0.3%			-0.1%		
<b>Maryland</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	8	1.1%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	6.7%			7.5%		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	30	2.0%	-8.7%	-1.7%	3.8%	7.9%	10.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	4.0%		0.5%	2.8%	8.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	32	4.9%	-1.6%	0.8%	4.3%	8.4%	12.4%
Top Finance Position	6	7.7%			9.3%		
Top Operations Position	5	4.0%			3.6%		
Greater than \$5 million							
CEO/Executive Director	7	2.4%			0.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
<b>Civil Rights, Social Action, Advocacy</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	-0.9%			1.1%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	14	2.6%		-3.6%	1.9%	6.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	1.9%		-0.3%	1.9%	3.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	15	1.2%		-3.6%	2.2%	6.6%	
Greater than \$5 million							
CEO/Executive Director	10	6.0%		0.2%	2.3%	10.2%	
Top Finance Position	5	5.3%			4.1%		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	5	-2.6%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.9%			1.5%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	8	1.4%			1.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.5%			3.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	19	4.3%		1.9%	3.6%	6.9%	



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
Greater than \$5 million							
CEO/Executive Director	12	3.1%		-0.6%	1.6%	9.4%	
Top Finance Position	9	7.4%			8.8%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	21	0.9%	-3.7%	-2.5%	0.0%	2.4%	12.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	4.4%	-6.3%	1.4%	3.5%	9.7%	17.1%
Between \$1 million and \$5 million							
CEO/Executive Director	56	3.8%	-2.8%	0.8%	3.2%	7.2%	10.4%
Top Finance Position	6	7.3%			6.4%		
Greater than \$5 million							
CEO/Executive Director	53	4.6%	-3.2%	0.8%	4.1%	10.1%	13.7%
Top Business Position	9	4.3%			3.7%		
Top Development Position	15	3.4%		0.9%	2.6%	4.2%	
Top Finance Position	30	3.2%	-2.0%	0.6%	3.7%	7.1%	9.4%
Top Operations Position	9	5.8%			5.4%		
Top Technology Position	7	2.6%			2.2%		
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.0%			2.8%		
Greater than \$5 million							
CEO/Executive Director	9	7.6%			3.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	14	2.2%		0.0%	1.2%	6.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	2.7%			2.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	2.7%		0.1%	4.4%	6.7%	
Greater than \$5 million							
CEO/Executive Director	5	1.5%			1.8%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	13	-3.2%		-9.6%	2.0%	4.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	0.0%			0.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	25	1.4%	-6.4%	-3.7%	0.9%	5.2%	7.5%
Top Finance Position	5	6.7%			2.3%		
Top Operations Position	5	8.3%			8.1%		
Greater than \$5 million							
CEO/Executive Director	39	2.7%	-10.0%	-1.3%	4.5%	7.4%	15.2%
Top Administrative Position	7	1.7%			0.0%		
Top Finance Position	20	6.8%	-1.7%	0.4%	6.4%	12.8%	15.5%
Top Human Resources Position	5	5.0%			6.0%		
Top Operations Position	13	4.5%		2.0%	5.1%	8.0%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	15	4.5%		0.0%	3.4%	8.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	3.0%			2.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	20	2.5%	-4.3%	0.2%	2.3%	7.0%	11.7%
Greater than \$5 million							
CEO/Executive Director	13	5.2%		-2.7%	4.2%	8.2%	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	39	1.6%	-12.3%	-1.2%	1.1%	6.9%	11.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	32	2.8%	-10.3%	-1.5%	2.0%	11.6%	14.6%
Between \$1 million and \$5 million							
CEO/Executive Director	51	2.8%	-4.6%	-0.6%	2.2%	8.5%	12.2%
Top Finance Position	12	4.0%		-0.4%	4.5%	10.3%	
Greater than \$5 million							
CEO/Executive Director	86	4.6%	-3.2%	0.0%	3.3%	8.9%	14.6%
Top Finance Position	52	4.8%	-2.8%	0.2%	4.9%	9.0%	11.6%
Top Human Resources Position	12	3.4%		0.2%	2.7%	7.0%	
Top Operations Position	15	7.0%		3.1%	5.9%	7.7%	
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	5	8.5%			1.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
<b>Medical Research</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	4.5%			2.8%		
Greater than \$5 million							
CEO/Executive Director	8	3.9%			3.9%		
Top Finance Position	7	1.6%			1.8%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	9	9.4%			6.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	9.4%			5.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	24	5.9%	-2.8%	0.0%	6.0%	11.8%	16.3%
Top Finance Position	5	3.2%			3.4%		
Greater than \$5 million							
CEO/Executive Director	18	2.2%		-1.6%	1.2%	6.2%	
Top Finance Position	7	1.6%			2.9%		
Top Operations Position	7	4.9%			5.2%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	6	3.1%			1.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.2%			4.0%		
Greater than \$5 million							
CEO/Executive Director	8	5.9%			6.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	5	3.3%			4.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	0.3%			0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	6.5%			5.0%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	9	2.2%			2.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	0.2%		-3.6%	0.0%	1.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	13	6.0%		2.5%	7.3%	11.7%	
Greater than \$5 million							
CEO/Executive Director	5	3.6%			2.3%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	12	0.6%		-1.9%	0.0%	5.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.2%			1.6%		
<b>Science and Technology Research Institutes, Services</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.3%			-1.8%		
Greater than \$5 million							
CEO/Executive Director	7	5.2%			3.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
Science and Technology Research Institutes, Services							
Greater than \$5 million							
Top Finance Position	5	7.3%			6.7%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	17	2.4%		-1.8%	0.8%	7.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	10	3.7%		0.4%	3.7%	8.4%	
<b>Massachusetts</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	6	-1.0%			0.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.4%			5.1%		
Greater than \$5 million							
CEO/Executive Director	5	6.5%			4.9%		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	75	2.1%	-6.9%	-1.2%	2.1%	5.4%	13.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	42	3.9%	-3.4%	-0.1%	2.2%	7.0%	11.2%
Between \$1 million and \$5 million							
CEO/Executive Director	69	4.5%	-2.5%	0.0%	3.3%	8.9%	13.1%
Top Finance Position	8	2.9%			1.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
<b>Arts, Culture and Humanities</b>							
Greater than \$5 million							
CEO/Executive Director	25	1.8%	-7.2%	-3.0%	4.2%	7.1%	10.9%
Top Development Position	6	1.6%			0.3%		
Top Finance Position	13	2.5%		-0.4%	2.1%	3.0%	
Top Technology Position	6	5.6%			3.1%		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	6	3.0%			4.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	5.5%			2.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	5.6%		1.3%	4.6%	9.2%	
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	18	2.0%		-3.3%	1.4%	6.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-1.2%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	21	1.6%	-10.1%	0.0%	3.2%	6.9%	11.6%
Top Finance Position	13	-1.0%		-7.6%	0.2%	4.6%	
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	14	1.1%		-2.0%	1.5%	4.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	8	7.8%			7.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	14	3.8%		0.0%	0.0%	5.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	1.9%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	7.1%		3.2%	5.2%	8.8%	
Greater than \$5 million							
CEO/Executive Director	7	6.0%			6.8%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	58	2.8%	-7.6%	-2.9%	2.0%	6.6%	15.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	47	1.6%	-6.4%	-0.9%	2.2%	5.4%	8.4%
Between \$1 million and \$5 million							
CEO/Executive Director	98	3.4%	-5.0%	-0.2%	3.0%	7.2%	13.9%
Top Business Position	5	1.9%			2.4%		
Top Finance Position	12	0.7%		-1.9%	1.2%	4.1%	
Top Operations Position	6	3.8%			4.0%		
Greater than \$5 million							
CEO/Executive Director	132	4.8%	-4.5%	0.8%	3.7%	9.7%	14.7%
Top Administrative Position	12	5.5%		3.8%	5.5%	6.4%	
Top Business Position	11	6.5%		2.6%	5.0%	9.6%	
Top Development Position	58	6.2%	1.9%	3.0%	5.3%	8.8%	14.0%
Top Facilities Position	7	3.4%			4.2%		
Top Finance Position	92	4.1%	-2.2%	1.9%	3.7%	6.9%	11.6%



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
Top Human Resources Position	6	5.7%			3.7%		
Top Legal Position	7	2.9%			4.4%		
Top Marketing Position	8	2.6%			0.6%		
Top Operations Position	31	5.0%	-2.3%	2.9%	4.4%	7.6%	11.1%
Top PR/Communications Position	5	1.3%			-0.6%		
Top Program Position	6	5.5%			5.4%		
Top Technology Position	20	2.8%	-3.6%	1.6%	3.8%	5.6%	7.9%
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	5	-4.7%			-5.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	2.2%		-1.2%	0.2%	4.1%	
Greater than \$5 million							
CEO/Executive Director	10	2.7%		-0.9%	2.9%	7.8%	
Top Finance Position	7	4.9%			1.8%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	13	4.4%		0.0%	2.9%	5.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	2.7%		-0.1%	2.3%	6.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	25	3.3%	-1.6%	0.5%	2.7%	4.6%	10.8%
Greater than \$5 million							
CEO/Executive Director	7	-3.5%			2.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	9	2.9%			1.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.4%			3.9%		
Greater than \$5 million							
CEO/Executive Director	6	3.4%			3.7%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	11	6.8%		1.6%	3.5%	12.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.1%			4.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	25	1.4%	-7.6%	-3.6%	2.3%	5.7%	9.2%
Greater than \$5 million							
CEO/Executive Director	66	3.6%	-5.5%	-0.1%	4.2%	8.4%	12.2%
Top Administrative Position	22	1.3%	-5.9%	-1.7%	0.1%	4.3%	7.2%
Top Development Position	8	1.8%			2.3%		
Top Finance Position	52	6.2%	-1.8%	2.1%	5.8%	10.6%	16.8%
Top Human Resources Position	9	7.7%			7.9%		
Top Operations Position	20	6.8%	-2.2%	-0.9%	8.1%	10.4%	18.6%
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	14	4.9%		0.0%	0.6%	8.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	7.4%		0.9%	5.6%	11.3%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	38	2.9%	-4.2%	-0.1%	2.7%	7.1%	11.0%
Top Finance Position	8	0.6%			2.0%		
Greater than \$5 million							
CEO/Executive Director	23	3.3%	-4.4%	0.4%	2.8%	6.2%	11.1%
Top Finance Position	13	0.1%		-2.4%	0.1%	2.9%	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	46	3.7%	-3.6%	-0.2%	2.7%	7.2%	13.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	40	4.8%	-4.2%	0.4%	3.5%	12.3%	17.5%
Top Finance Position	6	1.6%			-1.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	132	3.8%	-3.3%	0.0%	3.3%	9.1%	12.5%
Top Finance Position	15	1.3%		-2.5%	1.9%	4.3%	
Greater than \$5 million							
CEO/Executive Director	144	4.3%	-4.5%	1.1%	4.0%	8.9%	13.4%
Top Administrative Position	7	5.1%			4.4%		
Top Development Position	16	5.7%		1.9%	5.2%	9.4%	
Top Finance Position	88	4.8%	-3.2%	0.2%	5.1%	8.4%	13.5%
Top Human Resources Position	20	5.1%	-2.5%	-1.1%	4.2%	9.7%	13.6%
Top Operations Position	37	4.0%	-5.3%	0.0%	2.5%	7.9%	15.2%
Top Program Position	12	5.9%		3.7%	5.1%	6.9%	
Top Technology Position	9	0.3%			-1.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	8	2.2%			1.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	5.2%		0.3%	4.3%	11.6%	
Greater than \$5 million							
CEO/Executive Director	12	2.8%		-1.3%	0.1%	6.8%	
<b>Medical Research</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.2%			0.0%		
Greater than \$5 million							
CEO/Executive Director	7	-0.4%			-2.3%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	6	0.9%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.3%			3.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	19	4.6%		1.6%	4.5%	7.3%	
Greater than \$5 million							
CEO/Executive Director	24	5.2%	0.3%	1.9%	4.7%	6.9%	15.8%
Top Finance Position	11	8.0%		5.4%	8.2%	12.5%	
Top Operations Position	7	10.5%			6.0%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	22	-0.1%	-7.4%	-3.0%	0.5%	4.5%	9.8%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Greater than \$5 million							
CEO/Executive Director	10	5.8%		2.2%	5.2%	9.7%	
Top Finance Position	9	2.1%			1.0%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	8	6.5%			7.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	4.8%			2.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	8.9%			9.5%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	12	4.0%		0.0%	4.8%	8.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	5.0%			4.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	5.3%		0.7%	2.4%	8.7%	
Greater than \$5 million							
CEO/Executive Director	8	3.4%			2.0%		
Top Finance Position	5	5.6%			4.4%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	23	0.8%	-13.7%	-2.7%	1.4%	5.7%	13.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.2%			-0.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
Religion-Related, Spiritual Development							
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.2%			5.2%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	21	3.5%	-6.0%	0.0%	1.9%	9.1%	12.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	4.7%		-2.6%	3.9%	13.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	44	2.3%	-4.9%	-1.2%	1.6%	7.8%	11.1%
Top Finance Position	5	5.5%			4.1%		
Greater than \$5 million							
CEO/Executive Director	12	7.0%		2.8%	5.0%	12.4%	
Top Finance Position	9	4.4%			4.5%		
Top Operations Position	8	5.3%			7.4%		
<b>Michigan</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	7	3.8%			0.0%		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	51	2.5%	-4.8%	-1.1%	0.2%	6.6%	12.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	3.8%	-0.4%	0.0%	3.6%	6.2%	9.0%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
<b>Arts, Culture and Humanities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	34	5.4%	-7.6%	-0.2%	4.6%	11.0%	20.4%
Greater than \$5 million							
CEO/Executive Director	8	0.8%			0.7%		
Top Finance Position	7	3.7%			2.5%		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	8	4.2%			2.9%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	21	2.6%	-2.5%	-0.6%	0.3%	3.6%	9.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	6.7%		-0.1%	3.7%	14.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	18	3.0%		-3.6%	3.9%	8.4%	
Greater than \$5 million							
CEO/Executive Director	6	6.2%			3.1%		
Top Finance Position	5	12.8%			15.3%		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	10	1.4%		0.0%	0.8%	2.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	5.2%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	5.6%			3.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	7	-1.8%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.8%			3.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	7.7%		-1.3%	8.0%	16.8%	
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	28	5.3%	-3.4%	-0.5%	3.4%	8.5%	19.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	1.5%	-7.3%	-1.1%	1.9%	5.5%	10.9%
Between \$1 million and \$5 million							
CEO/Executive Director	41	3.1%	-3.9%	-1.1%	2.4%	5.6%	13.0%
Top Operations Position	5	-0.6%			-0.7%		
Greater than \$5 million							
CEO/Executive Director	42	3.5%	-4.4%	0.6%	3.0%	7.0%	9.6%
Top Development Position	5	6.6%			7.1%		
Top Finance Position	21	4.6%	-2.8%	0.0%	0.9%	10.0%	15.0%
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.6%			4.5%		
Greater than \$5 million							
CEO/Executive Director	11	2.4%		-2.0%	3.4%	8.8%	
Top Finance Position	7	5.1%			4.1%		



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	14	5.4%		-0.1%	3.9%	12.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.8%			0.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	19	3.7%		-0.1%	3.3%	7.5%	
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	5	8.7%			5.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	6.8%			5.7%		
Greater than \$5 million							
CEO/Executive Director	5	9.0%			9.8%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	22	0.9%	-7.6%	-3.2%	1.0%	4.7%	8.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	2.1%		0.0%	0.1%	6.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	25	5.1%	-5.6%	-1.6%	7.1%	9.6%	21.2%
Greater than \$5 million							
CEO/Executive Director	52	3.7%	-5.5%	-0.1%	4.4%	9.5%	12.0%
Top Administrative Position	6	6.0%			3.1%		
Top Finance Position	35	6.5%	-3.6%	1.5%	4.6%	13.0%	17.8%
Top Operations Position	14	6.1%		2.4%	4.2%	9.7%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	18	2.7%		-1.4%	2.7%	4.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	5.8%		1.2%	4.8%	11.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	40	2.1%	-4.9%	-1.4%	2.1%	5.6%	9.0%
Top Administrative Position	5	-3.0%			-3.7%		
Greater than \$5 million							
CEO/Executive Director	7	2.0%			3.4%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	64	3.8%	-4.4%	0.0%	2.5%	8.1%	17.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	42	4.3%	-4.0%	0.0%	3.0%	8.1%	18.4%
Between \$1 million and \$5 million							
CEO/Executive Director	129	3.8%	-5.1%	-0.4%	2.4%	9.0%	14.6%
Top Finance Position	16	4.4%		-0.2%	2.1%	6.4%	
Greater than \$5 million							
CEO/Executive Director	104	3.1%	-4.9%	-2.0%	2.4%	7.9%	12.1%
Top Development Position	5	3.8%			2.6%		
Top Finance Position	49	3.1%	-5.1%	-0.5%	3.0%	7.5%	10.0%
Top Operations Position	24	1.8%	-7.7%	-0.7%	2.1%	5.9%	10.5%
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	8	5.4%			3.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	16	2.0%		0.0%	0.5%	6.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	6.3%			3.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	19	0.9%		-3.8%	0.9%	5.6%	
Top Finance Position	5	-1.3%			0.6%		
Greater than \$5 million							
CEO/Executive Director	16	7.9%		0.8%	9.0%	15.3%	
Top Finance Position	8	6.2%			6.4%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	18	4.4%		0.0%	2.5%	7.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	-0.5%		-1.3%	0.7%	4.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	25	4.0%	-2.9%	-0.2%	3.8%	6.8%	8.8%
Greater than \$5 million							
CEO/Executive Director	15	2.4%		-0.5%	1.4%	4.9%	
Top Finance Position	8	1.2%			2.9%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	5	4.3%			3.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	-4.6%			-2.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	9	2.3%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	2.3%		0.5%	2.2%	3.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	15	2.2%		0.0%	1.8%	3.5%	
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	34	-1.9%	-9.1%	-5.4%	-0.7%	0.1%	5.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.2%			5.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	4.9%		1.8%	4.9%	6.8%	
Greater than \$5 million							
CEO/Executive Director	7	1.7%			3.9%		
<b>Social Science Research Institutes, Services</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.8%			4.6%		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	16	4.1%		0.6%	2.8%	8.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.6%			6.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	4.3%		-1.4%	4.7%	8.6%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
<b>Animal-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.6%			7.0%		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	54	2.5%	-8.9%	-0.3%	1.8%	8.2%	12.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	29	4.9%	-2.6%	0.6%	4.6%	9.1%	12.9%
Between \$1 million and \$5 million							
CEO/Executive Director	34	5.5%	-1.2%	0.5%	3.6%	9.6%	15.5%
Top Finance Position	5	11.2%			8.3%		
Greater than \$5 million							
CEO/Executive Director	13	5.6%		2.6%	5.7%	8.8%	
Top Finance Position	8	5.1%			3.2%		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	6	4.1%			1.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	0.2%			0.5%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	20	3.0%	-6.2%	0.9%	3.4%	6.8%	13.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	0.4%		-2.7%	1.6%	3.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	22	4.3%	-1.6%	0.4%	3.8%	7.7%	9.9%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
<b>Community Improvement, Capacity Building</b>							
Greater than \$5 million							
CEO/Executive Director	11	5.4%		2.3%	4.6%	6.1%	
Top Finance Position	5	5.2%			5.3%		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	10	6.4%		0.6%	2.8%	9.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	4.2%		-0.2%	3.9%	9.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	9	4.0%			2.1%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	5	3.2%			-0.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	4.0%		-2.5%	1.5%	11.8%	
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	16	1.9%		0.0%	0.9%	4.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	4.4%	-2.6%	0.0%	1.4%	7.9%	15.0%
Between \$1 million and \$5 million							
CEO/Executive Director	64	3.3%	-5.1%	0.0%	2.4%	6.1%	13.5%
Top Business Position	5	0.5%			1.9%		
Top Finance Position	14	1.5%		0.1%	2.6%	5.5%	
Top Operations Position	7	5.2%			4.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	47	4.2%	-3.9%	0.3%	4.7%	8.6%	11.5%
Top Administrative Position	5	2.9%			6.4%		
Top Development Position	9	3.4%			6.0%		
Top Finance Position	20	3.3%	-5.3%	-2.1%	4.6%	7.8%	11.3%
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	16	2.4%		-1.4%	2.9%	6.2%	
Greater than \$5 million							
CEO/Executive Director	12	5.4%		1.8%	3.8%	6.1%	
Top Finance Position	8	4.6%			4.0%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	9	8.0%			4.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	1.1%		0.0%	0.6%	2.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	18	2.9%		0.0%	2.5%	7.9%	
Top Finance Position	5	8.4%			6.1%		
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	5	-5.0%			-6.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.0%			5.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
<b>Food, Agriculture and Nutrition</b>							
Greater than \$5 million							
CEO/Executive Director	6	2.6%			3.2%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	15	2.7%		-0.2%	2.4%	5.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	5.0%			8.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	20	5.0%	-0.3%	2.6%	4.9%	10.5%	13.6%
Greater than \$5 million							
CEO/Executive Director	35	3.5%	-5.9%	-2.1%	3.6%	8.2%	12.6%
Top Administrative Position	12	4.2%		2.3%	4.7%	6.5%	
Top Finance Position	26	5.9%	-6.1%	1.4%	5.9%	12.4%	16.0%
Top Operations Position	12	4.1%		-0.7%	6.6%	9.0%	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	10	3.1%		0.6%	3.9%	10.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	3.4%		1.5%	2.3%	5.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	27	3.1%	-4.6%	-1.0%	2.0%	6.8%	11.3%
Greater than \$5 million							
CEO/Executive Director	15	9.2%		3.5%	7.8%	12.8%	
Top Finance Position	12	4.7%		-1.2%	2.3%	9.9%	



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	61	3.8%	-6.4%	-0.6%	2.7%	9.1%	16.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	38	4.9%	-0.5%	2.2%	4.6%	6.9%	12.6%
Between \$1 million and \$5 million							
CEO/Executive Director	105	2.0%	-4.4%	-1.3%	1.8%	7.0%	10.7%
Top Administrative Position	7	4.5%			4.3%		
Top Finance Position	17	2.4%		0.9%	2.6%	5.6%	
Greater than \$5 million							
CEO/Executive Director	84	5.0%	-1.9%	0.8%	3.9%	9.3%	14.3%
Top Administrative Position	7	5.9%			4.4%		
Top Finance Position	38	4.7%	-6.6%	-2.7%	3.9%	12.4%	15.7%
Top Operations Position	9	0.9%			0.3%		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	7	1.5%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	5.4%			3.2%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	12	6.8%		1.5%	3.3%	10.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	17	2.7%		-1.2%	0.5%	4.6%	
Greater than \$5 million							
CEO/Executive Director	22	1.8%	-7.6%	-1.6%	0.9%	4.8%	9.1%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
<b>Mental Health, Crisis Intervention</b>							
Greater than \$5 million							
Top Finance Position	7	2.5%			1.9%		
Top Operations Position	5	-3.2%			-4.4%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	19	3.4%		-0.3%	1.8%	9.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.3%			4.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	5.3%		0.7%	5.4%	10.2%	
Top Finance Position	5	7.8%			8.0%		
Greater than \$5 million							
CEO/Executive Director	8	5.8%			3.2%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	1.5%			2.7%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	15	1.9%		-0.7%	2.7%	6.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	9.0%			9.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	6.2%			2.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	28	1.6%	-12.0%	-7.6%	2.4%	12.5%	13.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	2.5%			0.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.1%			0.3%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	19	3.8%		0.7%	4.8%	10.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	2.1%		-0.5%	0.3%	2.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	14	1.6%		-4.6%	0.4%	3.3%	
Top Finance Position	6	8.4%			9.4%		
Greater than \$5 million							
Top Finance Position	6	4.5%			3.9%		
<b>Mississippi</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	8	4.6%			1.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	-0.1%			-0.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Mississippi</b>							
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	5	1.8%			2.8%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	5	1.9%			2.0%		
Greater than \$5 million							
CEO/Executive Director	8	1.3%			0.5%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	6	-5.0%			-0.4%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	9	3.1%			1.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.5%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	3.5%		0.0%	0.1%	6.3%	
Greater than \$5 million							
CEO/Executive Director	14	3.1%		-1.0%	1.1%	8.7%	
Top Finance Position	6	1.4%			2.4%		
Health – General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.7%			5.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Mississippi</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	18	-1.9%		-2.0%	0.3%	3.5%	
Top Finance Position	13	4.8%		-0.1%	3.6%	9.5%	
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.4%			0.6%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	10	2.8%		-2.7%	-0.1%	8.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	-0.1%		-2.9%	2.1%	4.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	15	3.0%		-3.0%	0.0%	7.7%	
Greater than \$5 million							
CEO/Executive Director	9	1.5%			3.4%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	16	0.7%		-3.0%	0.3%	6.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.3%			3.0%		
<b>Youth Development</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.5%			3.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	5	2.8%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.6%			0.0%		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	30	2.0%	-3.6%	0.0%	1.7%	5.9%	8.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	2.8%		-2.6%	-0.1%	11.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	18	2.9%		0.4%	2.3%	6.6%	
Top Finance Position	5	0.8%			-0.1%		
Greater than \$5 million							
CEO/Executive Director	15	4.7%		3.5%	5.3%	6.5%	
Top Finance Position	6	3.9%			3.3%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	15	1.8%		0.0%	0.7%	4.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	3.9%		0.2%	3.7%	5.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	16	3.2%		-0.2%	3.2%	5.3%	
Greater than \$5 million							
CEO/Executive Director	5	5.0%			5.0%		
Top Finance Position	5	-3.2%			0.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
<b>Crime, Legal-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.5%			2.1%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	12	-1.7%		-7.2%	-1.9%	1.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-0.1%			2.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	2.2%			2.5%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	18	2.9%		0.0%	2.0%	5.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	6.8%		0.9%	4.2%	11.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	32	2.6%	-4.5%	-0.8%	1.8%	7.0%	9.8%
Top Finance Position	5	-0.3%			0.0%		
Greater than \$5 million							
CEO/Executive Director	42	5.0%	-0.6%	0.2%	4.2%	6.8%	19.6%
Top Administrative Position	6	5.5%			2.3%		
Top Business Position	5	0.8%			3.2%		
Top Finance Position	20	3.8%	-0.4%	1.1%	2.6%	5.4%	8.3%
Top Operations Position	6	4.6%			4.0%		
Top Technology Position	6	1.3%			2.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	7	3.8%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	2.7%		-2.3%	1.5%	6.0%	
<b>Food, Agriculture and Nutrition</b>							
Greater than \$5 million							
CEO/Executive Director	7	4.3%			3.7%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	13	1.4%		0.0%	1.8%	5.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	1.1%		-1.1%	0.6%	5.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	18	4.5%		0.9%	4.4%	6.7%	
Top Administrative Position	5	0.6%			0.1%		
Top Finance Position	7	4.4%			2.7%		
Greater than \$5 million							
CEO/Executive Director	31	7.5%	-2.2%	2.6%	7.2%	14.2%	18.7%
Top Administrative Position	6	9.5%			8.2%		
Top Finance Position	29	5.1%	-0.6%	1.4%	4.6%	7.6%	12.1%
Top Operations Position	10	7.1%		3.1%	8.0%	11.7%	
Top Technology Position	6	5.4%			2.2%		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	9	3.6%			3.1%		



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
<b>Housing, Shelter</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	4.1%			6.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	3.2%		-0.1%	2.4%	6.6%	
Greater than \$5 million							
CEO/Executive Director	6	4.0%			3.2%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	50	5.3%	-0.8%	0.0%	4.1%	11.3%	13.9%
Top Administrative Position	8	-0.7%			1.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	38	4.3%	-4.8%	0.0%	1.7%	10.4%	18.0%
Between \$1 million and \$5 million							
CEO/Executive Director	80	2.1%	-9.4%	-1.0%	2.7%	6.0%	10.5%
Top Finance Position	11	2.9%		-3.4%	6.4%	10.6%	
Top Operations Position	6	0.6%			3.2%		
Greater than \$5 million							
CEO/Executive Director	51	4.0%	-1.9%	1.3%	4.2%	8.1%	10.3%
Top Finance Position	27	3.0%	-6.6%	1.1%	2.9%	6.9%	10.6%
Top Human Resources Position	5	5.4%			5.4%		
Top Operations Position	8	6.0%			-1.3%		
<b>Mental Health, Crisis Intervention</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	3.7%		0.0%	0.9%	5.3%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	14	2.6%		0.6%	2.6%	4.2%	
Greater than \$5 million							
CEO/Executive Director	14	5.8%		3.5%	5.1%	7.5%	
Top Finance Position	8	5.8%			3.7%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	10	0.6%		-1.4%	0.7%	6.9%	
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	5	-1.6%			-4.1%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	9	1.8%			4.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	3.2%			2.9%		
Greater than \$5 million							
CEO/Executive Director	5	4.8%			4.1%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	41	0.1%	-13.8%	-4.2%	0.0%	4.6%	13.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	5.2%			4.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
Religion-Related, Spiritual Development							
Between \$1 million and \$5 million							
CEO/Executive Director	14	-1.9%		-6.1%	-1.9%	2.5%	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	1.0%			0.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	5.5%			4.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	0.3%		-3.0%	3.0%	5.0%	
Greater than \$5 million							
CEO/Executive Director	9	5.9%			4.8%		
Top Finance Position	6	3.1%			3.0%		
<b>Montana</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	7	2.9%			4.6%		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	20	4.7%	-5.2%	0.3%	3.4%	10.2%	12.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	6.3%			5.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Montana</b>							
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	11	0.8%		-6.9%	0.0%	4.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.0%			4.2%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	9	0.4%			1.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	8.2%			9.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	3.5%			3.0%		
Greater than \$5 million							
CEO/Executive Director	9	-0.1%			1.1%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	12	3.3%		-3.5%	3.7%	8.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-1.4%			-10.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	6.8%		2.8%	7.4%	8.9%	
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.1%			7.5%		
Greater than \$5 million							
CEO/Executive Director	11	8.1%		4.8%	6.0%	11.2%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Montana</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
Top Finance Position	12	7.3%		4.5%	6.2%	8.9%	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	15	4.7%		0.0%	4.0%	6.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	4.0%		-0.2%	5.6%	9.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	27	5.7%	-0.8%	1.1%	3.4%	9.7%	16.3%
Greater than \$5 million							
CEO/Executive Director	11	5.4%		0.8%	3.3%	10.7%	
Top Finance Position	8	7.5%			9.0%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	6	3.2%			2.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.4%			4.7%		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	7	2.2%			2.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nebraska</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	7	1.8%			1.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.4%			1.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	8.4%		3.9%	7.4%	12.7%	
Greater than \$5 million							
CEO/Executive Director	5	-1.3%			-0.6%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	5	-3.0%			2.9%		
Greater than \$5 million							
CEO/Executive Director	5	3.3%			2.7%		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	6	1.3%			2.8%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	7	4.1%			0.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	5.4%			4.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	4.9%		0.2%	4.0%	8.8%	
Greater than \$5 million							
CEO/Executive Director	7	5.0%			3.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nebraska</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
Top Finance Position	7	-2.5%			-4.0%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	5	0.9%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	10.6%			10.6%		
Greater than \$5 million							
CEO/Executive Director	18	5.1%		1.3%	4.7%	9.2%	
Top Finance Position	16	7.8%		4.0%	8.4%	11.4%	
<b>Housing, Shelter</b>							
Greater than \$5 million							
CEO/Executive Director	6	2.7%			2.8%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	18	6.9%		3.1%	5.7%	9.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	4.8%		0.9%	5.2%	6.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	33	1.3%	-10.3%	-1.9%	1.9%	4.4%	11.8%
Top Finance Position	7	4.1%			4.5%		
Greater than \$5 million							
CEO/Executive Director	18	3.6%		0.5%	2.6%	3.8%	
Top Finance Position	10	3.8%		-0.7%	4.9%	8.1%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nebraska</b>							
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	6	-0.1%			-1.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.8%			4.9%		
Philanthropy, Voluntarism and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	11	3.6%		1.0%	3.9%	6.2%	
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	6	2.7%			0.0%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	3.9%			4.1%		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-1.2%			1.0%		
<b>Nevada</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	10	3.2%		-1.2%	2.4%	8.1%	
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	9	5.3%			5.7%		



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nevada</b>							
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.6%			9.3%		
Greater than \$5 million							
CEO/Executive Director	7	5.0%			7.6%		
Top Finance Position	6	9.3%			9.2%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	7.0%			7.6%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	12	0.2%		-5.3%	2.8%	5.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	3.1%		0.9%	4.5%	7.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	17	4.9%		0.8%	3.6%	7.3%	
Greater than \$5 million							
CEO/Executive Director	10	4.0%		-0.8%	4.4%	7.1%	
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.2%			2.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Hampshire</b>							
<b>Animal-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.2%			0.9%		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	14	0.2%		-5.8%	1.1%	3.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	-3.2%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	3.1%		1.0%	3.7%	7.7%	
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	11	-0.4%		-5.4%	0.2%	3.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	4.9%		0.1%	3.3%	4.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	13	5.4%		5.4%	6.6%	10.8%	
Greater than \$5 million							
CEO/Executive Director	16	4.8%		2.1%	6.9%	11.1%	
Top Development Position	5	2.9%			6.5%		
Top Finance Position	13	7.9%		4.9%	6.1%	9.9%	
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	5	3.4%			2.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Hampshire</b>							
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	13	3.9%		-0.1%	2.1%	5.1%	
Top Finance Position	7	6.7%			5.9%		
Greater than \$5 million							
CEO/Executive Director	16	7.0%		0.0%	5.3%	15.7%	
Top Finance Position	21	5.3%	-4.5%	1.1%	4.5%	9.5%	18.8%
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	9	7.2%			4.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	5.1%			3.0%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	20	2.7%	-2.6%	0.0%	3.6%	6.3%	8.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	1.9%		-0.4%	1.3%	2.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	25	0.4%	-7.7%	-3.4%	1.4%	5.7%	8.4%
Greater than \$5 million							
CEO/Executive Director	18	5.4%		2.3%	3.5%	9.2%	
Top Finance Position	12	7.9%		-0.1%	7.6%	14.3%	
<b>Mental Health, Crisis Intervention</b>							
Greater than \$5 million							
CEO/Executive Director	7	9.1%			11.1%		
Top Finance Position	5	1.3%			2.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Hampshire</b>							
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.6%			5.1%		
<b>New Jersey</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	5	4.2%			0.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.1%			2.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.1%			-0.6%		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	28	1.3%	-8.8%	-4.3%	0.7%	4.7%	12.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	3.7%	-4.4%	0.0%	4.0%	7.0%	14.3%
Between \$1 million and \$5 million							
CEO/Executive Director	21	2.9%	-3.7%	-0.3%	1.8%	7.9%	11.4%
Greater than \$5 million							
CEO/Executive Director	11	1.8%		0.7%	1.6%	5.6%	
Top Finance Position	6	5.0%			4.2%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	15	-0.1%		-0.4%	3.0%	5.6%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
<b>Community Improvement, Capacity Building</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	3.0%		-0.4%	1.9%	3.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	22	7.3%	0.1%	2.8%	5.5%	10.0%	19.2%
Greater than \$5 million							
CEO/Executive Director	8	1.4%			0.4%		
Top Finance Position	6	2.6%			1.1%		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	5	3.6%			4.0%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	8	3.5%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	1.0%			1.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	1.6%		-1.2%	0.0%	7.5%	
Greater than \$5 million							
CEO/Executive Director	9	5.1%			3.7%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	20	-0.3%	-8.1%	-1.0%	0.0%	2.8%	7.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	2.3%		0.1%	1.9%	5.1%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	59	2.9%	-6.2%	-1.1%	1.9%	5.4%	12.3%
Greater than \$5 million							
CEO/Executive Director	79	3.8%	-3.4%	0.1%	3.6%	6.8%	10.6%
Top Administrative Position	7	2.6%			2.9%		
Top Business Position	10	3.8%		1.8%	3.2%	4.3%	
Top Development Position	20	4.7%	-5.0%	-1.2%	3.9%	8.7%	17.1%
Top Facilities Position	7	2.6%			2.2%		
Top Finance Position	36	4.3%	-2.3%	2.4%	4.0%	6.0%	10.8%
Top Operations Position	8	6.7%			4.5%		
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	3.7%			0.4%		
Greater than \$5 million							
CEO/Executive Director	5	-1.7%			2.2%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	7	1.7%			1.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.8%			1.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	1.4%		-3.3%	0.5%	8.0%	
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	8	-0.8%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
<b>Food, Agriculture and Nutrition</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	-1.0%			2.5%		
<b>Health – General and Rehabilitative</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	3.4%		-0.9%	3.7%	10.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	24	3.6%	-2.5%	0.5%	2.5%	7.7%	12.3%
Greater than \$5 million							
CEO/Executive Director	35	2.3%	-8.4%	-5.6%	2.0%	6.8%	12.8%
Top Finance Position	21	1.3%	-11.3%	-1.5%	2.4%	6.8%	14.9%
Top Human Resources Position	6	11.5%			11.7%		
Top Operations Position	10	5.4%		-1.0%	4.8%	8.6%	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	12	4.7%		0.5%	3.5%	8.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	2.7%		0.5%	2.0%	5.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	22	4.8%	-4.2%	0.3%	3.2%	10.7%	19.1%
Greater than \$5 million							
CEO/Executive Director	8	5.0%			3.4%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	36	2.6%	-4.8%	-1.0%	1.4%	5.0%	13.3%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	42	1.7%	-3.6%	-0.4%	2.0%	4.2%	8.1%
Between \$1 million and \$5 million							
CEO/Executive Director	129	3.3%	-5.4%	-0.8%	1.7%	8.5%	14.3%
Top Finance Position	24	1.6%	-4.2%	-0.8%	1.6%	2.8%	7.6%
Top Operations Position	5	0.4%			2.3%		
Greater than \$5 million							
CEO/Executive Director	97	3.5%	-4.2%	-0.4%	3.1%	7.9%	12.6%
Top Administrative Position	5	1.0%			-2.0%		
Top Development Position	6	8.3%			8.6%		
Top Finance Position	60	1.6%	-7.0%	-3.1%	0.8%	5.9%	13.1%
Top Human Resources Position	12	4.8%		0.7%	2.9%	9.3%	
Top Operations Position	17	1.2%		-0.3%	2.8%	5.5%	
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	11	4.1%		0.0%	1.4%	6.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	-0.1%		-3.6%	0.0%	4.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	23	3.6%	-2.4%	-0.1%	0.4%	6.6%	11.5%
Top Finance Position	6	2.8%			1.8%		
Greater than \$5 million							
CEO/Executive Director	40	3.0%	-4.0%	-0.6%	0.1%	7.3%	16.5%
Top Finance Position	30	3.4%	-4.5%	-0.5%	3.5%	6.5%	11.0%
Top Operations Position	11	0.3%		-3.0%	-0.1%	3.4%	



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	6	-4.4%			-3.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	5.4%			4.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.1%			4.4%		
Greater than \$5 million							
CEO/Executive Director	5	4.9%			-1.8%		
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	2.8%			5.4%		
Greater than \$5 million							
CEO/Executive Director	7	1.8%			4.6%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	18	-0.3%		-10.8%	0.3%	6.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	-1.7%		-1.7%	0.0%	0.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	16	-0.1%		-1.3%	0.3%	2.1%	
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	12	5.0%		1.2%	4.1%	5.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	1.7%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	17	5.6%		0.4%	4.3%	10.2%	
<b>New Mexico</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	7	3.9%			3.7%		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	15	2.2%		0.0%	2.5%	8.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	0.9%			-0.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	4.0%		1.5%	4.6%	7.5%	
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	6	9.4%			10.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.8%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.4%			1.0%		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	5	8.0%			6.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Mexico</b>							
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	11	6.9%		0.1%	2.7%	13.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	-2.0%			1.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	2.2%		0.2%	1.4%	4.3%	
Greater than \$5 million							
CEO/Executive Director	9	3.6%			1.2%		
Top Finance Position	7	1.6%			4.2%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	6	0.5%			-0.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	4.2%			7.4%		
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	5	-2.1%			0.0%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	5	-4.3%			-4.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	0.2%			0.5%		
Greater than \$5 million							
CEO/Executive Director	12	-0.1%		-4.4%	1.9%	5.6%	
Top Finance Position	10	7.3%		-1.2%	7.0%	15.0%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Mexico</b>							
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.1%			1.7%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	18	4.4%		2.8%	4.8%	9.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	2.8%			2.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	33	2.5%	-4.6%	-0.5%	2.6%	6.8%	11.9%
Top Finance Position	5	6.9%			8.8%		
Greater than \$5 million							
CEO/Executive Director	9	-4.1%			0.0%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	6	0.8%			-2.0%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	6	0.3%			-0.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.4%			2.0%		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	10	-2.2%		-6.2%	0.0%	6.4%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Mexico</b>							
<b>Youth Development</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.9%			3.3%		
<b>New York</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	13	1.2%		-1.3%	0.1%	4.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	-1.6%			-1.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	1.2%		-1.0%	1.0%	2.8%	
Greater than \$5 million							
CEO/Executive Director	13	3.9%		0.3%	5.2%	9.6%	
Top Finance Position	5	1.8%			-0.6%		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	176	2.3%	-7.7%	-0.9%	0.7%	6.9%	15.0%
Top Finance Position	10	0.1%		-8.2%	-0.1%	3.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	107	3.2%	-4.0%	0.0%	2.0%	6.6%	13.8%
Top Finance Position	6	5.5%			2.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	225	3.4%	-3.5%	0.0%	2.8%	6.6%	12.5%
Top Development Position	8	0.2%			-1.0%		
Top Finance Position	31	0.7%	-7.1%	-0.6%	1.4%	5.5%	7.4%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Arts, Culture and Humanities</b>							
Between \$1 million and \$5 million							
Top Operations Position	6	4.3%			3.3%		
Greater than \$5 million							
CEO/Executive Director	94	4.1%	-5.2%	0.0%	3.1%	8.4%	13.2%
Top Administrative Position	21	4.4%	-4.8%	0.8%	4.7%	6.8%	13.8%
Top Development Position	26	4.7%	-4.1%	0.3%	4.8%	11.2%	13.5%
Top Education Position	6	-2.4%			0.2%		
Top Finance Position	62	5.7%	-0.6%	2.0%	4.8%	8.3%	13.5%
Top Human Resources Position	5	5.4%			3.9%		
Top Legal Position	7	3.0%			2.8%		
Top Marketing Position	12	2.6%		0.9%	4.1%	5.6%	
Top Operations Position	16	5.1%		1.0%	5.5%	8.9%	
Top PR/Communications Position	8	2.1%			2.9%		
Top Technology Position	11	4.5%		2.3%	2.7%	6.6%	
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	15	6.2%		0.0%	5.7%	11.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	6.9%		-1.1%	10.4%	13.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	32	2.8%	-2.5%	0.1%	3.0%	6.4%	10.3%
Greater than \$5 million							
CEO/Executive Director	19	5.7%		0.2%	7.2%	11.3%	
Top Development Position	6	2.8%			1.1%		
Top Finance Position	10	6.0%		3.8%	4.5%	8.3%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Civil Rights, Social Action, Advocacy</b>							
Greater than \$5 million							
Top Legal Position	9	3.1%			4.1%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	54	0.6%	-11.9%	-0.2%	0.0%	4.0%	10.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	48	2.7%	-6.7%	-1.1%	1.4%	6.0%	15.3%
Between \$1 million and \$5 million							
CEO/Executive Director	71	2.9%	-5.0%	-0.8%	2.4%	7.2%	12.6%
Top Finance Position	15	6.9%		0.1%	2.9%	13.8%	
Top Operations Position	6	4.4%			4.5%		
Greater than \$5 million							
CEO/Executive Director	38	5.2%	-2.7%	0.7%	5.6%	10.1%	14.7%
Top Administrative Position	5	7.6%			6.1%		
Top Finance Position	27	4.4%	-5.4%	-1.4%	4.3%	11.6%	14.7%
Top Legal Position	7	5.2%			3.2%		
Top Operations Position	6	3.3%			4.8%		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	17	3.6%		0.0%	2.3%	7.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	1.8%		-4.8%	3.2%	6.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	25	2.5%	-5.9%	-2.6%	3.0%	4.4%	12.5%
Top Finance Position	6	2.9%			1.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Crime, Legal-Related</b>							
Between \$1 million and \$5 million							
Top Legal Position	8	2.4%			2.3%		
Greater than \$5 million							
CEO/Executive Director	24	3.3%	-5.7%	-1.1%	3.6%	5.9%	8.8%
Top Finance Position	10	4.6%		2.8%	5.0%	5.4%	
Top Legal Position	12	-1.6%		-3.4%	0.3%	3.5%	
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	26	3.2%	-6.7%	1.7%	4.3%	8.2%	11.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	4.7%	-3.7%	-0.1%	5.1%	9.5%	11.9%
Between \$1 million and \$5 million							
CEO/Executive Director	36	4.6%	-4.4%	1.3%	4.7%	9.0%	14.4%
Top Finance Position	9	4.5%			5.7%		
Greater than \$5 million							
CEO/Executive Director	47	6.2%	-0.8%	1.5%	4.5%	10.1%	15.7%
Top Development Position	5	9.1%			5.5%		
Top Finance Position	29	3.0%	-4.8%	-1.5%	2.7%	6.0%	13.5%
Top Operations Position	10	3.1%		0.7%	3.3%	6.0%	
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	80	1.8%	-4.0%	-0.2%	1.3%	4.5%	9.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	74	1.8%	-8.9%	-0.5%	2.1%	6.5%	12.0%



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	202	3.9%	-5.2%	0.0%	3.2%	8.8%	14.2%
Top Administrative Position	7	5.9%			4.0%		
Top Business Position	7	7.2%			7.8%		
Top Development Position	5	4.5%			3.0%		
Top Finance Position	35	1.9%	-9.4%	-2.2%	3.7%	7.9%	9.7%
Top Operations Position	12	6.2%		2.8%	7.6%	9.9%	
Greater than \$5 million							
CEO/Executive Director	309	4.2%	-4.2%	0.1%	4.1%	8.0%	13.5%
Top Administrative Position	43	3.3%	-5.1%	-0.4%	4.0%	6.9%	11.2%
Top Business Position	20	5.6%	-4.4%	-1.3%	4.3%	10.7%	18.4%
Top Development Position	60	3.8%	-2.2%	0.2%	3.4%	6.8%	13.9%
Top Education Position	14	5.2%		1.8%	4.1%	7.5%	
Top Facilities Position	13	4.3%		-0.1%	3.8%	6.6%	
Top Finance Position	179	5.2%	-3.0%	1.1%	4.8%	8.1%	16.3%
Top Human Resources Position	14	2.2%		1.0%	1.8%	3.7%	
Top Legal Position	12	4.5%		2.3%	3.1%	5.3%	
Top Marketing Position	5	5.1%			6.4%		
Top Operations Position	48	3.5%	-5.6%	-0.2%	3.6%	8.7%	12.5%
Top PR/Communications Position	6	5.4%			5.1%		
Top Program Position	14	4.2%		0.4%	3.5%	8.3%	
Top Technology Position	38	4.8%	0.3%	1.1%	4.4%	7.4%	10.6%
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	6	-1.2%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	17	2.6%		0.4%	3.3%	7.2%	
Top Education Position	5	3.8%			2.8%		
Greater than \$5 million							
CEO/Executive Director	23	7.1%	-1.9%	2.2%	5.2%	11.4%	18.0%
Top Finance Position	14	6.3%		2.1%	3.9%	11.9%	
Top Operations Position	6	5.3%			5.5%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	31	2.6%	-11.7%	-4.2%	0.2%	8.5%	21.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	3.3%		1.4%	3.5%	4.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	42	2.4%	-6.1%	-0.9%	2.0%	7.0%	11.9%
Top Finance Position	6	4.2%			1.9%		
Greater than \$5 million							
CEO/Executive Director	9	6.9%			6.8%		
Top Finance Position	6	6.8%			9.5%		
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	15	2.9%		0.0%	1.6%	5.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	7.9%		0.8%	3.8%	15.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	15	3.7%		0.1%	1.7%	4.0%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Food, Agriculture and Nutrition</b>							
Greater than \$5 million							
CEO/Executive Director	14	4.0%		-0.7%	3.0%	9.2%	
Top Development Position	6	7.6%			6.1%		
Top Finance Position	6	9.1%			5.6%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	34	-0.6%	-8.5%	-4.5%	0.0%	0.8%	9.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	5.3%	-2.3%	0.6%	4.0%	7.4%	14.0%
Between \$1 million and \$5 million							
CEO/Executive Director	66	2.5%	-6.3%	-0.5%	2.2%	8.1%	12.2%
Top Finance Position	12	5.4%		1.2%	4.2%	9.9%	
Top Operations Position	6	4.2%			3.6%		
Greater than \$5 million							
CEO/Executive Director	184	3.8%	-3.9%	-0.1%	2.9%	7.8%	15.6%
Top Administrative Position	45	3.7%	-5.4%	1.7%	4.1%	6.7%	9.9%
Top Business Position	6	3.0%			1.4%		
Top Development Position	14	4.0%		1.0%	3.1%	8.2%	
Top Finance Position	132	4.7%	-4.1%	0.1%	3.9%	9.4%	13.9%
Top Human Resources Position	22	3.4%	-2.2%	-0.1%	4.2%	6.8%	14.4%
Top Legal Position	14	3.2%		0.0%	4.4%	8.3%	
Top Operations Position	43	4.7%	-2.8%	0.5%	4.6%	8.8%	14.4%
Top Program Position	6	2.0%			1.8%		
Top Technology Position	15	2.5%		0.0%	1.9%	5.1%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	19	4.5%		0.0%	2.3%	5.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	32	3.7%	-3.9%	0.3%	2.7%	7.2%	13.4%
Between \$1 million and \$5 million							
CEO/Executive Director	72	3.4%	-4.0%	0.1%	3.2%	7.7%	10.5%
Top Finance Position	14	2.1%		-3.3%	2.4%	7.1%	
Greater than \$5 million							
CEO/Executive Director	35	4.4%	-4.0%	-1.1%	4.0%	8.7%	12.2%
Top Finance Position	21	6.0%	-0.2%	1.8%	4.8%	9.4%	15.7%
Top Operations Position	6	1.1%			0.7%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	105	2.0%	-7.1%	-1.1%	1.1%	6.4%	14.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	104	3.9%	-2.7%	0.0%	3.1%	7.2%	16.2%
Top Finance Position	6	-3.2%			-0.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	273	2.9%	-5.3%	-0.8%	2.3%	6.5%	12.7%
Top Administrative Position	8	2.5%			3.2%		
Top Development Position	5	1.8%			0.6%		
Top Finance Position	50	5.2%	-3.3%	0.1%	4.0%	10.1%	15.9%
Top Operations Position	5	2.1%			4.6%		
Top Program Position	7	0.5%			0.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Human Services – Multipurpose and Other</b>							
Greater than \$5 million							
CEO/Executive Director	319	3.5%	-4.3%	-0.5%	3.0%	7.8%	13.2%
Top Administrative Position	16	2.6%		-0.8%	3.9%	7.1%	
Top Business Position	5	4.8%			7.2%		
Top Development Position	18	2.8%		0.1%	2.7%	6.7%	
Top Facilities Position	5	0.8%			-0.2%		
Top Finance Position	202	4.5%	-3.5%	0.4%	3.7%	8.6%	14.8%
Top Human Resources Position	27	3.6%	-1.4%	0.1%	3.3%	6.0%	10.8%
Top Legal Position	9	3.0%			3.6%		
Top Operations Position	67	3.8%	-5.5%	-1.2%	3.7%	8.7%	12.9%
Top Program Position	30	3.4%	-3.5%	-1.6%	2.9%	8.5%	12.1%
Top Technology Position	12	1.2%		-2.3%	1.9%	5.0%	
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	18	6.2%		0.0%	2.1%	9.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	7.4%		0.1%	8.7%	12.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	49	3.2%	-12.4%	-0.6%	2.5%	9.2%	19.0%
Greater than \$5 million							
CEO/Executive Director	35	1.4%	-5.6%	-1.2%	1.1%	3.8%	7.3%
Top Development Position	6	2.3%			1.9%		
Top Finance Position	24	3.6%	-3.3%	0.1%	3.4%	8.0%	10.8%
Top Human Resources Position	5	3.4%			2.8%		
Top Operations Position	8	6.4%			4.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Medical Research</b>							
\$500 thousand or less							
CEO/Executive Director	5	0.2%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	5.3%		0.3%	4.2%	13.7%	
Greater than \$5 million							
CEO/Executive Director	14	3.9%		0.3%	3.9%	5.9%	
Top Finance Position	11	3.7%		1.6%	4.1%	5.8%	
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	18	2.5%		-1.2%	5.0%	6.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	29	1.5%	-14.6%	-1.0%	2.1%	8.1%	11.1%
Between \$1 million and \$5 million							
CEO/Executive Director	66	2.1%	-6.0%	-1.2%	1.3%	5.2%	11.5%
Top Finance Position	20	1.9%	-10.4%	-3.3%	1.8%	6.2%	11.3%
Top Operations Position	5	2.1%			10.1%		
Greater than \$5 million							
CEO/Executive Director	91	4.5%	-3.3%	-0.8%	4.3%	8.8%	13.5%
Top Administrative Position	7	6.8%			10.5%		
Top Finance Position	58	3.5%	-6.4%	-1.6%	3.2%	8.1%	16.7%
Top Operations Position	19	5.7%		0.8%	4.0%	9.6%	
Top Program Position	5	4.2%			4.4%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	21	2.8%	-11.1%	-2.0%	0.9%	7.0%	15.3%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	5.1%	0.5%	2.5%	4.0%	7.0%	11.8%
Between \$1 million and \$5 million							
CEO/Executive Director	38	3.6%	-6.4%	-0.2%	2.5%	7.0%	12.7%
Top Finance Position	5	5.8%			6.9%		
Greater than \$5 million							
CEO/Executive Director	35	3.9%	-2.1%	0.2%	3.8%	7.0%	10.7%
Top Development Position	5	6.1%			8.1%		
Top Finance Position	23	5.4%	0.3%	2.7%	5.2%	8.2%	12.2%
Top Operations Position	5	5.4%			8.3%		
<b>Public Safety, Disaster Preparedness and Relief</b>							
Greater than \$5 million							
CEO/Executive Director	5	5.3%			3.7%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	14	-3.5%		-9.7%	-0.6%	3.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	2.1%		-0.6%	1.1%	4.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	19	3.4%		0.4%	2.0%	5.1%	
Top Finance Position	6	2.9%			4.3%		
Greater than \$5 million							
CEO/Executive Director	16	5.6%		2.4%	5.3%	10.2%	
Top Finance Position	8	3.4%			2.7%		
Top Operations Position	6	5.8%			4.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	24	0.3%	-4.1%	-0.7%	0.0%	1.9%	5.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	-0.4%		-3.2%	0.0%	2.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	25	4.1%	-4.7%	0.0%	2.9%	6.1%	16.2%
Greater than \$5 million							
CEO/Executive Director	12	6.7%		-0.3%	9.2%	10.7%	
Top Finance Position	8	0.5%			3.7%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	51	2.9%	-7.0%	-0.6%	0.0%	6.6%	16.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	-0.6%		-2.1%	0.0%	2.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	29	2.2%	-4.4%	-1.8%	1.1%	6.7%	11.7%
Top Operations Position	6	4.9%			3.3%		
Greater than \$5 million							
CEO/Executive Director	15	2.7%		-0.5%	1.5%	5.3%	
Top Finance Position	5	4.3%			6.1%		
<b>Science and Technology Research Institutes, Services</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.0%			1.4%		
Greater than \$5 million							
CEO/Executive Director	8	7.3%			5.3%		



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
Social Science Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.4%			0.7%		
Greater than \$5 million							
CEO/Executive Director	5	2.3%			3.1%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	33	3.3%	-10.4%	-1.6%	1.3%	8.9%	19.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	3.0%	-1.2%	0.0%	1.4%	4.5%	9.1%
Between \$1 million and \$5 million							
CEO/Executive Director	53	4.1%	-4.5%	0.0%	3.3%	8.9%	14.1%
Top Finance Position	5	5.8%			7.8%		
Greater than \$5 million							
CEO/Executive Director	23	1.3%	-3.5%	-1.1%	1.0%	3.3%	7.4%
Top Development Position	9	9.8%			9.9%		
Top Finance Position	13	2.8%		-2.2%	3.0%	4.4%	
<b>North Carolina</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	5	-3.1%			-1.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	4.3%		0.9%	4.9%	7.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.7%			5.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	60	3.0%	-1.6%	0.0%	3.0%	5.3%	11.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	3.1%	-4.3%	-0.9%	3.9%	7.9%	11.5%
Between \$1 million and \$5 million							
CEO/Executive Director	25	2.1%	-5.5%	-1.8%	2.3%	5.5%	6.9%
Greater than \$5 million							
CEO/Executive Director	11	2.2%		-1.2%	1.5%	4.7%	
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	6	4.9%			2.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.1%			4.5%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	29	1.1%	-3.7%	-0.3%	0.0%	4.7%	7.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	0.7%		-5.9%	2.1%	5.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	20	2.5%	-6.1%	-0.6%	1.4%	9.3%	14.7%
Greater than \$5 million							
CEO/Executive Director	10	2.8%		0.6%	3.1%	5.8%	
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	14	-1.9%		-4.5%	0.0%	1.8%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
<b>Crime, Legal-Related</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.1%			4.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.1%			3.4%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	14	2.4%		-1.9%	1.7%	3.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	5.9%			6.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	5.7%		3.6%	5.1%	7.6%	
Greater than \$5 million							
CEO/Executive Director	6	5.5%			6.0%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	31	-0.4%	-20.7%	-2.4%	2.9%	4.8%	10.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	38	3.8%	-3.6%	-1.2%	2.7%	8.5%	11.9%
Between \$1 million and \$5 million							
CEO/Executive Director	78	4.4%	-3.1%	0.0%	3.8%	9.1%	13.7%
Top Finance Position	10	0.1%		-6.0%	1.6%	4.0%	
Greater than \$5 million							
CEO/Executive Director	64	4.4%	-4.2%	0.7%	2.9%	7.8%	15.1%
Top Development Position	11	6.2%		2.5%	3.7%	10.7%	
Top Finance Position	25	5.6%	-0.9%	0.5%	3.1%	10.6%	16.8%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	7	0.5%			0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	-0.2%		-1.3%	2.9%	4.7%	
Greater than \$5 million							
CEO/Executive Director	7	6.0%			5.9%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	15	4.3%		0.3%	4.1%	6.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	5.3%			7.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	4.8%		2.0%	3.9%	9.9%	
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	8	0.3%			4.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	3.5%			3.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.6%			6.8%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	25	2.1%	-8.6%	-2.4%	2.1%	6.3%	12.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	4.0%			4.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	34	1.7%	-12.5%	-0.6%	2.0%	6.1%	11.6%
Greater than \$5 million							
CEO/Executive Director	35	1.6%	-7.4%	-3.1%	1.8%	7.2%	11.4%
Top Finance Position	20	5.5%	-3.3%	0.5%	4.7%	10.3%	16.4%
Top Operations Position	5	3.1%			4.6%		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	12	0.8%		-0.5%	1.0%	3.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	3.8%		-0.4%	3.8%	13.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	26	3.8%	-6.6%	0.5%	3.7%	7.6%	10.5%
Top Finance Position	5	9.9%			10.3%		
Greater than \$5 million							
CEO/Executive Director	9	2.7%			3.7%		
Top Finance Position	6	3.9%			4.6%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	80	3.2%	-4.3%	-0.1%	1.6%	7.1%	15.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	55	2.5%	-3.7%	-1.2%	2.3%	5.1%	9.3%
Between \$1 million and \$5 million							
CEO/Executive Director	105	3.2%	-5.1%	-1.4%	2.9%	7.6%	12.8%
Top Finance Position	11	3.5%		-0.3%	2.5%	9.2%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
<b>Human Services – Multipurpose and Other</b>							
Greater than \$5 million							
CEO/Executive Director	74	3.2%	-5.3%	-0.3%	3.9%	7.4%	11.8%
Top Finance Position	40	7.0%	-0.1%	3.0%	7.2%	10.8%	14.7%
Top Marketing Position	7	0.9%			2.6%		
Top Operations Position	10	1.0%		1.3%	2.1%	5.3%	
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	9	3.9%			3.0%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	12	0.6%		-1.0%	-0.1%	0.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	5.0%		0.1%	5.4%	14.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	15	4.5%		0.7%	2.6%	7.8%	
Greater than \$5 million							
CEO/Executive Director	12	7.8%		4.7%	5.6%	10.4%	
Top Finance Position	6	10.5%			9.3%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	14	4.1%		0.7%	2.5%	7.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	4.8%		0.0%	5.5%	9.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	16	0.6%		-0.7%	1.0%	2.5%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Greater than \$5 million							
CEO/Executive Director	11	5.1%		2.5%	4.6%	6.3%	
Top Finance Position	6	3.5%			3.5%		
<b>Public Safety, Disaster Preparedness and Relief</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	8.0%			5.0%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	-4.8%			-4.7%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	15	-1.3%		-1.2%	0.0%	2.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	3.0%			2.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	4.6%		2.4%	4.1%	7.9%	
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	49	3.2%	-6.4%	-0.4%	2.1%	7.5%	13.7%
Top Finance Position	7	-1.5%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	2.5%		-1.2%	0.0%	10.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	15	3.1%		-0.6%	0.3%	7.3%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	20	0.6%	-12.9%	-4.9%	-0.9%	4.8%	15.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	2.5%		0.1%	4.1%	7.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	9	4.5%			2.8%		
Greater than \$5 million							
CEO/Executive Director	6	6.9%			4.6%		
<b>North Dakota</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	8	-1.3%			-1.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	8.0%			4.9%		
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.3%			3.6%		
Greater than \$5 million							
CEO/Executive Director	5	1.0%			0.2%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	5	-2.1%			-1.4%		
Between \$1 million and \$5 million							
Top Administrative Position	5	4.7%			5.4%		



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Dakota</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	11	6.2%		2.4%	4.8%	11.8%	
Top Administrative Position	6	6.3%			8.6%		
Top Finance Position	16	4.3%		1.2%	5.1%	8.9%	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	6	5.9%			2.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.6%			3.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	21	3.7%	-8.6%	0.0%	3.4%	10.5%	13.5%
Greater than \$5 million							
CEO/Executive Director	12	5.0%		1.8%	6.2%	8.6%	
Top Finance Position	7	6.3%			6.0%		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.0%			5.2%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.2%			2.8%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	5	-3.3%			1.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Dakota</b>							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	6	2.2%			2.0%		
<b>Ohio</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	5	5.6%			5.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	3.3%		-0.4%	0.4%	7.5%	
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	67	2.7%	-9.7%	0.0%	3.0%	7.4%	11.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	2.9%	-2.2%	0.0%	3.0%	7.1%	12.3%
Between \$1 million and \$5 million							
CEO/Executive Director	44	5.2%	-4.7%	0.0%	3.3%	10.6%	16.7%
Greater than \$5 million							
CEO/Executive Director	35	4.8%	-2.1%	-0.3%	3.2%	7.3%	19.9%
Top Development Position	6	5.3%			6.5%		
Top Finance Position	21	5.9%	-2.0%	1.2%	4.0%	10.1%	17.2%
Top Operations Position	6	7.7%			7.2%		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	10	6.2%		0.9%	5.1%	12.9%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
<b>Civil Rights, Social Action, Advocacy</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	7.7%			8.0%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	32	2.7%	-5.6%	-1.2%	1.1%	6.6%	15.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	3.5%	-3.3%	-0.5%	3.1%	7.3%	13.6%
Between \$1 million and \$5 million							
CEO/Executive Director	37	5.1%	-2.2%	0.4%	4.2%	10.2%	17.0%
Top Finance Position	6	6.6%			5.2%		
Greater than \$5 million							
CEO/Executive Director	25	-0.4%	-12.9%	-2.4%	0.8%	3.1%	4.4%
Top Finance Position	11	-1.1%		-4.7%	-0.9%	2.5%	
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	17	1.6%		-0.6%	1.5%	7.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	4.4%			2.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	0.9%			0.8%		
Greater than \$5 million							
CEO/Executive Director	9	1.8%			4.9%		
Top Finance Position	5	1.7%			3.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	11	5.0%		0.0%	2.1%	9.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	6.1%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	6.5%		2.8%	4.4%	9.1%	
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	46	3.9%	-3.2%	0.0%	1.6%	7.7%	14.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	2.0%	-6.7%	0.0%	2.3%	4.5%	12.9%
Between \$1 million and \$5 million							
CEO/Executive Director	68	3.3%	-6.4%	-0.9%	2.6%	8.6%	14.7%
Top Administrative Position	9	2.1%			2.8%		
Top Finance Position	16	3.1%		-0.1%	3.0%	4.6%	
Greater than \$5 million							
CEO/Executive Director	69	4.8%	-3.3%	0.2%	3.2%	9.1%	16.2%
Top Administrative Position	11	5.4%		0.8%	3.2%	7.0%	
Top Business Position	7	2.4%			1.4%		
Top Development Position	14	4.4%		1.3%	4.4%	6.3%	
Top Finance Position	45	3.0%	-5.6%	-0.7%	2.3%	5.5%	11.4%
Top Technology Position	5	2.1%			0.7%		
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	17	3.5%		-2.2%	0.2%	6.0%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
<b>Employment, Job-Related</b>							
Greater than \$5 million							
CEO/Executive Director	7	-3.0%			-1.0%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	17	-3.1%		-8.2%	0.0%	1.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	7	12.8%			14.2%		
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	7	3.8%			2.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	9.2%			8.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	5.4%			3.1%		
Greater than \$5 million							
CEO/Executive Director	8	8.2%			7.7%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	24	3.5%	-2.7%	0.0%	3.3%	5.8%	11.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	4.2%		0.3%	3.0%	9.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	34	3.7%	-3.2%	-0.1%	3.3%	5.2%	13.1%
Top Finance Position	15	5.9%		2.6%	4.4%	7.6%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	64	3.3%	-8.1%	-0.9%	3.6%	9.1%	13.8%
Top Administrative Position	9	-2.7%			-4.1%		
Top Finance Position	38	5.0%	-1.8%	1.0%	5.1%	8.7%	13.2%
Top Human Resources Position	8	3.7%			4.8%		
Top Legal Position	8	10.7%			7.8%		
Top Operations Position	11	4.6%		-2.2%	3.3%	10.9%	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	19	1.1%		-3.3%	0.0%	6.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	4.1%		-0.4%	2.8%	9.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	40	2.9%	-3.9%	-1.4%	2.8%	6.3%	10.0%
Top Finance Position	10	2.7%		2.9%	4.3%	7.5%	
Greater than \$5 million							
CEO/Executive Director	17	4.5%		0.0%	4.8%	8.6%	
Top Finance Position	11	0.9%		-2.1%	2.4%	6.6%	
Top Operations Position	5	3.4%			2.8%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	96	2.2%	-4.0%	0.0%	1.3%	4.4%	12.1%
Top Administrative Position	5	5.0%			4.3%		
Top Program Position	5	8.6%			3.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	65	3.3%	-2.3%	0.0%	2.8%	7.2%	11.6%
Top Finance Position	6	-4.0%			-0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	148	3.8%	-4.5%	0.1%	3.3%	7.3%	12.9%
Top Finance Position	33	3.6%	-1.8%	0.0%	1.9%	5.3%	9.9%
Top Operations Position	8	3.7%			2.5%		
Greater than \$5 million							
CEO/Executive Director	126	3.1%	-6.0%	-1.0%	3.0%	7.1%	13.7%
Top Administrative Position	11	1.7%		-0.6%	2.0%	4.9%	
Top Finance Position	75	4.7%	-3.3%	0.2%	4.3%	7.6%	12.0%
Top Human Resources Position	5	4.2%			3.9%		
Top Operations Position	30	4.2%	-4.5%	-0.1%	3.4%	8.7%	11.1%
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	5	5.0%			1.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	7.6%			7.6%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	14	1.8%		-1.4%	3.9%	6.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	2.0%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	55	3.6%	-4.2%	-0.1%	3.3%	7.4%	12.6%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
Top Finance Position	16	4.9%		0.8%	4.8%	9.2%	
Greater than \$5 million							
CEO/Executive Director	47	4.7%	-3.6%	0.3%	3.3%	9.7%	16.3%
Top Finance Position	25	3.1%	-6.4%	0.0%	2.8%	5.6%	12.8%
Top Operations Position	12	5.4%		1.2%	5.2%	13.9%	
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	14	-0.1%		0.0%	2.3%	3.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	3.1%		0.0%	2.9%	6.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	36	2.6%	-5.2%	-0.2%	2.7%	6.1%	9.3%
Top Finance Position	8	4.3%			4.0%		
Greater than \$5 million							
CEO/Executive Director	24	4.2%	-1.7%	-0.4%	2.9%	6.1%	16.0%
Top Finance Position	13	1.6%		0.1%	2.8%	5.2%	
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	12	1.3%		-1.7%	0.5%	7.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	11	2.5%		0.8%	2.0%	4.3%	
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	18	2.0%		-2.0%	2.8%	6.1%	



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.2%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	4.8%		0.7%	3.7%	8.9%	
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	58	2.9%	-4.6%	-0.4%	1.7%	7.4%	12.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	4.3%		0.1%	2.1%	6.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	17	5.6%		0.0%	2.6%	11.1%	
<b>Social Science Research Institutes, Services</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.5%			3.3%		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	26	3.1%	-4.7%	0.0%	2.8%	8.7%	12.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	5.3%		0.7%	5.7%	13.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	20	1.8%	-10.8%	-1.9%	2.3%	5.4%	17.4%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oklahoma</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	17	2.3%		-0.6%	0.5%	10.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	2.1%		0.1%	1.4%	3.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	11	3.5%		1.1%	3.4%	4.5%	
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	7	6.1%			6.6%		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	7	4.1%			5.1%		
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-1.4%			0.0%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	10	-0.1%		0.0%	1.4%	3.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	-0.7%			1.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	2.3%		0.1%	2.6%	5.1%	
Greater than \$5 million							
CEO/Executive Director	14	2.0%		-1.5%	4.0%	6.6%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oklahoma</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
Employment, Job-Related	5	6.8%			8.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.5%			1.8%		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	16	4.8%		1.1%	3.2%	8.1%	
Greater than \$5 million							
CEO/Executive Director	15	3.0%		-0.8%	2.6%	4.9%	
Top Finance Position	6	5.6%			2.7%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	33	0.4%	-9.5%	-2.8%	0.0%	5.9%	13.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	29	2.2%	-2.7%	0.0%	1.8%	4.9%	6.6%
Between \$1 million and \$5 million							
CEO/Executive Director	45	1.9%	-2.7%	-0.3%	0.6%	3.8%	10.3%
Greater than \$5 million							
CEO/Executive Director	26	3.4%	-3.6%	0.8%	2.7%	6.7%	10.7%
Top Finance Position	10	3.4%		-2.7%	1.7%	8.9%	
Top Operations Position	5	4.0%			3.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oklahoma</b>							
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	7	-1.4%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	0.2%		-4.2%	0.7%	6.3%	
Greater than \$5 million							
CEO/Executive Director	5	6.4%			4.8%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	43	-2.5%	-20.0%	-13.9%	0.0%	6.8%	12.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	8.3%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	-6.6%			-3.7%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	8	-0.5%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.6%			2.1%		
<b>Oregon</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	9	1.6%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	0.9%			-0.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>							
<b>Animal-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.0%			4.1%		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	27	3.5%	-7.4%	-1.9%	0.0%	12.4%	19.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	9.6%	-2.1%	4.6%	10.0%	15.9%	19.4%
Between \$1 million and \$5 million							
CEO/Executive Director	21	7.7%	-2.7%	4.2%	7.4%	14.9%	17.5%
Greater than \$5 million							
CEO/Executive Director	6	10.2%			9.2%		
<b>Civil Rights, Social Action, Advocacy</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.3%			3.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.5%			0.1%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	11	5.1%		-1.3%	3.3%	9.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	-4.9%			-4.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	5.1%			3.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>							
<b>Crime, Legal-Related</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	4.1%			6.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	6.1%			6.9%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	22	5.3%	0.0%	1.5%	2.9%	6.5%	14.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	0.5%		-2.9%	1.3%	8.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	43	3.8%	-6.7%	0.0%	3.1%	8.5%	16.0%
Top Finance Position	6	0.4%			1.1%		
Greater than \$5 million							
CEO/Executive Director	25	6.3%	-2.3%	1.8%	5.0%	13.1%	19.7%
Top Finance Position	17	5.1%		0.6%	3.7%	9.8%	
Top Operations Position	5	-0.3%			-0.4%		
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	5	-0.7%			1.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	2.5%		-0.8%	1.5%	3.2%	
Greater than \$5 million							
CEO/Executive Director	7	1.8%			0.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>							
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	15	2.6%		-3.2%	0.2%	9.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	0.1%		-1.7%	1.2%	6.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	24	2.1%	-7.1%	-0.6%	2.8%	7.1%	10.0%
Greater than \$5 million							
CEO/Executive Director	8	1.2%			-1.1%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	11	4.3%		0.6%	3.4%	7.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-1.5%			0.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	20	2.3%	-10.1%	-0.8%	3.8%	8.6%	13.9%
Greater than \$5 million							
CEO/Executive Director	18	7.9%		2.4%	7.7%	11.3%	
Top Finance Position	8	9.6%			8.3%		
Top Operations Position	6	8.5%			7.5%		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	11	1.5%		-5.5%	0.4%	10.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	5.8%		0.9%	4.8%	10.1%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>							
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	17	4.2%		0.7%	5.3%	9.8%	
Greater than \$5 million							
CEO/Executive Director	11	6.0%		1.3%	5.2%	8.2%	
Top Finance Position	7	7.1%			6.5%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	41	3.6%	-4.3%	0.0%	3.2%	7.0%	15.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	3.6%	-3.1%	0.0%	3.0%	7.0%	12.3%
Between \$1 million and \$5 million							
CEO/Executive Director	71	3.2%	-4.3%	0.0%	3.4%	6.9%	10.1%
Top Finance Position	10	3.7%		0.1%	3.0%	6.0%	
Greater than \$5 million							
CEO/Executive Director	39	3.4%	-4.9%	0.7%	3.8%	7.4%	9.7%
Top Finance Position	16	4.8%		1.8%	5.5%	8.9%	
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	11	5.0%		0.4%	1.5%	10.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	6.5%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	2.0%			0.8%		
Greater than \$5 million							
CEO/Executive Director	21	7.3%	0.0%	0.7%	4.8%	10.9%	22.0%



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>							
Philanthropy, Voluntarism and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	11	3.6%		-1.0%	0.8%	8.5%	
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	8	4.7%			4.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.9%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.5%			2.1%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	27	1.4%	-14.8%	-2.3%	1.3%	9.9%	15.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	7.7%			6.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	-0.9%			1.5%		
Unknown							
\$500 thousand or less							
CEO/Executive Director	6	8.6%			7.5%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	11	4.1%		-3.5%	2.4%	12.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.9%			5.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>							
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	13	7.1%		2.5%	4.1%	10.0%	
Greater than \$5 million							
CEO/Executive Director	5	5.9%			6.1%		
<b>Pennsylvania</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	13	3.6%		0.0%	0.0%	8.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	2.4%			3.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	4.0%		-0.2%	4.4%	8.4%	
Greater than \$5 million							
CEO/Executive Director	6	7.7%			2.6%		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	79	2.9%	-4.1%	0.0%	2.3%	6.8%	12.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	53	3.6%	-2.9%	0.0%	2.7%	7.3%	12.8%
Between \$1 million and \$5 million							
CEO/Executive Director	67	4.4%	-3.1%	0.0%	3.7%	8.6%	14.8%
Top Finance Position	12	5.4%		1.8%	4.4%	8.0%	
Greater than \$5 million							
CEO/Executive Director	34	6.0%	-0.5%	2.2%	3.9%	9.7%	19.1%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
<b>Arts, Culture and Humanities</b>							
Greater than \$5 million							
Top Development Position	11	7.7%		3.9%	8.7%	11.4%	
Top Finance Position	16	4.0%		-1.4%	5.2%	11.4%	
Top Operations Position	8	0.3%			1.3%		
<b>Civil Rights, Social Action, Advocacy</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	0.0%			1.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	3.6%			1.7%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	37	4.3%	-1.5%	0.0%	3.0%	7.6%	12.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	36	4.2%	-1.9%	0.0%	2.4%	5.1%	15.8%
Between \$1 million and \$5 million							
CEO/Executive Director	43	4.8%	-5.4%	0.0%	3.0%	8.1%	20.8%
Top Finance Position	6	5.1%			5.6%		
Greater than \$5 million							
CEO/Executive Director	16	4.9%		2.5%	5.5%	7.6%	
Top Finance Position	7	4.9%			2.2%		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	12	-0.1%		-0.8%	1.0%	3.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	4.4%		-0.1%	2.0%	8.3%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
<b>Crime, Legal-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	13	5.4%		3.5%	5.2%	11.8%	
Greater than \$5 million							
CEO/Executive Director	8	0.1%			0.1%		
Top Finance Position	7	2.5%			-0.2%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	16	1.9%		-0.5%	2.4%	4.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	3.9%		0.0%	1.1%	8.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	31	3.9%	-0.3%	1.1%	2.5%	7.7%	10.2%
Top Finance Position	7	2.5%			4.1%		
Greater than \$5 million							
CEO/Executive Director	11	1.4%		0.9%	4.0%	7.1%	
Top Finance Position	10	1.8%		-0.7%	3.3%	4.6%	
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	64	0.3%	-14.7%	-3.9%	1.5%	5.3%	11.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	55	2.2%	-6.1%	-1.2%	0.9%	6.5%	13.1%
Between \$1 million and \$5 million							
CEO/Executive Director	145	3.9%	-4.6%	0.0%	3.3%	7.7%	14.5%
Top Administrative Position	8	4.9%			5.1%		
Top Business Position	5	6.6%			7.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
Top Finance Position	16	3.8%		-0.8%	3.8%	6.9%	
Greater than \$5 million							
CEO/Executive Director	151	4.9%	-3.3%	0.7%	4.4%	9.5%	14.5%
Top Administrative Position	24	4.8%	-4.2%	0.9%	5.4%	10.0%	13.6%
Top Business Position	8	3.7%			2.8%		
Top Development Position	35	3.4%	-2.9%	0.7%	3.1%	7.2%	11.4%
Top Education Position	6	10.3%			10.1%		
Top Finance Position	90	4.2%	-2.6%	0.9%	3.8%	7.9%	13.2%
Top Human Resources Position	7	1.5%			1.4%		
Top Legal Position	10	3.4%		2.3%	4.2%	9.7%	
Top Operations Position	19	7.0%		2.6%	5.6%	11.9%	
Top Technology Position	13	1.1%		-0.6%	2.6%	4.9%	
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	17	3.1%		-0.3%	2.8%	7.8%	
Top Finance Position	5	2.3%			2.7%		
Greater than \$5 million							
CEO/Executive Director	11	3.6%		-0.9%	2.5%	8.9%	
Top Finance Position	7	2.0%			1.5%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	16	4.1%		-0.8%	0.9%	9.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	1.1%		-1.0%	2.6%	4.2%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
<b>Environmental Quality, Protection and Beautification</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	20	4.0%	-3.1%	-0.2%	2.2%	9.7%	15.6%
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	11	1.2%		-2.7%	0.0%	3.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	13	5.4%		-0.1%	5.5%	10.1%	
Greater than \$5 million							
CEO/Executive Director	5	7.0%			5.9%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	17	0.6%		-0.7%	1.7%	3.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	5.2%	-5.8%	-1.7%	3.4%	11.9%	18.8%
Between \$1 million and \$5 million							
CEO/Executive Director	66	1.9%	-4.3%	-0.9%	1.6%	5.4%	7.6%
Top Administrative Position	6	1.0%			1.1%		
Top Finance Position	15	0.7%		-2.7%	2.1%	6.2%	
Greater than \$5 million							
CEO/Executive Director	107	4.4%	-4.9%	0.0%	3.7%	7.2%	15.8%
Top Administrative Position	14	0.5%		-1.6%	1.6%	4.0%	
Top Finance Position	67	4.8%	-3.9%	1.8%	4.6%	8.7%	14.5%
Top Human Resources Position	11	8.1%		0.9%	8.5%	13.8%	
Top Operations Position	30	4.2%	-1.5%	0.0%	4.3%	7.0%	12.2%
Top Technology Position	10	8.6%		1.7%	8.0%	16.2%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	19	3.3%		-0.9%	3.4%	6.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	4.2%		0.7%	3.0%	6.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	27	3.1%	-3.3%	0.0%	2.1%	6.7%	13.9%
Greater than \$5 million							
CEO/Executive Director	12	4.2%		-1.2%	3.8%	12.3%	
Top Finance Position	12	1.3%		-2.3%	1.6%	6.4%	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	119	2.5%	-5.0%	-0.1%	1.2%	4.8%	14.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	92	2.9%	-5.8%	0.0%	1.9%	6.9%	13.1%
Between \$1 million and \$5 million							
CEO/Executive Director	204	4.1%	-2.6%	0.1%	3.6%	7.7%	11.1%
Top Finance Position	41	7.0%	0.6%	2.9%	6.9%	9.7%	15.5%
Top Operations Position	9	1.3%			3.5%		
Greater than \$5 million							
CEO/Executive Director	215	4.7%	-2.6%	0.4%	4.5%	9.3%	13.9%
Top Administrative Position	13	6.4%		2.8%	5.5%	9.0%	
Top Development Position	8	0.8%			0.0%		
Top Finance Position	121	5.0%	-3.6%	1.0%	3.9%	8.9%	16.8%
Top Human Resources Position	16	4.2%		0.0%	1.4%	7.7%	
Top Marketing Position	6	7.6%			6.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
<b>Human Services – Multipurpose and Other</b>							
Greater than \$5 million							
Top Operations Position	44	6.8%	-0.2%	2.2%	6.9%	10.8%	14.4%
Top Program Position	5	4.8%			4.7%		
Top Technology Position	12	4.7%		-0.1%	1.2%	9.0%	
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	12	0.8%		-1.7%	0.0%	2.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	9	-1.1%			0.0%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	19	4.3%		0.5%	3.8%	11.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	3.9%	-4.7%	0.8%	4.1%	7.9%	14.4%
Between \$1 million and \$5 million							
CEO/Executive Director	41	2.4%	-3.5%	0.0%	3.3%	4.9%	9.5%
Top Finance Position	6	5.9%			3.8%		
Greater than \$5 million							
CEO/Executive Director	43	3.7%	-5.7%	0.1%	3.9%	8.0%	15.0%
Top Finance Position	28	5.2%	-2.2%	0.9%	6.2%	10.0%	12.4%
Top Operations Position	12	2.7%		0.2%	1.2%	6.1%	
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	23	2.3%	-1.6%	0.0%	0.7%	5.5%	7.2%



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	2.5%	-2.3%	0.0%	2.8%	4.2%	9.4%
Between \$1 million and \$5 million							
CEO/Executive Director	28	6.2%	2.0%	2.8%	4.0%	8.4%	12.2%
Greater than \$5 million							
CEO/Executive Director	18	2.8%		-0.1%	3.0%	4.6%	
Top Finance Position	12	2.2%		1.0%	2.6%	4.5%	
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	9	1.0%			0.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	1.6%			2.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	4.6%		-0.2%	5.0%	8.7%	
Greater than \$5 million							
CEO/Executive Director	9	2.6%			1.7%		
Top Finance Position	8	3.5%			5.5%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	16	4.4%		0.5%	3.1%	6.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	-3.7%		-2.9%	0.0%	1.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	22	4.7%	-2.6%	0.5%	3.8%	7.5%	11.6%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
<b>Recreation, Sports, Leisure, Athletics</b>							
Greater than \$5 million							
CEO/Executive Director	6	2.5%			3.7%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	49	0.3%	-15.4%	-3.8%	1.2%	5.2%	9.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	-0.7%		-2.8%	0.0%	2.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	23	2.0%	-7.2%	-0.4%	2.2%	5.9%	12.5%
Top Finance Position	8	7.2%			4.9%		
Greater than \$5 million							
CEO/Executive Director	6	7.4%			6.6%		
Top Finance Position	7	9.1%			9.4%		
<b>Science and Technology Research Institutes, Services</b>							
Greater than \$5 million							
CEO/Executive Director	7	8.2%			6.9%		
Top Finance Position	7	4.7%			5.5%		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	26	3.2%	-2.7%	0.0%	1.6%	6.0%	15.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	3.8%		0.6%	5.9%	12.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	20	3.6%	-2.6%	-0.5%	3.1%	7.2%	12.6%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
Youth Development							
Greater than \$5 million							
CEO/Executive Director	8	2.7%			2.3%		
<b>Puerto Rico</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	7	-4.3%			-0.8%		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	11	-1.6%		-3.4%	0.0%	4.2%	
Top Finance Position	8	2.1%			3.2%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	4.6%			1.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.5%			2.1%		
<b>Rhode Island</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	9	0.2%			0.6%		
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.4%			1.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Rhode Island</b>							
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	5	3.8%			2.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	22	5.3%	-0.8%	0.0%	3.3%	11.9%	16.1%
Greater than \$5 million							
CEO/Executive Director	17	1.8%		-2.7%	2.6%	5.8%	
Top Business Position	5	7.7%			5.5%		
Top Finance Position	8	5.6%			5.5%		
<b>Environmental Quality, Protection and Beautification</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.9%			3.8%		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	12	5.6%		2.5%	4.6%	8.3%	
Top Administrative Position	6	5.8%			3.3%		
Top Finance Position	14	4.6%		0.3%	3.8%	8.1%	
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	8.3%			9.0%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	9	-0.3%			1.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	3.4%			2.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Rhode Island</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	14	3.4%		-1.4%	3.0%	5.8%	
Greater than \$5 million							
CEO/Executive Director	18	5.7%		2.9%	4.5%	7.3%	
Top Finance Position	11	6.0%		3.6%	6.9%	8.1%	
Top Operations Position	5	1.1%			0.0%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	5	-0.8%			0.0%		
Greater than \$5 million							
CEO/Executive Director	5	4.0%			7.5%		
<b>Youth Development</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	0.5%			-0.2%		
<b>South Carolina</b>							
<b>Animal-Related</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	2.2%			-0.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-1.9%			-8.0%		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	15	1.3%		0.0%	0.0%	3.1%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Carolina</b>							
<b>Arts, Culture and Humanities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	19	2.9%		0.0%	1.5%	4.6%	
<b>Community Improvement, Capacity Building</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	5.7%			4.7%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	7	4.8%			6.1%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	24	1.1%	-7.9%	-1.2%	0.4%	4.7%	10.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	3.8%		0.8%	2.0%	2.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	46	3.9%	-1.0%	0.5%	2.4%	6.3%	11.8%
Greater than \$5 million							
CEO/Executive Director	23	3.5%	-3.8%	-0.2%	1.5%	5.8%	12.5%
Top Finance Position	8	6.9%			3.2%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	12	0.9%		-5.6%	1.4%	5.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.5%			7.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Carolina</b>							
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	14	3.5%		1.3%	3.5%	6.3%	
Greater than \$5 million							
CEO/Executive Director	24	4.7%	-2.3%	1.5%	5.3%	9.1%	14.0%
Top Finance Position	16	4.2%		1.3%	3.8%	7.3%	
Top Operations Position	7	2.4%			1.4%		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	11	3.2%		0.1%	2.5%	9.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.0%			3.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	1.8%		0.0%	3.1%	7.5%	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	30	5.5%	-1.0%	0.0%	4.0%	11.1%	16.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	2.9%	-1.0%	0.0%	2.0%	4.1%	8.6%
Between \$1 million and \$5 million							
CEO/Executive Director	41	4.9%	-5.8%	0.0%	5.5%	11.4%	14.4%
Top Finance Position	6	10.0%			11.9%		
Greater than \$5 million							
CEO/Executive Director	24	4.0%	-1.9%	1.8%	4.2%	6.0%	8.5%
Top Finance Position	15	6.7%		3.9%	7.4%	9.6%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Carolina</b>							
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	7	4.3%			7.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	3.0%		-2.2%	4.1%	6.6%	
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	-1.2%			0.0%		
Greater than \$5 million							
CEO/Executive Director	5	3.9%			3.7%		
Top Finance Position	5	4.5%			4.3%		
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.4%			4.6%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	40	-0.4%	-10.9%	-0.8%	0.2%	4.0%	7.9%
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.4%			2.2%		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	11	4.5%		0.0%	5.0%	9.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	10	5.4%		1.6%	4.0%	9.2%	



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Dakota</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	5	-0.5%			0.4%		
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.7%			2.7%		
Greater than \$5 million							
CEO/Executive Director	7	0.3%			-0.6%		
Top Finance Position	5	-1.0%			0.5%		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.0%			1.1%		
Top Finance Position	5	-2.7%			-4.9%		
Greater than \$5 million							
CEO/Executive Director	10	5.3%		0.8%	6.8%	10.7%	
Top Finance Position	12	4.0%		-0.7%	3.8%	10.1%	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	5	-3.0%			2.8%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	11	4.1%		0.0%	2.0%	7.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.6%			1.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Dakota</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	-1.5%			1.8%		
Greater than \$5 million							
CEO/Executive Director	14	0.8%		-1.4%	1.6%	3.4%	
Top Finance Position	8	5.2%			5.4%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	6	5.6%			2.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-1.6%			1.5%		
<b>Tennessee</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	7	6.3%			1.9%		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	24	4.9%	-0.3%	0.0%	3.5%	9.5%	13.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	3.0%		-0.3%	1.3%	5.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	26	1.1%	-9.8%	-2.4%	0.2%	5.3%	10.0%
Top Finance Position	7	1.8%			1.2%		
Greater than \$5 million							
CEO/Executive Director	11	4.4%		1.5%	3.8%	7.6%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	13	1.4%		0.0%	0.4%	6.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	4.3%		-0.8%	2.7%	8.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	16	3.5%		0.6%	3.1%	6.2%	
Greater than \$5 million							
CEO/Executive Director	6	3.6%			1.7%		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	9	5.5%			4.8%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	12	-1.3%		-3.6%	0.0%	0.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	5	14.3%			18.6%		
Greater than \$5 million							
CEO/Executive Director	7	2.9%			1.0%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	23	3.7%	-7.6%	-1.1%	1.2%	8.3%	17.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	5.1%		1.3%	3.9%	8.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	45	3.6%	-4.1%	0.0%	3.1%	7.4%	13.3%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	57	4.2%	-6.9%	0.0%	4.7%	9.2%	15.9%
Top Development Position	18	-0.1%		-2.8%	2.3%	3.8%	
Top Finance Position	31	4.0%	-2.2%	0.2%	3.5%	8.9%	10.5%
Top Operations Position	6	7.9%			9.0%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	6	0.9%			0.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	3.2%			2.0%		
<b>Food, Agriculture and Nutrition</b>							
Greater than \$5 million							
CEO/Executive Director	6	-0.4%			1.0%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	13	5.5%		0.0%	0.0%	15.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	6.0%			5.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	30	5.2%	-4.9%	0.3%	4.7%	11.5%	15.2%
Top Finance Position	7	4.6%			1.9%		
Greater than \$5 million							
CEO/Executive Director	32	3.7%	-6.5%	-2.3%	4.1%	9.0%	16.6%
Top Finance Position	27	0.9%	-9.4%	-3.0%	1.3%	5.4%	7.6%
Top Operations Position	13	0.0%		-3.7%	-0.1%	4.0%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	18	3.0%		0.0%	2.0%	5.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	2.0%			2.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	2.8%		0.1%	2.3%	7.8%	
Greater than \$5 million							
CEO/Executive Director	7	9.5%			10.4%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	62	2.8%	-3.8%	-0.8%	1.3%	4.9%	15.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	37	4.2%	-3.3%	0.4%	2.9%	8.1%	15.6%
Between \$1 million and \$5 million							
CEO/Executive Director	62	2.5%	-3.3%	-0.2%	1.7%	5.2%	13.6%
Top Finance Position	10	5.6%		1.6%	4.3%	7.8%	
Greater than \$5 million							
CEO/Executive Director	45	1.4%	-6.1%	-1.0%	1.4%	3.8%	9.4%
Top Finance Position	23	3.3%	-3.3%	-2.1%	3.0%	6.9%	12.7%
Top Operations Position	7	4.1%			4.4%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	17	1.4%		-1.9%	1.0%	8.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	2.0%			1.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	21	5.4%	-5.4%	0.1%	4.4%	9.6%	21.8%
Greater than \$5 million							
CEO/Executive Director	11	-1.4%		-5.1%	0.0%	3.1%	
Top Finance Position	6	5.5%			2.4%		
Top Operations Position	6	5.2%			6.4%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	10	3.1%		0.0%	1.0%	3.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	6.5%			5.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.7%			1.2%		
Greater than \$5 million							
CEO/Executive Director	5	0.6%			2.4%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	6	6.3%			5.7%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	6	-8.2%			-9.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-3.7%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	-0.7%			3.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	81	1.6%	-8.2%	-3.2%	0.0%	6.3%	15.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	5.0%		-1.3%	5.2%	10.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	27	2.6%	-8.3%	-1.8%	0.0%	7.7%	16.9%
Top Finance Position	6	3.6%			0.5%		
Greater than \$5 million							
CEO/Executive Director	6	-0.5%			1.9%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	9	4.5%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	-1.0%		-3.5%	0.1%	4.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	25	2.1%	-3.7%	0.1%	1.6%	4.9%	7.3%
Top Finance Position	6	0.5%			2.5%		
<b>Texas</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	14	1.8%		0.0%	2.4%	4.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	1.8%			2.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
<b>Animal-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	17	3.9%		1.7%	2.6%	7.5%	
Greater than \$5 million							
CEO/Executive Director	6	7.8%			4.6%		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	93	1.3%	-9.0%	-0.6%	0.0%	4.8%	11.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	46	2.7%	-5.6%	-0.3%	0.9%	6.6%	13.2%
Between \$1 million and \$5 million							
CEO/Executive Director	60	2.6%	-6.8%	-0.7%	2.8%	8.3%	14.5%
Top Finance Position	5	3.8%			5.0%		
Greater than \$5 million							
CEO/Executive Director	25	5.5%	-2.1%	0.2%	3.0%	11.0%	15.1%
Top Development Position	8	4.9%			4.2%		
Top Finance Position	18	4.7%		1.5%	3.4%	10.8%	
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	14	1.7%		-1.0%	1.2%	3.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.8%			5.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	0.8%			0.5%		



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	21	2.1%	-11.2%	-1.1%	0.3%	8.6%	12.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	1.7%	-6.0%	-4.0%	0.7%	5.2%	10.9%
Between \$1 million and \$5 million							
CEO/Executive Director	17	4.8%		0.0%	3.8%	11.6%	
Greater than \$5 million							
CEO/Executive Director	11	1.1%		-1.8%	2.6%	5.0%	
Top Finance Position	7	3.6%			2.7%		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	14	5.2%		1.3%	6.2%	8.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	2.4%			1.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	4.7%		0.4%	5.0%	10.3%	
Greater than \$5 million							
CEO/Executive Director	7	3.3%			4.1%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	16	4.4%		0.0%	3.5%	8.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	2.8%		-0.6%	2.8%	5.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	13	5.4%		1.6%	3.4%	7.7%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
Greater than \$5 million							
CEO/Executive Director	11	2.3%		-0.3%	3.6%	4.7%	
Top Finance Position	7	5.7%			4.5%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	68	4.1%	-4.5%	0.0%	2.8%	8.9%	16.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	42	2.6%	-4.9%	0.0%	0.8%	4.5%	10.9%
Between \$1 million and \$5 million							
CEO/Executive Director	125	3.6%	-3.5%	0.0%	3.0%	6.5%	13.2%
Top Administrative Position	12	1.2%		-1.6%	0.3%	6.4%	
Top Business Position	7	2.2%			2.5%		
Top Finance Position	16	-1.0%		-2.7%	0.6%	2.9%	
Top Operations Position	5	7.0%			8.6%		
Greater than \$5 million							
CEO/Executive Director	118	4.4%	-4.9%	-0.2%	3.6%	9.5%	15.9%
Top Administrative Position	26	5.2%	-2.9%	0.3%	4.9%	10.5%	15.1%
Top Business Position	8	0.9%			1.2%		
Top Development Position	21	5.0%	-2.4%	3.0%	4.8%	9.4%	11.5%
Top Education Position	5	-1.0%			2.4%		
Top Finance Position	59	3.4%	-4.6%	-0.2%	3.7%	7.8%	12.0%
Top Legal Position	10	4.1%		0.2%	4.4%	10.1%	
Top Operations Position	19	5.2%		0.7%	5.4%	8.1%	
Top PR/Communications Position	5	8.1%			7.8%		
Top Technology Position	10	1.8%		-0.9%	2.1%	5.1%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	10	0.6%		-1.2%	0.0%	6.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	13	4.7%		1.9%	4.0%	8.8%	
Greater than \$5 million							
CEO/Executive Director	13	1.8%		-7.1%	2.8%	6.3%	
Top Finance Position	8	0.1%			-0.1%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	20	0.7%	-6.4%	-1.3%	0.1%	2.3%	5.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	4.9%		0.9%	4.4%	8.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	8	8.6%			7.1%		
Greater than \$5 million							
CEO/Executive Director	5	5.2%			5.4%		
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	7	6.4%			5.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	0.3%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	1.2%		0.0%	1.9%	3.3%	
Greater than \$5 million							
CEO/Executive Director	21	4.7%	-7.4%	-3.3%	5.1%	9.2%	15.2%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
Food, Agriculture and Nutrition							
Greater than \$5 million							
Top Finance Position	5	10.0%			8.0%		
Health – General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	38	2.4%	-6.1%	-0.8%	2.5%	6.2%	11.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	4.9%	-0.6%	0.0%	2.2%	5.6%	12.3%
Between \$1 million and \$5 million							
CEO/Executive Director	59	4.5%	-2.6%	0.0%	2.6%	8.9%	15.5%
Top Finance Position	11	3.3%		0.3%	3.4%	7.4%	
Greater than \$5 million							
CEO/Executive Director	81	4.7%	-4.7%	0.4%	4.8%	10.0%	14.9%
Top Administrative Position	5	10.6%			11.0%		
Top Development Position	5	7.4%			9.1%		
Top Finance Position	53	4.9%	-2.0%	1.8%	4.8%	8.3%	13.2%
Top Human Resources Position	11	6.9%		1.8%	6.5%	12.1%	
Top Operations Position	18	6.1%		1.4%	3.6%	10.1%	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	27	3.1%	-4.2%	-0.6%	0.0%	6.2%	14.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	3.0%		0.0%	2.0%	6.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	32	1.8%	-10.2%	-0.6%	0.9%	4.4%	14.5%
Top Finance Position	10	1.7%		-5.0%	3.9%	5.8%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
<b>Housing, Shelter</b>							
Greater than \$5 million							
CEO/Executive Director	22	4.7%	-2.9%	-1.0%	4.1%	12.4%	13.6%
Top Finance Position	10	3.6%		1.4%	3.9%	6.7%	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	144	0.9%	-12.7%	-2.8%	0.0%	4.9%	15.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	97	1.5%	-7.7%	-1.6%	0.9%	4.5%	11.0%
Top Finance Position	5	1.1%			1.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	188	3.3%	-4.4%	-0.1%	2.1%	7.7%	13.6%
Top Administrative Position	9	3.2%			3.5%		
Top Finance Position	32	2.6%	-3.9%	-0.1%	1.7%	6.8%	11.4%
Top Operations Position	8	2.8%			2.3%		
Greater than \$5 million							
CEO/Executive Director	119	4.1%	-5.1%	-0.3%	3.8%	8.3%	14.0%
Top Administrative Position	5	8.0%			3.6%		
Top Development Position	9	3.9%			3.5%		
Top Finance Position	59	5.2%	-0.7%	0.5%	3.2%	6.6%	18.1%
Top Human Resources Position	10	6.6%		3.1%	4.8%	11.4%	
Top Operations Position	21	4.7%	-0.1%	2.4%	3.5%	5.3%	10.5%
Top Program Position	5	7.8%			9.0%		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	16	3.6%		-0.5%	0.2%	10.0%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
<b>International, Foreign Affairs and National Security</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	6.5%			3.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.0%			2.5%		
Greater than \$5 million							
CEO/Executive Director	6	-2.6%			1.6%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	28	3.8%	-9.7%	-1.2%	2.0%	10.7%	15.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	2.0%	-8.3%	-1.1%	1.6%	6.0%	8.3%
Between \$1 million and \$5 million							
CEO/Executive Director	33	2.3%	-4.0%	0.0%	3.3%	6.1%	10.1%
Greater than \$5 million							
CEO/Executive Director	12	5.6%		0.4%	5.3%	11.5%	
Top Finance Position	7	11.0%			4.4%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	30	1.9%	-14.2%	-0.6%	2.6%	6.4%	15.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	5.4%		1.5%	4.4%	11.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	29	3.7%	-2.9%	0.6%	3.0%	8.6%	10.1%
Top Finance Position	10	4.9%		2.0%	4.1%	5.9%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Greater than \$5 million							
CEO/Executive Director	20	1.9%	-2.7%	-1.1%	2.8%	6.0%	7.5%
<b>Public Safety, Disaster Preparedness and Relief</b>							
\$500 thousand or less							
CEO/Executive Director	7	1.2%			1.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	6.7%			3.1%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	11	1.3%		-4.2%	0.0%	7.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.1%			1.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	2.0%		0.2%	2.1%	5.1%	
Greater than \$5 million							
CEO/Executive Director	7	-0.9%			-1.8%		
Top Finance Position	5	-0.7%			0.1%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	25	1.1%	-12.0%	-6.6%	0.0%	7.7%	13.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	4.9%		0.5%	3.5%	8.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	32	3.0%	-4.9%	-1.2%	1.7%	5.5%	16.1%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
Recreation, Sports, Leisure, Athletics							
Greater than \$5 million							
CEO/Executive Director	10	6.8%		4.5%	6.6%	10.7%	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	188	0.3%	-13.5%	-5.6%	0.0%	5.7%	15.4%
Top Finance Position	5	1.4%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	2.7%	-7.8%	0.0%	1.2%	3.7%	11.5%
Between \$1 million and \$5 million							
CEO/Executive Director	50	1.0%	-8.7%	-3.9%	0.0%	6.4%	14.1%
Top Finance Position	10	0.6%		-3.6%	1.9%	5.4%	
Greater than \$5 million							
CEO/Executive Director	15	3.2%		-0.5%	4.1%	6.2%	
Top Finance Position	7	5.4%			6.3%		
Top Operations Position	5	3.6%			0.3%		
Unknown							
\$500 thousand or less							
CEO/Executive Director	13	1.3%		0.0%	0.0%	1.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.9%			4.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.0%			3.6%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	31	2.3%	-9.3%	0.0%	1.4%	6.6%	10.0%



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
Youth Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	2.5%	-1.1%	-0.5%	1.9%	5.4%	6.9%
Between \$1 million and \$5 million							
CEO/Executive Director	38	1.2%	-11.8%	-1.3%	1.0%	7.9%	12.1%
Top Finance Position	5	1.9%			4.0%		
Greater than \$5 million							
CEO/Executive Director	12	3.9%		-0.4%	5.4%	9.9%	
Top Finance Position	9	4.0%			2.2%		
<b>Utah</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	12	4.4%		0.0%	6.9%	8.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	12	2.5%		-0.9%	2.8%	6.9%	
Greater than \$5 million							
CEO/Executive Director	5	5.8%			0.6%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	18	5.2%		-0.6%	5.6%	11.2%	
Greater than \$5 million							
CEO/Executive Director	12	10.6%		2.5%	8.4%	18.5%	
Top Finance Position	5	2.5%			6.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Utah</b>							
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	8	4.8%			6.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.8%			3.6%		
<b>Health – General and Rehabilitative</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-1.3%			-2.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.3%			1.9%		
Greater than \$5 million							
CEO/Executive Director	12	2.6%		-0.6%	2.7%	6.4%	
Top Finance Position	5	3.4%			2.4%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	9.9%			7.2%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	12	4.8%		0.0%	2.7%	9.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	1.1%			2.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	20	0.4%	-13.8%	-2.7%	2.3%	4.2%	9.2%
Greater than \$5 million							
CEO/Executive Director	7	6.4%			5.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Utah</b>							
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	5	-0.1%			-1.8%		
<b>Vermont</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	5	-5.1%			-1.0%		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	25	3.4%	-0.8%	0.0%	3.0%	5.0%	7.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	4.8%			2.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	3.2%		-1.1%	1.3%	6.4%	
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.8%			5.4%		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	11	4.9%		-0.7%	1.8%	6.3%	
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	8	3.4%			3.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Vermont</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	16	3.0%		0.0%	2.4%	5.2%	
Greater than \$5 million							
CEO/Executive Director	15	2.8%		-0.7%	1.5%	7.1%	
Top Finance Position	8	2.3%			3.1%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	8	2.6%			3.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	5.9%			6.4%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	7	0.5%			2.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	4.8%		1.6%	4.0%	7.8%	
Greater than \$5 million							
CEO/Executive Director	14	4.3%		1.1%	2.9%	6.6%	
Top Finance Position	13	7.7%		4.0%	8.1%	11.0%	
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	11	3.7%		1.0%	2.9%	5.0%	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	17	3.3%		0.0%	2.0%	6.5%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Vermont</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	4.8%		-0.6%	4.1%	7.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	18	2.6%		-3.0%	1.7%	6.5%	
Greater than \$5 million							
CEO/Executive Director	11	3.4%		-1.3%	2.0%	7.7%	
Top Finance Position	5	0.6%			0.2%		
<b>Mental Health, Crisis Intervention</b>							
Greater than \$5 million							
CEO/Executive Director	6	10.9%			9.9%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	6	-1.0%			0.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.4%			2.0%		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	5	5.6%			-0.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.3%			-0.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	9	-0.6%			0.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	3.0%		1.4%	2.8%	4.4%	
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	43	0.2%	-8.2%	-0.2%	0.0%	3.5%	7.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	0.2%		-1.6%	0.3%	4.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	40	3.2%	-5.1%	-2.2%	1.4%	7.9%	13.7%
Greater than \$5 million							
CEO/Executive Director	13	7.1%		1.6%	5.0%	12.3%	
Top Development Position	5	-2.4%			1.1%		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	7	3.9%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.9%			0.6%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	17	2.1%		-0.5%	2.5%	5.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	1.3%		-3.7%	0.7%	5.8%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
<b>Community Improvement, Capacity Building</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	11	2.5%		1.0%	3.4%	5.9%	
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	6	-3.7%			-1.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.1%			4.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.9%			2.7%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	9	0.9%			4.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	1.7%			0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	3.8%		0.1%	3.7%	5.8%	
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	31	1.8%	-3.9%	-0.8%	0.0%	5.5%	12.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	3.3%	-2.8%	0.0%	3.2%	6.4%	10.4%
Between \$1 million and \$5 million							
CEO/Executive Director	77	3.8%	-2.4%	0.0%	2.9%	7.4%	11.0%
Top Administrative Position	8	0.6%			0.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	67	4.2%	-4.9%	0.3%	3.6%	9.2%	13.2%
Top Administrative Position	8	4.2%			4.7%		
Top Business Position	7	6.2%			6.5%		
Top Development Position	19	2.7%		0.6%	2.3%	4.9%	
Top Finance Position	38	4.5%	-3.3%	0.6%	4.2%	9.1%	12.9%
Top Operations Position	8	3.3%			3.1%		
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	8	3.1%			3.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.3%			1.1%		
Greater than \$5 million							
CEO/Executive Director	5	0.8%			0.4%		
Top Finance Position	5	11.8%			12.1%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	10	0.2%		0.0%	0.0%	0.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	13	2.7%		1.3%	2.4%	3.6%	
Greater than \$5 million							
CEO/Executive Director	8	4.5%			5.0%		
Top Finance Position	5	3.3%			2.3%		



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
<b>Food, Agriculture and Nutrition</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.2%			2.7%		
Greater than \$5 million							
CEO/Executive Director	6	2.7%			4.9%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	15	1.0%		-1.4%	0.0%	3.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	6.7%		2.6%	4.9%	10.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	30	5.3%	-0.4%	1.2%	5.2%	9.8%	13.0%
Top Finance Position	6	5.6%			5.3%		
Greater than \$5 million							
CEO/Executive Director	37	2.5%	-7.1%	-1.1%	2.7%	7.4%	11.1%
Top Finance Position	22	6.5%	1.2%	3.0%	5.6%	8.2%	12.3%
Top Human Resources Position	5	6.8%			4.1%		
Top Operations Position	10	4.4%		0.2%	4.4%	7.7%	
Top Technology Position	6	5.0%			4.1%		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	12	2.5%		0.0%	1.7%	2.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	5.3%		1.5%	2.5%	6.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	28	5.0%	-0.4%	0.4%	3.8%	7.1%	13.1%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
Top Finance Position	5	5.2%			6.3%		
Greater than \$5 million							
CEO/Executive Director	12	8.1%		1.2%	6.4%	15.6%	
Top Finance Position	8	7.7%			8.4%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	52	2.1%	-5.1%	-0.3%	1.1%	5.4%	10.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	2.7%	-3.3%	-0.3%	2.2%	6.2%	9.6%
Between \$1 million and \$5 million							
CEO/Executive Director	82	2.1%	-6.0%	0.0%	2.4%	5.3%	10.5%
Top Administrative Position	6	2.8%			2.9%		
Top Finance Position	13	3.6%		-0.3%	2.3%	7.0%	
Greater than \$5 million							
CEO/Executive Director	66	4.6%	-5.4%	1.0%	3.9%	8.8%	15.6%
Top Finance Position	38	6.4%	-0.8%	2.3%	6.1%	10.4%	14.4%
Top Human Resources Position	7	7.4%			5.2%		
Top Operations Position	18	5.7%		1.8%	3.8%	7.9%	
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	9	3.5%			2.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	-4.2%			-4.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
<b>International, Foreign Affairs and National Security</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	0.8%			0.7%		
Greater than \$5 million							
CEO/Executive Director	10	-3.5%		-7.2%	-4.2%		-0.2%
Top Finance Position	5	-1.8%			-0.9%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	9	6.4%			8.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.4%			2.6%		
Greater than \$5 million							
CEO/Executive Director	5	-0.3%			0.9%		
<b>Mutual/Membership Benefit Organizations, Other</b>							
Greater than \$5 million							
CEO/Executive Director	5	-0.3%			0.2%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	11	4.4%		0.0%	4.7%		9.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.9%			3.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	3.0%		-0.5%	3.0%		5.5%
Greater than \$5 million							
CEO/Executive Director	8	1.9%			0.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
<b>Public Safety, Disaster Preparedness and Relief</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.7%			10.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	7.7%			5.1%		
Greater than \$5 million							
CEO/Executive Director	5	2.1%			3.0%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	8	5.4%			5.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	7.0%			4.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	3.8%		0.7%	3.3%	5.2%	
Greater than \$5 million							
CEO/Executive Director	18	-2.4%		-3.3%	-0.9%	1.3%	
Top Finance Position	9	4.4%			2.9%		
Top Operations Position	5	2.4%			1.1%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	9	2.5%			0.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.2%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	4.6%		0.1%	3.2%	8.6%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	37	-1.9%	-12.4%	-5.8%	0.0%	3.1%	7.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	1.3%		0.3%	1.6%	2.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	15	2.5%		0.0%	0.4%	3.7%	
Greater than \$5 million							
CEO/Executive Director	8	1.6%			0.2%		
<b>Science and Technology Research Institutes, Services</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	2.4%			1.8%		
Greater than \$5 million							
CEO/Executive Director	11	2.0%		-0.1%	4.0%	6.3%	
Top Finance Position	7	6.5%			6.6%		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	8	-2.1%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	1.8%		0.0%	2.1%	5.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	20	1.4%	-7.7%	-3.6%	1.8%	4.1%	9.7%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
<b>Animal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	8	-0.7%			0.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	2.1%			0.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	6.5%		0.2%	5.2%	9.1%	
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	43	2.8%	-5.1%	-1.4%	0.7%	8.4%	14.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	4.8%	-0.3%	2.8%	3.8%	6.4%	11.6%
Between \$1 million and \$5 million							
CEO/Executive Director	38	3.4%	-6.1%	0.1%	2.1%	5.3%	17.6%
Greater than \$5 million							
CEO/Executive Director	9	1.6%			1.5%		
Top Development Position	5	6.1%			8.2%		
Top Finance Position	5	9.2%			5.4%		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	9	3.5%			4.7%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	21	4.5%	-3.7%	-0.6%	3.2%	12.3%	17.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	2.7%			0.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
<b>Community Improvement, Capacity Building</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	12	8.9%		4.5%	6.3%	15.1%	
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	6	6.6%			11.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.7%			6.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	12.0%			10.1%		
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.8%			2.1%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	36	1.3%	-8.9%	-2.7%	0.5%	4.2%	10.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	3.5%	-4.0%	-0.4%	2.6%	7.5%	15.9%
Top Finance Position	5	0.8%			5.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	54	4.6%	-3.9%	0.5%	2.8%	6.9%	18.6%
Top Finance Position	10	4.6%		1.0%	3.6%	10.4%	
Greater than \$5 million							
CEO/Executive Director	37	6.2%	-3.7%	1.6%	5.2%	12.0%	19.2%
Top Development Position	10	0.5%		-2.7%	3.6%	5.4%	
Top Finance Position	32	5.2%	-3.6%	1.7%	5.8%	8.8%	11.2%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	15	3.2%		0.3%	5.6%	7.9%	
Greater than \$5 million							
CEO/Executive Director	9	1.6%			1.2%		
Top Finance Position	7	-0.4%			3.3%		
Top Operations Position	5	-0.1%			3.2%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	19	4.6%		0.7%	3.8%	9.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	3.0%		-0.1%	3.4%	5.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	25	3.5%	-2.6%	0.0%	3.0%	6.3%	12.5%
<b>Food, Agriculture and Nutrition</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.0%			1.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	5.3%		0.8%	5.0%	6.8%	
Greater than \$5 million							
CEO/Executive Director	9	5.6%			5.5%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	20	6.2%	0.0%	0.0%	4.5%	11.6%	13.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	10.0%			9.5%		



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	21	2.7%	-6.5%	-2.0%	0.7%	8.2%	15.7%
Top Finance Position	5	6.6%			4.0%		
Greater than \$5 million							
CEO/Executive Director	37	7.1%	-3.5%	1.5%	5.5%	11.1%	19.7%
Top Development Position	5	9.2%			12.2%		
Top Finance Position	29	5.1%	-4.8%	3.0%	6.3%	11.9%	16.2%
Top Operations Position	15	11.0%		5.9%	9.8%	16.1%	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	7	0.2%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	2.4%		-2.2%	0.0%	6.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	20	5.0%	-7.6%	0.0%	3.2%	11.7%	17.6%
Greater than \$5 million							
Top Finance Position	5	6.3%			5.3%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	59	3.3%	-10.3%	-0.7%	3.1%	9.7%	17.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	41	3.5%	-5.0%	0.0%	2.8%	6.3%	15.9%
Between \$1 million and \$5 million							
CEO/Executive Director	96	3.4%	-2.5%	0.0%	3.0%	7.3%	11.3%
Top Finance Position	14	3.1%		-4.2%	3.3%	10.4%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
<b>Human Services – Multipurpose and Other</b>							
Greater than \$5 million							
CEO/Executive Director	60	4.1%	-3.8%	-0.2%	2.4%	10.0%	15.4%
Top Development Position	5	3.0%			3.2%		
Top Finance Position	41	3.2%	-4.2%	0.9%	3.5%	6.3%	9.8%
Top Human Resources Position	8	2.4%			1.8%		
Top Operations Position	9	7.5%			6.5%		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	5	5.4%			7.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	10.4%			5.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	6.3%			1.8%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	7	0.5%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	7.7%		4.0%	6.2%	12.2%	
Greater than \$5 million							
CEO/Executive Director	15	2.9%		-4.0%	3.9%	8.6%	
Top Finance Position	6	-1.5%			-4.2%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	7	5.7%			3.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.0%			1.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	20	6.7%	-2.0%	2.2%	5.9%	13.7%	16.4%
Greater than \$5 million							
CEO/Executive Director	5	4.1%			7.5%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.6%			3.1%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	6	-0.7%			0.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	10.5%			11.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	-0.8%		-2.9%	0.4%	5.0%	
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	27	1.7%	-9.3%	0.0%	0.0%	4.8%	13.0%
Between \$1 million and \$5 million							
CEO/Executive Director	10	5.6%		2.3%	4.9%	7.6%	
<b>Unknown</b>							
\$500 thousand or less							
CEO/Executive Director	13	3.4%		0.0%	3.4%	10.7%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
Unknown							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	1.7%			0.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.5%			-0.1%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	21	2.2%	-8.8%	-2.3%	2.4%	8.1%	10.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	3.2%		-5.6%	1.8%	11.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	18	3.8%		0.4%	4.7%	7.1%	
<b>West Virginia</b>							
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	8	3.7%			4.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	8.6%			9.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	5.1%			5.0%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	8	7.2%			6.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.0%			4.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>West Virginia</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	9	0.6%			3.4%		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	17	3.4%		0.0%	4.0%	6.2%	
Top Administrative Position	5	0.6%			0.1%		
Top Finance Position	6	4.9%			4.5%		
Greater than \$5 million							
CEO/Executive Director	19	6.8%		3.0%	8.4%	10.1%	
Top Finance Position	12	4.6%		0.6%	4.1%	7.9%	
Top Operations Position	5	9.6%			8.7%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	15	3.1%		-3.6%	3.4%	7.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	1.9%		-3.1%	0.0%	5.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	30	3.0%	-8.1%	0.5%	2.1%	8.3%	12.4%
Top Finance Position	6	1.5%			-0.9%		
Greater than \$5 million							
CEO/Executive Director	16	1.3%		-0.3%	0.4%	2.6%	
Top Finance Position	8	1.7%			1.5%		
<b>Mental Health, Crisis Intervention</b>							
Greater than \$5 million							
CEO/Executive Director	6	-0.3%			-1.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>West Virginia</b>							
Mental Health, Crisis Intervention							
Greater than \$5 million							
Top Finance Position	5	-0.2%			-1.2%		
Philanthropy, Voluntarism and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.2%			6.2%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	-5.9%			0.0%		
<b>Wisconsin</b>							
Animal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.5%			7.3%		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	44	3.5%	-3.6%	0.0%	2.8%	6.3%	12.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	4.5%	-4.3%	-0.4%	4.0%	8.3%	12.0%
Between \$1 million and \$5 million							
CEO/Executive Director	30	2.2%	-8.6%	-1.1%	2.7%	5.0%	13.9%
Greater than \$5 million							
CEO/Executive Director	9	-2.7%			1.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
<b>Civil Rights, Social Action, Advocacy</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.3%			6.3%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	18	0.5%		-1.1%	0.0%	2.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	5.3%			5.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	2.7%		-1.6%	2.7%	5.4%	
Greater than \$5 million							
CEO/Executive Director	8	4.1%			1.1%		
<b>Crime, Legal-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	3.2%			2.0%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	6	-0.9%			2.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.6%			4.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	-2.3%			-0.7%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	27	-0.5%	-12.0%	-1.0%	0.6%	3.7%	7.5%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	0.6%		-2.6%	1.3%	2.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	33	2.5%	-6.1%	-0.7%	2.2%	6.6%	12.8%
Top Finance Position	6	5.5%			4.0%		
Greater than \$5 million							
CEO/Executive Director	34	3.6%	-6.0%	0.9%	2.4%	8.5%	12.8%
Top Finance Position	21	1.3%	-8.1%	1.0%	3.3%	5.2%	7.1%
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	19	4.7%		-0.4%	4.2%	10.6%	
Greater than \$5 million							
CEO/Executive Director	8	3.9%			3.0%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	20	1.3%	-4.6%	-1.7%	0.5%	3.1%	5.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	-0.6%			2.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	5.0%		3.1%	4.3%	6.2%	
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	8	5.0%			2.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.6%			1.3%		



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
<b>Food, Agriculture and Nutrition</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.8%			5.2%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	15	3.3%		0.4%	3.9%	6.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.4%			6.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	2.1%		0.8%	2.3%	4.7%	
Greater than \$5 million							
CEO/Executive Director	40	2.6%	-3.3%	-0.1%	2.6%	6.3%	9.3%
Top Administrative Position	5	-0.1%			2.0%		
Top Finance Position	29	5.2%	-4.5%	-0.8%	5.1%	10.5%	18.8%
Top Human Resources Position	10	3.0%		-0.3%	2.9%	6.1%	
Top Operations Position	11	6.4%		3.2%	5.2%	9.5%	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	11	2.1%		0.2%	2.1%	5.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.0%			3.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	21	2.0%	-4.4%	-1.2%	2.2%	4.8%	8.0%
Greater than \$5 million							
CEO/Executive Director	5	8.4%			5.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	57	4.0%	-5.3%	0.0%	2.0%	10.6%	16.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	53	3.6%	-3.7%	-0.2%	2.0%	8.6%	12.8%
Between \$1 million and \$5 million							
CEO/Executive Director	94	2.9%	-7.8%	-1.0%	3.3%	7.9%	13.4%
Top Finance Position	13	1.6%		-4.6%	1.7%	9.9%	
Greater than \$5 million							
CEO/Executive Director	69	3.4%	-4.0%	-1.0%	3.0%	7.8%	12.5%
Top Administrative Position	11	6.0%		5.3%	6.4%	7.8%	
Top Finance Position	43	4.6%	-3.7%	0.1%	3.9%	8.9%	16.0%
Top Operations Position	12	6.1%		2.3%	5.7%	10.9%	
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	9	0.1%			-0.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	7.2%			6.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	0.8%		-2.5%	-0.8%	4.4%	
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	13	0.7%		-2.7%	2.7%	7.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.6%			5.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	20	3.8%	-1.5%	-0.2%	2.2%	6.2%	12.6%
Greater than \$5 million							
CEO/Executive Director	8	4.1%			3.0%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	6	9.7%			12.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.7%			9.6%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	13	5.0%		0.9%	5.6%	7.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.1%			3.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	2.4%		-2.8%	0.7%	7.8%	
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	19	0.9%		0.0%	1.3%	4.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.2%			1.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	6.9%		2.3%	6.8%	10.1%	
Greater than \$5 million							
CEO/Executive Director	5	2.6%			0.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	20	1.9%	-6.9%	-0.3%	1.3%	3.9%	8.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-2.1%			-0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	19	6.1%		1.5%	4.0%	12.1%	
<b>Wyoming</b>							
<b>Arts, Culture and Humanities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.5%			3.9%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	5	6.7%			6.0%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	5	1.4%			2.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.4%			4.3%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	21	-1.3%	-7.9%	-5.3%	0.0%	1.4%	4.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	0.3%			-0.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wyoming</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	15	4.7%		1.0%	3.7%	7.6%	
Greater than \$5 million							
CEO/Executive Director	6	7.0%			5.9%		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.1%			0.1%		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	6	4.2%			3.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	7	5.2%			0.2%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	5	0.5%			-0.3%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	6	10.7%			7.8%		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	5	2.6%			0.7%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	7	-1.2%			-1.5%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	3.4%			3.1%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	22	2.8%	-3.6%	-0.1%	0.4%	4.6%	12.5%
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	4.8%			5.6%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	9	0.8%			1.5%		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	6	2.8%			4.8%		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	12	4.6%		2.2%	6.0%	11.7%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	7	6.2%			6.8%		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	11	2.9%		-2.5%	1.0%	7.2%	
Top Finance Position	6	-2.5%			-1.9%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	9	7.3%			5.8%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	7	5.9%			6.0%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	28	5.2%	-0.9%	0.1%	2.8%	10.7%	15.1%
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	17	3.9%		0.0%	2.2%	6.2%	
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	5	2.8%			2.9%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	19	3.2%		1.0%	4.3%	8.2%	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	30	3.7%	-3.4%	0.0%	2.4%	5.7%	13.7%
Top Finance Position	5	4.0%			7.9%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	15	3.0%		0.0%	1.2%	9.2%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	7	1.3%			-0.6%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	15	2.0%		-1.0%	0.4%	5.4%	
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	8	2.0%			2.7%		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	7	5.8%			7.9%		
Public, Society Benefit – Multipurpose and Other: Leadership Development							
CEO/Executive Director	5	3.3%			3.0%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	2.0%			2.8%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	43	-0.6%	-11.4%	-7.3%	0.0%	6.1%	10.6%
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	6	-0.6%			0.0%		
Youth Development: Youth Development Programs							
CEO/Executive Director	9	4.6%			3.5%		
<b>Alaska</b>							
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	5	6.4%			10.5%		



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alaska</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	7	-0.4%			-0.8%		
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	12	-0.5%		-2.2%	0.0%	1.9%	
Top Administrative Position	8	-2.2%			-0.6%		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	7	2.2%			1.5%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	-0.7%			-4.8%		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	10	0.7%		-2.4%	1.8%	9.1%	
Environmental Quality, Protection and Beautification : Service and Other							
CEO/Executive Director	6	-2.0%			1.8%		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	6	2.2%			1.4%		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	9	4.9%			6.9%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	16	6.3%		0.6%	5.3%	10.2%	
Top Finance Position	6	5.9%			5.4%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	5.1%			6.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alaska</b>							
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	5	6.8%			7.9%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	5	3.7%			3.1%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	6	3.9%			4.2%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	7	2.3%			2.4%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	7	4.4%			6.2%		
Unknown							
CEO/Executive Director	8	3.4%			1.6%		
<b>Arizona</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	11	0.8%		0.0%	1.8%	4.6%	
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	10	4.4%		0.8%	3.7%	10.4%	
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	6	2.4%			0.1%		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	6	3.9%			4.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arizona</b>							
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	16	3.1%		0.0%	1.6%	5.8%	
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	10	3.2%		0.2%	2.9%	8.2%	
<b>Crime, Legal-Related: Protection Against Abuse</b>							
CEO/Executive Director	5	-1.6%			0.0%		
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	6	-0.6%			1.5%		
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	10	5.6%		2.1%	5.3%	9.4%	
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	8	0.4%			0.2%		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	75	3.3%	-9.9%	-0.4%	2.9%	7.9%	16.4%
Top Administrative Position	10	2.3%		-3.2%	3.0%	4.7%	
Top Business Position	5	-1.3%			1.9%		
Top Finance Position	11	1.9%		-2.8%	1.9%	7.5%	
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	7	2.8%			5.0%		
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	11	6.1%		1.5%	6.9%	12.3%	
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	8	-0.1%			0.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arizona</b>							
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	11	6.2%		0.0%	2.5%	12.1%	
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	5	7.1%			6.9%		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	11	2.9%		0.2%	4.0%	6.6%	
Top Finance Position	9	-0.9%			2.5%		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	6	-2.1%			-3.6%		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	13	5.3%		0.9%	7.4%	10.5%	
Top Finance Position	9	9.0%			9.3%		
Top Operations Position	5	8.3%			7.8%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	11	3.7%		0.8%	2.0%	6.6%	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	8	2.2%			1.9%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	37	4.6%	-2.5%	0.0%	2.1%	10.3%	13.4%
Top Finance Position	8	2.8%			-0.9%		
Top Operations Position	5	8.3%			7.0%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	21	6.8%	0.5%	3.1%	7.4%	13.6%	20.0%
Top Finance Position	7	8.7%			8.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arizona</b>							
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	6	1.4%			1.5%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	10	1.8%		-3.2%	0.0%	6.6%	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	26	5.9%	-1.5%	0.2%	4.8%	8.3%	16.3%
Top Finance Position	5	6.0%			6.4%		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	7	2.3%			0.0%		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	6	-5.0%			-3.6%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	10	2.5%		-2.4%	0.3%	7.8%	
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	7	-1.9%			0.0%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	7	7.6%			4.3%		
Top Finance Position	5	0.9%			3.6%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	11	4.5%		0.0%	3.2%	7.9%	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	5.2%			4.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arizona</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	40	-0.9%	-17.1%	-7.2%	0.0%	5.6%	7.7%
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	6	2.2%			3.3%		
Unknown							
CEO/Executive Director	10	9.7%		0.5%	12.0%	18.1%	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	5	-2.0%			-5.0%		
Youth Development: Youth Development Programs							
CEO/Executive Director	8	-4.5%			-2.7%		
<b>Arkansas</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	7	-1.2%			0.0%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	9	-7.0%			0.0%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	8	4.7%			3.8%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	20	3.2%	-4.6%	0.4%	2.0%	4.8%	16.3%
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	6	3.3%			3.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arkansas</b>							
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	8	5.3%			2.5%		
Top Finance Position	6	6.1%			2.7%		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	14	3.6%		-3.0%	1.2%	12.6%	
Top Finance Position	10	5.5%		0.2%	4.8%	11.1%	
<b>Health – General and Rehabilitative: Nursing</b>							
Top Administrative Position	6	-1.0%			0.1%		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	30	3.5%	-2.4%	0.0%	1.8%	5.8%	15.4%
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	6	4.2%			4.3%		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	10	0.1%		0.0%	0.9%	3.1%	
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	13	3.2%		-1.0%	3.0%	8.6%	
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	6	1.4%			1.9%		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	11	3.0%		0.3%	2.0%	3.9%	
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	5	3.1%			3.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arkansas</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	20	1.1%	-9.1%	-4.3%	0.7%	7.3%	12.3%
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	8	1.2%			0.1%		
<b>California</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	65	4.1%	-3.5%	0.0%	2.2%	8.3%	13.5%
Top Development Position	5	8.6%			8.6%		
Top Finance Position	10	2.5%		-0.8%	0.0%	6.0%	
Animal-Related: Service and Other							
CEO/Executive Director	10	1.7%		0.0%	1.1%	1.4%	
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	20	2.2%	-11.6%	-4.7%	2.4%	10.6%	12.8%
Animal-Related: Zoos & Aquariums							
CEO/Executive Director	6	-0.9%			2.8%		
Top Finance Position	7	3.8%			3.8%		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	127	3.3%	-7.8%	0.0%	3.0%	8.8%	15.1%
Top Finance Position	13	7.5%		3.6%	6.0%	9.8%	
Top Operations Position	6	3.6%			4.0%		
Arts, Culture and Humanities: Arts Services							
CEO/Executive Director	6	4.4%			2.2%		



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Arts, Culture and Humanities: Arts, Culture &amp; Humanities N.E.C.</b>							
CEO/Executive Director	10	4.7%		1.6%	5.1%	8.3%	
<b>Arts, Culture and Humanities: Historical Organizations</b>							
CEO/Executive Director	22	0.3%	-16.5%	-2.7%	0.0%	5.5%	11.2%
<b>Arts, Culture and Humanities: Humanities</b>							
CEO/Executive Director	14	5.9%		1.5%	5.6%	9.7%	
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
CEO/Executive Director	56	2.8%	-5.4%	0.0%	2.1%	6.8%	12.6%
Top Administrative Position	6	2.8%			3.7%		
Top Finance Position	18	1.8%		0.0%	1.9%	5.5%	
Top Operations Position	5	6.2%			3.5%		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	72	2.5%	-7.4%	-1.1%	1.4%	6.4%	16.8%
Top Development Position	6	0.8%			-0.9%		
Top Finance Position	14	6.1%		2.2%	6.7%	10.1%	
Top Operations Position	8	1.9%			2.0%		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	163	2.6%	-6.2%	-1.7%	1.7%	8.1%	15.7%
Top Administrative Position	14	3.4%		-0.4%	0.7%	3.4%	
Top Development Position	8	0.6%			2.2%		
Top Finance Position	18	4.6%		-0.4%	3.1%	5.6%	
Top Operations Position	6	-2.6%			-1.4%		
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	21	3.1%	-4.3%	-0.2%	1.5%	5.2%	16.8%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
Arts, Culture and Humanities: Visual Arts							
CEO/Executive Director	15	3.0%		-3.5%	0.0%	10.3%	
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	10	6.2%		0.9%	5.8%	12.6%	
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	43	2.8%	-9.8%	-0.3%	3.6%	10.5%	13.9%
Top Finance Position	7	4.1%			3.7%		
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action & Advocacy N.E.C.							
CEO/Executive Director	14	2.8%		0.4%	2.9%	7.8%	
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	18	1.8%		-2.1%	0.5%	6.4%	
Top Finance Position	5	9.5%			7.7%		
Civil Rights, Social Action, Advocacy: Voter Education & Registration							
CEO/Executive Director	5	3.0%			5.2%		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	15	0.7%		-2.7%	0.0%	6.9%	
Top Finance Position	5	-3.2%			-7.9%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	53	0.9%	-7.9%	-1.5%	0.9%	5.9%	9.8%
Top Finance Position	5	4.3%			3.5%		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	17	3.1%		0.0%	0.0%	5.0%	
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	11	1.7%		-1.1%	0.0%	6.7%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	35	4.5%	-2.9%	0.0%	5.1%	8.3%	11.7%
Top Operations Position	6	3.8%			5.0%		
<b>Community Improvement, Capacity Building: Nonprofit Management</b>							
CEO/Executive Director	9	5.3%			2.5%		
<b>Community Improvement, Capacity Building: Service and Other</b>							
CEO/Executive Director	23	3.5%	-2.5%	-0.3%	2.5%	5.6%	12.2%
Top Finance Position	6	2.9%			3.1%		
<b>Crime, Legal-Related: Crime Prevention</b>							
CEO/Executive Director	16	0.3%		-0.8%	0.2%	4.5%	
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	36	1.5%	-3.4%	-2.3%	0.5%	4.7%	8.2%
Top Legal Position	9	1.0%			2.9%		
<b>Crime, Legal-Related: Protection Against Abuse</b>							
CEO/Executive Director	16	2.7%		0.0%	1.8%	4.0%	
<b>Crime, Legal-Related: Rehabilitation Services for Offenders</b>							
CEO/Executive Director	10	-1.3%		-3.6%	-1.0%	1.0%	
<b>Crime, Legal-Related: Service and Other</b>							
CEO/Executive Director	6	9.6%			7.3%		
<b>Diseases, Disorders, Medical Disciplines: Birth Defects &amp; Genetic Diseases</b>							
CEO/Executive Director	8	1.9%			0.9%		
<b>Diseases, Disorders, Medical Disciplines: Cancer</b>							
CEO/Executive Director	18	-0.8%		-3.5%	0.0%	2.0%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	14	4.1%		0.0%	1.9%	9.0%	
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	5	2.0%			2.2%		
Diseases, Disorders, Medical Disciplines: Nerve, Muscle & Bone Diseases							
CEO/Executive Director	7	-2.2%			-0.7%		
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	9	8.9%			1.4%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	32	4.3%	-6.1%	0.0%	3.9%	9.6%	14.2%
Top Finance Position	5	7.1%			6.3%		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	10	-2.9%		-12.8%	-1.2%	0.0%	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	57	3.8%	-2.3%	-0.5%	3.1%	6.6%	12.7%
Top Finance Position	10	5.7%		3.1%	4.4%	7.6%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	73	4.6%	-4.5%	0.0%	3.0%	10.5%	14.5%
Top Finance Position	9	4.8%			1.7%		
Top Operations Position	5	12.2%			13.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	457	4.4%	-4.9%	0.0%	3.9%	9.6%	14.9%
Top Administrative Position	28	4.3%	-6.7%	-0.9%	4.0%	13.1%	17.5%
Top Business Position	28	5.5%	-4.9%	1.3%	6.1%	9.6%	13.5%
Top Development Position	30	5.9%	-1.4%	3.0%	4.4%	8.3%	13.0%
Top Education Position	14	5.6%		-0.3%	3.6%	14.5%	
Top Finance Position	98	4.1%	-4.6%	0.0%	3.3%	8.7%	14.0%
Top Operations Position	42	5.5%	-2.9%	1.6%	5.6%	9.8%	13.9%
Top Program Position	9	3.7%			6.0%		
Top Technology Position	8	4.7%			6.8%		
<b>Educational Institutions and Related Activities: Graduate &amp; Professional Schools</b>							
CEO/Executive Director	9	-1.1%			0.9%		
Top Finance Position	8	6.1%			6.7%		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	48	5.1%	-2.8%	0.6%	4.9%	9.6%	13.1%
Top Administrative Position	8	7.9%			6.5%		
Top Development Position	13	4.4%		1.9%	4.7%	7.5%	
Top Facilities Position	5	7.6%			2.9%		
Top Finance Position	29	3.8%	-2.6%	0.0%	2.7%	8.3%	12.6%
<b>Educational Institutions and Related Activities: Libraries</b>							
CEO/Executive Director	12	5.7%		-0.2%	6.9%	10.2%	
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	85	3.8%	-7.0%	0.0%	2.6%	8.4%	15.2%
Top Finance Position	20	2.8%	-2.1%	-0.2%	1.2%	7.0%	11.2%
Top Operations Position	7	9.1%			10.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	38	3.7%	-5.1%	0.2%	2.9%	8.0%	13.8%
Top Finance Position	5	5.1%			3.1%		
<b>Educational Institutions and Related Activities: Vocational &amp; Technical Schools</b>							
CEO/Executive Director	8	-0.4%			-0.1%		
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	49	0.4%	-13.2%	-2.8%	0.0%	4.7%	11.1%
Top Education Position	8	2.9%			2.6%		
Top Finance Position	10	0.4%		-5.6%	0.5%	1.7%	
<b>Employment, Job-Related: Service and Other</b>							
CEO/Executive Director	5	10.4%			9.0%		
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	23	-0.3%	-13.0%	-6.0%	0.0%	4.5%	11.9%
Top Finance Position	11	2.0%		-2.2%	1.1%	5.1%	
Top Human Resources Position	5	1.4%			-1.4%		
<b>Environmental Quality, Protection and Beautification : Botanical, Horticultural &amp; Landscape Services</b>							
CEO/Executive Director	6	-1.7%			0.0%		
<b>Environmental Quality, Protection and Beautification : Environment N.E.C.</b>							
CEO/Executive Director	23	1.7%	-12.8%	-1.1%	1.8%	8.9%	11.8%
<b>Environmental Quality, Protection and Beautification : Environmental Education</b>							
CEO/Executive Director	29	4.7%	-5.6%	0.0%	3.9%	10.5%	15.5%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	127	4.3%	-5.4%	0.0%	3.4%	9.1%	16.3%
Top Administrative Position	5	9.1%			8.0%		
Top Development Position	5	4.1%			4.0%		
Top Finance Position	18	4.0%		0.9%	4.1%	7.9%	
Top Operations Position	8	4.1%			2.1%		
<b>Environmental Quality, Protection and Beautification : Pollution Abatement &amp; Control</b>							
CEO/Executive Director	9	4.8%			2.4%		
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	36	4.1%	-0.9%	0.0%	2.8%	8.4%	17.4%
<b>Food, Agriculture and Nutrition: Agricultural Programs</b>							
CEO/Executive Director	15	4.0%		1.3%	6.5%	9.6%	
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	37	4.9%	-3.9%	0.0%	4.9%	10.3%	18.5%
Top Finance Position	9	4.1%			4.3%		
Top Operations Position	5	6.2%			4.1%		
<b>Food, Agriculture and Nutrition: Nutrition</b>							
CEO/Executive Director	5	4.5%			4.4%		
<b>Food, Agriculture and Nutrition: Service and Other</b>							
CEO/Executive Director	5	-3.0%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	96	5.0%	-7.6%	-0.1%	4.8%	11.6%	16.8%
Top Finance Position	57	5.4%	-11.3%	0.0%	5.7%	13.3%	19.6%
Top Operations Position	23	5.8%	-7.2%	-0.1%	8.7%	12.1%	15.7%
Top Technology Position	5	5.5%			5.0%		
<b>Health – General and Rehabilitative: Health (General &amp; Financing)</b>							
CEO/Executive Director	12	4.3%		-1.7%	2.1%	10.1%	
<b>Health – General and Rehabilitative: Health Care N.E.C.</b>							
CEO/Executive Director	23	5.2%	-2.0%	0.0%	3.5%	11.5%	15.9%
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	30	2.5%	-6.0%	-0.1%	1.9%	5.5%	10.6%
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	47	4.6%	-2.9%	-0.2%	1.8%	7.5%	18.7%
Top Finance Position	24	6.1%	-3.7%	-0.4%	4.6%	10.9%	20.3%
Top Human Resources Position	5	9.5%			11.1%		
Top Operations Position	7	2.9%			5.6%		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	17	6.4%		-0.3%	4.6%	18.2%	
Top Administrative Position	7	-2.1%			-1.9%		
Top Finance Position	7	7.4%			5.9%		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	27	1.2%	-12.1%	-4.0%	0.0%	6.6%	15.1%
<b>Health – General and Rehabilitative: Rehabilitative Care</b>							
CEO/Executive Director	12	3.1%		-1.0%	1.0%	6.9%	



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
CEO/Executive Director	23	3.1%	-6.2%	0.0%	3.8%	9.5%	11.0%
Top Operations Position	6	11.8%			12.1%		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	36	5.4%	-7.6%	0.0%	4.0%	13.2%	18.3%
Top Finance Position	10	6.8%		-2.0%	8.9%	11.7%	
<b>Housing, Shelter: Homeowners &amp; Tenants Associations</b>							
CEO/Executive Director	7	5.2%			6.7%		
<b>Housing, Shelter: Housing &amp; Shelter N.E.C.</b>							
CEO/Executive Director	10	2.0%		-1.0%	2.0%	9.6%	
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	104	3.7%	-4.3%	0.0%	3.3%	9.1%	13.3%
Top Finance Position	30	5.7%	-4.2%	-0.4%	7.7%	10.3%	14.7%
Top Human Resources Position	5	4.9%			2.5%		
Top Operations Position	10	1.0%		-2.1%	1.3%	6.3%	
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	23	3.5%	-1.1%	0.0%	2.4%	6.7%	14.0%
Top Finance Position	5	-1.3%			0.0%		
<b>Housing, Shelter: Service and Other</b>							
CEO/Executive Director	15	0.2%		-2.4%	2.6%	4.9%	
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	37	0.6%	-9.8%	-3.1%	0.3%	3.9%	9.0%
Top Finance Position	6	-5.5%			-5.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	249	3.1%	-6.0%	-0.2%	1.9%	8.2%	13.1%
Top Administrative Position	7	1.5%			1.1%		
Top Development Position	6	4.8%			4.8%		
Top Finance Position	60	5.5%	-2.0%	1.6%	3.7%	7.1%	16.6%
Top Human Resources Position	8	3.9%			3.2%		
Top Operations Position	19	4.1%		-0.8%	4.9%	9.5%	
Top Program Position	9	6.1%			4.1%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	221	3.9%	-7.1%	0.0%	2.7%	9.1%	16.1%
Top Administrative Position	10	5.7%		1.7%	4.9%	8.7%	
Top Development Position	6	0.5%			2.2%		
Top Finance Position	61	4.0%	-4.3%	0.0%	3.5%	8.9%	13.7%
Top Human Resources Position	5	-1.0%			1.5%		
Top Operations Position	14	4.0%		-1.2%	3.0%	9.9%	
Top Program Position	19	3.4%		-1.4%	0.6%	7.7%	
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	29	1.9%	-6.0%	-2.7%	0.8%	4.0%	11.5%
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	112	3.6%	-6.3%	-0.3%	3.7%	8.5%	14.9%
Top Finance Position	22	2.0%	-7.1%	-2.5%	3.1%	7.3%	9.1%
Top Operations Position	5	3.6%			3.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	163	3.1%	-6.9%	-0.8%	2.8%	8.0%	13.1%
Top Development Position	6	-2.1%			2.2%		
Top Finance Position	41	5.4%	-2.2%	0.5%	4.0%	8.1%	16.5%
Top Operations Position	17	8.3%		3.5%	7.4%	11.9%	
Top Program Position	5	9.3%			3.0%		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	34	4.9%	-5.1%	0.0%	2.1%	11.6%	17.0%
Top Finance Position	8	2.4%			2.0%		
Top Operations Position	5	2.0%			4.1%		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	31	4.7%	-3.9%	-0.2%	4.1%	9.3%	14.5%
Top Finance Position	7	5.4%			5.3%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	108	4.1%	-2.9%	0.0%	1.8%	8.4%	15.3%
Top Administrative Position	9	2.2%			0.0%		
Top Business Position	6	6.2%			5.5%		
Top Finance Position	26	2.9%	-6.9%	-0.4%	4.7%	10.1%	12.3%
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	20	5.4%	-2.4%	0.0%	2.8%	10.1%	16.6%
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	51	3.8%	-7.1%	-0.3%	0.7%	8.9%	15.0%
Top Finance Position	10	6.4%		-0.1%	4.1%	15.8%	
International, Foreign Affairs and National Security: International Peace & Security							
CEO/Executive Director	5	-3.8%			1.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
International, Foreign Affairs and National Security: Promotion of International Understanding							
CEO/Executive Director	15	3.8%		-1.9%	0.0%	9.2%	
International, Foreign Affairs and National Security: Service and Other							
CEO/Executive Director	10	3.1%		-0.1%	2.0%	7.1%	
Medical Research: Cancer Research							
CEO/Executive Director	5	-7.0%			-8.1%		
Medical Research: Medical Disciplines Research							
CEO/Executive Director	7	0.9%			4.5%		
Medical Research: Medical Research N.E.C.							
CEO/Executive Director	7	2.9%			5.4%		
Medical Research: Service and Other							
CEO/Executive Director	7	4.2%			2.6%		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	12	-3.1%		-8.1%	-1.9%	0.3%	
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	16	5.9%		0.3%	5.6%	10.6%	
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	12	0.2%		-0.2%	0.0%	3.1%	
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	9	-1.8%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	82	3.3%	-5.7%	-0.7%	3.5%	8.3%	12.2%
Top Administrative Position	5	5.6%			2.9%		
Top Finance Position	31	4.8%	0.0%	1.7%	5.8%	8.1%	11.3%
Top Human Resources Position	5	0.5%			0.0%		
Top Operations Position	12	-0.7%		-1.6%	0.0%	3.8%	
Top Program Position	8	5.2%			4.3%		
<b>Mental Health, Crisis Intervention: Service and Other</b>							
CEO/Executive Director	10	8.2%		0.6%	8.8%	15.5%	
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	81	0.6%	-10.1%	-3.4%	0.0%	5.0%	11.6%
Top Finance Position	18	1.8%		-3.6%	2.6%	7.8%	
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs</b>							
CEO/Executive Director	16	4.7%		0.0%	2.4%	7.5%	
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Charity &amp; Voluntarism Promotion</b>							
CEO/Executive Director	13	1.7%		0.0%	0.0%	5.0%	
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Voluntarism &amp; Grantmaking Foundations N.E.C.</b>							
CEO/Executive Director	9	6.4%			4.4%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Private Grantmaking Foundations</b>							
CEO/Executive Director	15	-1.7%		-9.3%	0.0%	6.5%	
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations</b>							
CEO/Executive Director	53	3.5%	-3.0%	0.0%	2.6%	6.4%	13.9%
Top Finance Position	13	5.2%		4.0%	5.0%	5.5%	
Top Operations Position	9	4.6%			5.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other							
CEO/Executive Director	14	4.8%		-2.8%	1.9%	9.8%	
Philanthropy, Voluntarism and Grantmaking Foundations: Voluntarism Promotion							
CEO/Executive Director	11	3.3%		-0.2%	5.0%	9.7%	
Public Safety, Disaster Preparedness and Relief: Disaster Preparedness & Relief Services							
CEO/Executive Director	7	-6.5%			-9.8%		
Public Safety, Disaster Preparedness and Relief: Safety Education							
CEO/Executive Director	8	2.2%			0.0%		
Public Safety, Disaster Preparedness and Relief: Service and Other							
CEO/Executive Director	6	1.9%			0.3%		
Public, Society Benefit – Multipurpose and Other: Government & Public Administration							
CEO/Executive Director	8	0.2%			0.3%		
Public, Society Benefit – Multipurpose and Other: Leadership Development							
CEO/Executive Director	17	1.4%		-3.8%	-0.5%	3.5%	
Public, Society Benefit – Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	15	3.6%		-3.5%	3.7%	9.9%	
Public, Society Benefit – Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	31	1.9%	-2.6%	-1.0%	0.0%	6.8%	9.0%
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	19	5.0%		2.0%	3.6%	9.1%	
Top Finance Position	6	2.0%			3.1%		
Top Legal Position	5	3.6%			4.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	66	2.4%	-11.6%	-1.2%	2.7%	8.4%	15.4%
Top Finance Position	8	2.6%			0.8%		
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
CEO/Executive Director	6	-0.1%			-1.3%		
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	12	2.7%		0.0%	2.1%	8.0%	
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	13	3.9%		0.0%	2.3%	8.5%	
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
CEO/Executive Director	10	-1.2%		-10.1%	-1.9%	4.1%	
Recreation, Sports, Leisure, Athletics: Service and Other							
CEO/Executive Director	7	3.9%			5.7%		
Recreation, Sports, Leisure, Athletics: Sports Associations & Training Facilities							
CEO/Executive Director	7	6.9%			6.4%		
Religion-Related, Spiritual Development: Buddhism							
CEO/Executive Director	11	2.8%		0.0%	0.0%	0.0%	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	172	1.3%	-10.3%	-1.1%	0.0%	4.7%	13.9%
Top Administrative Position	6	2.0%			0.0%		
Top Finance Position	24	1.3%	-6.4%	-0.9%	0.0%	2.7%	14.3%
Top Operations Position	8	1.0%			1.7%		
Religion-Related, Spiritual Development: Interfaith Coalitions							
CEO/Executive Director	6	1.0%			0.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	18	2.4%		-1.4%	1.2%	6.0%	
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	36	2.4%	-2.7%	0.0%	0.5%	5.3%	11.0%
Top Finance Position	8	2.6%			2.7%		
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	18	3.3%		-0.3%	2.4%	8.5%	
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	11	4.2%		0.0%	0.0%	10.4%	
Science and Technology Research Institutes, Services: Biological & Life Sciences							
CEO/Executive Director	6	6.1%			2.5%		
Science and Technology Research Institutes, Services: Engineering & Technology							
CEO/Executive Director	10	1.8%		-3.7%	0.1%	1.8%	
Science and Technology Research Institutes, Services: General Science							
CEO/Executive Director	6	0.9%			1.3%		
Science and Technology Research Institutes, Services: Physical & Earth Sciences							
CEO/Executive Director	11	0.4%		-5.0%	0.8%	8.4%	
Science and Technology Research Institutes, Services: Service and Other							
CEO/Executive Director	8	2.4%			3.8%		
Social Science Research Institutes, Services: Interdisciplinary Research							
CEO/Executive Director	10	0.7%		0.0%	0.2%	2.3%	
Social Science Research Institutes, Services: Social Science							
CEO/Executive Director	8	5.0%			1.5%		



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
Unknown							
CEO/Executive Director	77	3.6%	-9.2%	-1.1%	2.8%	10.3%	15.4%
Top Finance Position	13	4.8%		0.0%	3.7%	6.5%	
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	8	-3.5%			-0.3%		
Youth Development: Scouting							
CEO/Executive Director	28	1.4%	-7.3%	-2.5%	1.2%	6.4%	13.9%
Top Finance Position	5	2.6%			5.4%		
Youth Development: Service and Other							
CEO/Executive Director	8	0.7%			0.4%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	67	2.3%	-5.0%	-1.4%	1.0%	6.8%	11.4%
Top Finance Position	5	3.3%			0.0%		
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	19	2.7%		1.1%	3.6%	9.4%	
Youth Development: Youth Development Programs							
CEO/Executive Director	138	4.5%	-5.9%	0.0%	3.1%	10.5%	18.3%
Top Finance Position	19	2.5%		-2.8%	2.4%	6.6%	
Top Operations Position	5	5.4%			2.7%		
<b>Colorado</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	18	5.8%		3.1%	5.9%	9.2%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	23	3.5%	-14.2%	-3.7%	1.3%	13.8%	19.4%
<b>Arts, Culture and Humanities: Historical Organizations</b>							
CEO/Executive Director	10	6.8%		0.5%	4.6%	10.5%	
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
CEO/Executive Director	15	2.7%		-2.2%	1.1%	7.4%	
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	24	3.2%	-4.4%	0.8%	3.1%	5.9%	10.9%
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	20	1.0%	-11.4%	-1.8%	4.2%	7.5%	8.5%
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	5	4.1%			1.7%		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	11	5.9%		1.5%	3.8%	9.9%	
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	17	3.0%		0.0%	2.7%	6.2%	
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	10	2.5%		-1.6%	1.7%	9.0%	
<b>Community Improvement, Capacity Building: Service and Other</b>							
CEO/Executive Director	6	3.0%			0.9%		
<b>Crime, Legal-Related: Crime Prevention</b>							
CEO/Executive Director	5	1.1%			4.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	6	3.1%			2.1%		
<b>Crime, Legal-Related: Protection Against Abuse</b>							
CEO/Executive Director	6	2.3%			2.8%		
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	7	1.2%			-0.7%		
<b>Diseases, Disorders, Medical Disciplines: Medical Disciplines</b>							
CEO/Executive Director	6	0.3%			0.3%		
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	5	5.3%			0.0%		
<b>Educational Institutions and Related Activities: Adult Education</b>							
CEO/Executive Director	8	4.8%			4.6%		
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	19	3.2%		-2.8%	2.3%	9.8%	
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	14	1.2%		-3.5%	0.3%	4.8%	
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	97	5.0%	-3.3%	0.6%	4.4%	8.4%	15.4%
Top Administrative Position	6	3.2%			3.5%		
Top Business Position	7	2.8%			5.1%		
Top Development Position	5	4.4%			4.9%		
Top Education Position	6	1.2%			4.1%		
Top Finance Position	10	5.8%		1.2%	6.1%	8.9%	
Top Operations Position	7	5.8%			5.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	8	1.2%			0.6%		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	5	1.7%			3.0%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	23	3.7%	-5.3%	0.5%	3.5%	9.0%	14.5%
Top Finance Position	6	4.3%			4.3%		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	7	2.6%			2.4%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	5	-0.6%			0.0%		
Environmental Quality, Protection and Beautification : Environmental Education							
CEO/Executive Director	15	6.2%		2.6%	7.8%	12.0%	
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	48	4.2%	-2.2%	1.2%	4.6%	8.5%	12.4%
Environmental Quality, Protection and Beautification : Service and Other							
CEO/Executive Director	10	7.2%		2.8%	5.9%	8.7%	
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	13	5.7%		0.0%	5.3%	8.1%	
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	16	5.3%		-1.5%	7.4%	10.7%	
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	11	3.1%		-3.1%	4.7%	5.6%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	17	4.9%		-0.2%	4.0%	11.1%	
Top Finance Position	12	7.4%		3.6%	8.2%	13.2%	
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	7	-0.8%			0.2%		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	7	0.9%			0.0%		
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
CEO/Executive Director	7	1.8%			3.5%		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	26	4.2%	-2.9%	1.3%	4.1%	6.7%	11.8%
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	5	1.7%			0.1%		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	8	-1.6%			1.5%		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	55	4.5%	-7.1%	0.3%	4.0%	9.8%	15.4%
Top Finance Position	10	7.9%		0.4%	6.0%	14.3%	
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	54	3.4%	-6.2%	-0.5%	1.8%	9.0%	15.1%
Top Finance Position	11	2.4%		1.3%	2.6%	4.1%	
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	14	3.7%		0.8%	3.0%	5.3%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	36	3.2%	-1.6%	0.8%	3.9%	6.0%	8.2%
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	36	4.9%	-8.5%	-0.1%	5.4%	11.8%	16.2%
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	10	5.3%		-2.3%	2.2%	13.3%	
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	7	0.2%			3.0%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	21	3.7%	-2.2%	-0.4%	2.2%	6.5%	11.1%
Top Finance Position	5	3.7%			3.2%		
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	6	4.9%			3.2%		
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	17	1.3%		0.0%	2.4%	4.9%	
Top Finance Position	5	-5.7%			-1.2%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	21	2.3%	-5.4%	-3.2%	3.1%	6.4%	8.3%
Top Finance Position	8	7.5%			5.6%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	12	1.2%		-3.2%	3.3%	5.3%	
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	6	-1.0%			1.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	12	1.2%		-2.5%	-0.5%	4.3%	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	28	3.6%	-3.0%	0.0%	3.8%	7.4%	11.5%
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
CEO/Executive Director	12	1.5%		0.0%	1.5%	5.0%	
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	6	3.5%			3.0%		
Recreation, Sports, Leisure, Athletics: Recreation & Sports N.E.C.							
CEO/Executive Director	5	3.1%			1.9%		
Recreation, Sports, Leisure, Athletics: Service and Other							
CEO/Executive Director	8	2.8%			6.2%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	84	2.5%	-6.7%	-1.5%	1.4%	7.1%	17.3%
Top Finance Position	10	3.4%		-0.3%	1.2%	5.8%	
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	10	-0.9%		-3.6%	-1.1%	0.5%	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	5	1.6%			2.8%		
Unknown							
CEO/Executive Director	14	5.9%		0.0%	4.5%	10.3%	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	5	8.7%			6.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
Youth Development: Youth Development Programs							
CEO/Executive Director	28	3.2%	-4.5%	0.0%	2.9%	7.2%	12.8%
Top Finance Position	5	-0.6%			2.4%		
<b>Connecticut</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	7	-2.1%			2.6%		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	19	4.6%		0.5%	3.0%	7.2%	
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	10	2.3%		-1.1%	1.4%	4.6%	
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	5	1.5%			2.8%		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	20	1.2%	-2.7%	-0.9%	0.0%	3.6%	6.2%
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	14	4.3%		0.0%	2.1%	9.8%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	12	0.7%		-2.2%	2.0%	4.7%	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	6	7.4%			5.3%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	6	4.8%			2.7%		



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Connecticut</b>							
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	7	4.5%			2.3%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	15	4.2%		2.5%	4.6%	5.8%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	88	4.3%	-5.3%	-0.3%	3.9%	8.1%	15.7%
Top Business Position	17	5.4%		2.2%	3.7%	13.9%	
Top Development Position	21	4.3%	-3.2%	0.3%	3.8%	6.0%	13.1%
Top Education Position	8	5.6%			5.0%		
Top Finance Position	32	3.7%	-1.0%	2.6%	4.6%	6.8%	9.3%
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	9	6.7%			5.4%		
Top Finance Position	8	4.1%			2.8%		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	10	3.0%		2.1%	4.4%	5.6%	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	10	1.7%		-2.6%	1.4%	13.4%	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	9	1.8%			2.4%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	8	0.4%			2.0%		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	8	2.3%			1.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Connecticut</b>							
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	7	-2.4%			0.4%		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	9	5.7%			3.0%		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	12	1.8%		0.7%	4.2%	5.5%	
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	10	-0.2%		-5.6%	4.8%	8.1%	
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	21	4.8%	-1.6%	2.6%	5.7%	7.6%	10.3%
Top Administrative Position	9	5.2%			5.4%		
Top Finance Position	12	0.8%		-1.9%	2.8%	3.9%	
Health – General and Rehabilitative: Public Health							
CEO/Executive Director	6	2.4%			0.8%		
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	10	3.5%		-2.5%	3.4%	7.5%	
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	5	1.8%			0.4%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	18	3.4%		1.2%	2.8%	7.6%	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	11	5.4%		0.4%	4.3%	10.9%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Connecticut</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	48	2.0%	-8.0%	-1.3%	2.3%	5.0%	10.0%
Top Finance Position	19	2.2%		0.2%	2.0%	4.9%	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	37	2.3%	-6.4%	-0.8%	0.0%	5.7%	13.7%
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	20	4.8%	-0.5%	1.1%	3.8%	8.0%	12.1%
Top Finance Position	5	6.3%			7.1%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	39	2.1%	-5.8%	-1.7%	2.0%	5.6%	9.4%
Top Finance Position	16	0.4%		-1.3%	2.6%	4.3%	
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	7	0.3%			0.8%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	15	2.6%		0.3%	2.0%	5.3%	
Top Finance Position	12	3.8%		1.3%	3.6%	7.4%	
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	6	4.7%			0.2%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	26	1.0%	-9.6%	-0.4%	2.3%	4.2%	9.6%
Top Finance Position	12	5.5%		2.3%	5.6%	7.9%	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	17	1.9%		-5.3%	0.1%	5.1%	
Top Finance Position	7	4.7%			5.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Connecticut</b>							
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	11	0.4%		-2.2%	0.0%	2.8%	
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	14	1.2%		-3.4%	1.3%	5.7%	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	9	8.4%			3.8%		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	5	5.6%			0.9%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	3.9%			3.9%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	11	6.5%		1.0%	7.5%	10.2%	
Youth Development: Youth Development Programs							
CEO/Executive Director	17	6.9%		-0.6%	4.0%	16.5%	
Top Finance Position	5	3.8%			2.3%		
<b>Delaware</b>							
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	5	0.6%			0.4%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	16	6.3%		2.2%	4.5%	7.1%	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	8	0.4%			-1.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Delaware</b>							
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	2.9%			2.2%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	12	1.6%		-0.5%	1.6%	4.3%	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	3.6%			1.5%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	5	3.4%			2.2%		
<b>District of Columbia</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	6.0%			8.7%		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	20	4.5%	-0.4%	0.0%	3.9%	7.7%	11.1%
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	13	3.1%		0.0%	2.3%	8.2%	
Arts, Culture and Humanities: Humanities							
CEO/Executive Director	5	4.8%			1.3%		
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	12	2.2%		0.4%	1.7%	3.1%	
Top Finance Position	8	5.2%			5.9%		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	14	6.9%		3.2%	6.6%	12.0%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	9	4.1%			1.8%		
<b>Civil Rights, Social Action, Advocacy: Civil Liberties</b>							
CEO/Executive Director	16	5.5%		0.3%	5.9%	9.4%	
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	32	2.8%	-4.2%	-1.5%	2.5%	7.8%	10.4%
Top Finance Position	8	3.5%			3.8%		
Top Operations Position	5	8.6%			11.8%		
<b>Civil Rights, Social Action, Advocacy: Civil Rights, Social Action &amp; Advocacy N.E.C.</b>							
CEO/Executive Director	11	3.1%		-1.3%	0.2%	6.7%	
<b>Civil Rights, Social Action, Advocacy: Service and Other</b>							
CEO/Executive Director	21	2.6%	-11.6%	-0.9%	4.7%	7.1%	13.6%
Top Finance Position	5	7.6%			4.1%		
<b>Civil Rights, Social Action, Advocacy: Voter Education &amp; Registration</b>							
CEO/Executive Director	6	3.6%			4.1%		
<b>Community Improvement, Capacity Building: Business &amp; Industry</b>							
CEO/Executive Director	9	2.1%			0.1%		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	8	3.3%			3.3%		
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	8	2.6%			2.5%		
<b>Community Improvement, Capacity Building: Service and Other</b>							
CEO/Executive Director	15	4.4%		2.2%	6.1%	8.5%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
<b>Crime, Legal-Related: Crime Prevention</b>							
CEO/Executive Director	5	-6.3%			-1.4%		
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	10	4.9%		2.9%	4.8%	7.1%	
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	6	2.4%			1.4%		
<b>Diseases, Disorders, Medical Disciplines: Service and Other</b>							
CEO/Executive Director	8	7.1%			5.5%		
<b>Educational Institutions and Related Activities: Adult Education</b>							
CEO/Executive Director	9	2.0%			1.4%		
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	9	3.3%			2.8%		
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	12	4.7%		2.0%	3.8%	6.9%	
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	50	4.2%	-4.6%	0.6%	4.0%	7.7%	13.8%
Top Development Position	5	4.0%			8.4%		
Top Finance Position	10	2.7%		-2.7%	4.2%	6.9%	
Top Operations Position	6	3.1%			0.6%		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	12	0.5%		1.0%	2.3%	6.0%	
Top Finance Position	8	-1.6%			0.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	46	3.2%	-1.8%	-0.2%	2.0%	7.0%	12.1%
Top Finance Position	16	5.2%		1.6%	4.0%	6.3%	
Top Operations Position	7	2.0%			5.6%		
Top Technology Position	5	8.4%			5.4%		
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	12	-0.2%		-3.4%	2.8%	5.9%	
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	7	1.7%			-0.5%		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	28	2.7%	-6.6%	-0.9%	2.2%	7.7%	11.5%
Top Finance Position	9	3.6%			2.1%		
Top Operations Position	7	6.1%			4.9%		
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	30	1.6%	-10.8%	-1.8%	2.3%	7.1%	11.0%
Top Finance Position	8	2.0%			0.9%		
Top Operations Position	5	4.6%			1.5%		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
Top Finance Position	5	6.1%			6.0%		
<b>Health – General and Rehabilitative: Health Care N.E.C.</b>							
CEO/Executive Director	5	8.6%			5.2%		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	7	7.0%			5.4%		



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	28	2.3%	-7.8%	-0.5%	2.6%	8.2%	12.0%
Top Finance Position	6	-2.2%			0.2%		
Top Operations Position	6	7.0%			6.3%		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	7	2.2%			4.0%		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	5	-0.5%			0.4%		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	20	3.3%	-1.8%	0.0%	2.7%	9.1%	11.6%
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	24	1.3%	-2.6%	0.0%	1.3%	3.6%	6.5%
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	5	8.1%			3.6%		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	12	0.9%		-2.0%	0.3%	2.7%	
<b>Human Services – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	5	6.3%			6.8%		
<b>International, Foreign Affairs and National Security: International Affairs, Foreign Policy, &amp; Globalization</b>							
CEO/Executive Director	5	3.5%			1.5%		
<b>International, Foreign Affairs and National Security: International Development</b>							
CEO/Executive Director	47	1.9%	-9.7%	-1.4%	2.9%	6.3%	11.0%
Top Finance Position	12	2.0%		-2.4%	2.3%	8.1%	
Top Operations Position	8	7.5%			6.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
International, Foreign Affairs and National Security: International Human Rights							
CEO/Executive Director	13	6.5%		1.6%	4.7%	8.7%	
International, Foreign Affairs and National Security: International Peace & Security							
CEO/Executive Director	15	-0.2%		-1.0%	0.8%	3.9%	
Top Finance Position	5	0.7%			1.4%		
International, Foreign Affairs and National Security: Promotion of International Understanding							
CEO/Executive Director	23	0.8%	-3.1%	-0.3%	1.3%	3.2%	5.6%
International, Foreign Affairs and National Security: Service and Other							
CEO/Executive Director	28	3.3%	-2.4%	-0.7%	2.8%	6.4%	12.6%
Top Finance Position	8	6.0%			6.5%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	5	7.8%			11.4%		
Mutual/Membership Benefit Organizations, Other: Service and Other							
CEO/Executive Director	5	3.8%			1.8%		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	5	4.9%			5.6%		
Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other							
CEO/Executive Director	7	1.9%			2.9%		
Public, Society Benefit – Multipurpose and Other: Government & Public Administration							
CEO/Executive Director	18	3.5%		0.1%	4.4%	7.9%	
Public, Society Benefit – Multipurpose and Other: Leadership Development							
CEO/Executive Director	6	5.3%			2.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
Public, Society Benefit – Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	5	4.5%			1.0%		
Public, Society Benefit – Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	17	3.2%		0.0%	1.6%	4.5%	
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	37	4.2%	-3.3%	0.6%	3.3%	10.1%	12.3%
Top Finance Position	7	8.5%			7.8%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	5.1%			4.5%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	10	-5.3%		-11.4%	-3.6%	2.1%	
Science and Technology Research Institutes, Services: Physical & Earth Sciences							
CEO/Executive Director	6	5.1%			1.4%		
Top Finance Position	5	5.2%			2.1%		
Science and Technology Research Institutes, Services: Science & Technology N.E.C.							
CEO/Executive Director	7	3.0%			2.9%		
Science and Technology Research Institutes, Services: Service and Other							
CEO/Executive Director	7	-0.1%			1.4%		
Social Science Research Institutes, Services: Service and Other							
CEO/Executive Director	7	2.4%			2.3%		
Top Finance Position	5	5.1%			4.6%		
Social Science Research Institutes, Services: Social Science							
CEO/Executive Director	20	3.4%	-0.8%	1.1%	4.0%	5.9%	8.2%
Top Finance Position	7	3.4%			2.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
Unknown							
CEO/Executive Director	5	6.8%			5.0%		
<b>Youth Development: Youth Development Programs</b>							
CEO/Executive Director	28	5.6%	-4.9%	0.0%	4.8%	11.6%	16.5%
Top Operations Position	6	3.8%			2.3%		
<b>Florida</b>							
<b>Animal-Related: Animal Protection &amp; Welfare</b>							
CEO/Executive Director	36	3.2%	-6.4%	0.0%	1.1%	7.3%	13.9%
<b>Animal-Related: Wildlife Preservation &amp; Protection</b>							
CEO/Executive Director	15	-1.1%		-5.3%	0.0%	3.6%	
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	38	4.5%	0.0%	1.0%	3.3%	6.5%	12.3%
Top Finance Position	5	5.6%			4.2%		
<b>Arts, Culture and Humanities: Historical Organizations</b>							
CEO/Executive Director	14	0.3%		-0.5%	0.9%	3.8%	
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
CEO/Executive Director	14	4.0%		0.5%	2.6%	4.5%	
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	34	2.8%	-8.3%	-0.9%	2.3%	8.6%	13.2%
Top Finance Position	6	7.7%			8.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	42	3.5%	-4.5%	0.0%	2.3%	8.5%	13.3%
Top Development Position	6	4.9%			2.7%		
Top Finance Position	8	4.6%			5.1%		
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	8	1.0%			2.5%		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	12	5.3%		-0.9%	2.5%	7.3%	
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	24	0.1%	-7.2%	-4.7%	1.8%	4.8%	7.2%
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	9	0.3%			0.0%		
<b>Community Improvement, Capacity Building: Service and Other</b>							
CEO/Executive Director	6	8.6%			4.1%		
<b>Crime, Legal-Related: Crime Prevention</b>							
CEO/Executive Director	10	4.6%		0.1%	5.3%	7.4%	
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	15	3.8%		0.0%	4.3%	6.7%	
<b>Crime, Legal-Related: Protection Against Abuse</b>							
CEO/Executive Director	7	3.6%			0.1%		
<b>Diseases, Disorders, Medical Disciplines: Cancer</b>							
CEO/Executive Director	6	3.8%			4.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	13	-0.1%		-3.2%	0.0%	1.9%	
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	5	5.2%			4.3%		
Diseases, Disorders, Medical Disciplines: Nerve, Muscle & Bone Diseases							
CEO/Executive Director	5	-0.9%			0.7%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	14	3.2%		-2.7%	1.2%	5.6%	
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	11	4.0%		-1.2%	2.3%	11.1%	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	19	4.9%		0.0%	2.6%	5.9%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	29	1.0%	-1.9%	0.0%	1.2%	4.5%	7.5%
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	145	2.7%	-7.3%	-1.2%	1.9%	6.8%	14.0%
Top Administrative Position	12	7.0%		3.3%	6.1%	11.4%	
Top Finance Position	27	4.6%	-1.7%	1.9%	3.2%	7.8%	12.0%
Top Operations Position	13	5.2%		0.3%	7.5%	11.7%	
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	5	2.5%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	25	3.6%	-2.7%	0.1%	2.0%	9.1%	14.6%
Top Development Position	7	6.2%			5.9%		
Top Finance Position	8	1.7%			2.3%		
Top Technology Position	5	6.4%			3.8%		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	35	5.0%	-3.8%	1.0%	6.4%	8.7%	12.5%
Top Finance Position	5	-0.1%			1.6%		
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	16	2.0%		0.0%	1.3%	4.7%	
<b>Educational Institutions and Related Activities: Vocational &amp; Technical Schools</b>							
CEO/Executive Director	5	6.1%			6.1%		
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	21	4.2%	-6.4%	0.6%	3.7%	10.9%	14.3%
Top Finance Position	14	2.5%		0.3%	3.9%	6.4%	
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	5	2.0%			2.2%		
<b>Environmental Quality, Protection and Beautification : Environmental Education</b>							
CEO/Executive Director	6	0.0%			0.0%		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	18	3.8%		-1.9%	3.8%	7.1%	
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	8	-1.6%			-1.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	16	2.4%		-4.1%	-0.9%	3.8%	
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	24	6.4%	-1.7%	0.0%	3.1%	12.2%	18.9%
Top Finance Position	15	7.1%		1.1%	7.5%	12.9%	
Health – General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	10	3.0%		-0.4%	4.4%	5.7%	
Health – General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	6	-2.1%			-0.2%		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	13	5.1%		0.0%	6.0%	12.6%	
Top Finance Position	6	9.0%			7.1%		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	24	3.8%	-1.4%	-0.1%	2.4%	8.1%	11.7%
Top Finance Position	13	7.5%		-1.5%	9.4%	13.9%	
Top Operations Position	9	6.4%			5.3%		
Health – General and Rehabilitative: Nursing							
Top Administrative Position	8	6.6%			7.0%		
Health – General and Rehabilitative: Public Health							
CEO/Executive Director	14	5.5%		-0.2%	1.9%	10.8%	
Health – General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	7	2.5%			3.3%		
Health – General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	9	2.9%			0.0%		



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	19	5.2%		0.3%	4.7%	8.5%	
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	47	3.5%	-5.8%	0.0%	2.6%	9.6%	12.8%
Top Finance Position	8	5.0%			3.6%		
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	12	3.5%		-5.1%	2.5%	9.8%	
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	15	6.2%		1.8%	5.5%	11.2%	
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	111	3.5%	-5.6%	-0.4%	1.6%	7.7%	15.7%
Top Finance Position	33	6.1%	-1.5%	1.6%	5.5%	8.2%	12.9%
Top Operations Position	10	7.5%		5.6%	6.8%	10.0%	
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	77	4.7%	-2.2%	0.0%	3.2%	7.3%	16.0%
Top Finance Position	24	4.6%	-5.3%	-0.3%	2.5%	9.7%	16.3%
Top Operations Position	10	2.7%		0.1%	6.1%	8.3%	
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	16	1.0%		-9.8%	0.7%	8.9%	
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	47	3.5%	-4.1%	0.0%	2.5%	6.9%	12.3%
Top Finance Position	7	2.6%			4.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	76	4.8%	-4.0%	0.0%	3.0%	9.2%	16.4%
Top Finance Position	28	5.5%	-2.0%	1.2%	3.6%	11.4%	15.1%
Top Operations Position	5	4.5%			2.9%		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	18	5.9%		0.6%	8.0%	13.3%	
Top Finance Position	5	2.3%			1.5%		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	19	6.4%		0.1%	3.7%	13.1%	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	41	3.7%	-3.9%	0.0%	3.0%	5.7%	14.1%
Top Administrative Position	5	3.0%			0.2%		
Top Finance Position	15	4.7%		0.3%	5.5%	7.6%	
Top Operations Position	9	7.5%			5.9%		
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	14	-3.0%		-6.3%	-0.2%	3.6%	
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	14	1.3%		-1.6%	0.0%	3.6%	
Top Finance Position	6	3.9%			6.2%		
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	5	7.3%			6.8%		
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	7	9.4%			6.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	41	2.1%	-5.3%	-3.3%	1.8%	7.4%	11.1%
Top Finance Position	13	2.8%		0.3%	3.5%	5.1%	
Top Operations Position	12	4.4%		1.4%	4.5%	7.8%	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	23	2.3%	-9.5%	-3.2%	0.0%	9.1%	12.4%
Top Finance Position	12	-1.1%		-5.1%	-1.3%	2.3%	
Top Operations Position	6	-3.0%			-0.8%		
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	18	6.7%		0.0%	3.0%	13.6%	
Top Finance Position	7	3.3%			3.8%		
Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Charity & Voluntarism Promotion							
CEO/Executive Director	6	-0.1%			2.7%		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	24	5.2%	-0.1%	1.9%	4.6%	9.3%	15.1%
Top Finance Position	7	6.6%			4.6%		
Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other							
CEO/Executive Director	6	0.0%			2.3%		
Public Safety, Disaster Preparedness and Relief: Safety Education							
CEO/Executive Director	5	1.6%			1.2%		
Public, Society Benefit – Multipurpose and Other: Leadership Development							
CEO/Executive Director	5	3.2%			3.8%		
Public, Society Benefit – Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	6	-3.4%			1.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	18	0.0%		-2.4%	0.0%	3.0%	
Top Finance Position	5	-0.1%			0.1%		
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
CEO/Executive Director	5	6.8%			4.7%		
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
CEO/Executive Director	10	7.8%		2.0%	6.1%	13.9%	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	102	1.3%	-9.2%	-2.7%	0.7%	6.1%	15.6%
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	8	-3.0%			-0.4%		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	16	1.7%		-0.2%	0.4%	3.6%	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	14	1.2%		0.0%	0.1%	3.8%	
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	5	-2.7%			0.4%		
Science and Technology Research Institutes, Services: General Science							
CEO/Executive Director	5	-1.8%			0.0%		
Unknown							
CEO/Executive Director	7	0.9%			0.0%		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	8	2.1%			1.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
Youth Development: Scouting							
CEO/Executive Director	9	5.5%			5.0%		
Youth Development: Service and Other							
CEO/Executive Director	6	2.7%			3.8%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	20	3.0%	-8.0%	0.2%	3.4%	8.1%	12.8%
Youth Development: Youth Development Programs							
CEO/Executive Director	35	6.6%	-2.3%	1.9%	5.4%	13.1%	20.9%
<b>Georgia</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	11	5.8%		0.0%	2.3%	10.1%	
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	18	3.4%		-0.3%	3.0%	8.4%	
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	6	5.6%			2.8%		
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	6	2.7%			0.0%		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	16	-0.5%		-6.3%	1.1%	4.5%	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	15	6.0%		0.5%	6.9%	9.3%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
Arts, Culture and Humanities: Service and Other							
CEO/Executive Director	5	-4.9%			-8.7%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	9	3.8%			5.2%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	6	7.8%			7.5%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	7	7.4%			4.0%		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	7	2.1%			1.4%		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	6	5.1%			4.7%		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	8	-0.2%			0.2%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	6	-3.8%			1.1%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	8	3.7%			2.1%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	12	3.1%		-0.8%	0.4%	4.1%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	85	3.4%	-6.0%	0.0%	2.7%	9.1%	13.2%
Top Administrative Position	8	4.2%			3.0%		
Top Business Position	5	-0.5%			1.5%		
Top Development Position	6	-3.4%			-3.4%		
Top Finance Position	24	2.6%	-4.8%	1.4%	2.7%	3.9%	8.3%
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	12	-3.0%		-7.6%	-0.5%	1.8%	
Top Finance Position	12	7.5%		3.5%	8.2%	10.8%	
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	20	2.2%	-4.2%	-1.7%	1.4%	5.2%	7.9%
Top Finance Position	5	0.3%			1.5%		
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	6	1.7%			2.5%		
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	7	1.7%			0.1%		
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	7	0.9%			2.5%		
<b>Environmental Quality, Protection and Beautification : Environmental Education</b>							
CEO/Executive Director	6	3.9%			3.0%		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	12	6.3%		0.9%	2.8%	12.8%	
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	6	3.6%			3.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	15	2.3%		-0.1%	2.2%	7.4%	
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	23	3.6%	-3.5%	-1.9%	2.6%	6.5%	11.3%
Top Finance Position	10	6.3%		0.3%	5.8%	7.6%	
Health – General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	6	-3.0%			-1.5%		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	12	2.7%		-2.6%	3.5%	7.1%	
Top Finance Position	5	7.7%			7.9%		
Top Operations Position	5	3.1%			6.9%		
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	8	7.3%			3.6%		
Top Administrative Position	5	11.1%			9.4%		
Top Finance Position	5	5.2%			4.8%		
Health – General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	9	1.1%			0.1%		
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	10	8.1%		3.9%	9.2%	14.7%	
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	5	2.2%			0.9%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	19	1.7%		-2.7%	0.5%	5.7%	
Top Finance Position	6	4.8%			4.6%		



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
Housing, Shelter: Temporary Housing							
CEO/Executive Director	9	1.0%			0.6%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	38	4.6%	-3.9%	0.0%	3.8%	9.4%	16.4%
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	40	2.2%	-4.4%	0.0%	1.1%	5.9%	8.8%
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	14	3.0%		0.0%	0.1%	9.9%	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	36	1.7%	-12.5%	-1.4%	1.8%	8.3%	10.5%
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	44	1.3%	-8.1%	-2.7%	0.1%	6.2%	12.9%
Top Finance Position	9	5.3%			3.8%		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	8	-2.3%			0.0%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	14	4.3%		0.2%	2.5%	11.3%	
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	8	3.5%			3.5%		
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	13	6.4%		0.0%	0.0%	19.3%	
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	5	6.0%			5.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	11	1.0%		-2.3%	2.9%	6.0%	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	16	1.7%		-0.3%	1.0%	4.2%	
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	15	4.7%		0.4%	4.8%	6.7%	
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	15	0.4%		-2.2%	2.2%	4.2%	
Public, Society Benefit – Multipurpose and Other: Leadership Development							
CEO/Executive Director	5	-1.9%			0.0%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	12	-4.8%		-10.5%	-1.6%	0.4%	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	105	0.3%	-14.0%	-5.6%	0.0%	5.2%	15.3%
Top Finance Position	12	6.8%		0.0%	4.8%	13.2%	
Top Operations Position	5	2.6%			4.4%		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	7	-2.9%			0.0%		
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	12	1.5%		-4.3%	3.6%	7.6%	
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	5	1.1%			2.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
Youth Development: Scouting							
CEO/Executive Director	6	5.9%			1.6%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	14	2.6%		0.0%	0.0%	3.1%	
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	5	-6.4%			-6.2%		
Youth Development: Youth Development Programs							
CEO/Executive Director	29	3.5%	-1.7%	0.0%	2.7%	5.8%	9.0%
<b>Hawaii</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	8	1.9%			0.2%		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	6	2.0%			1.5%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	5	2.3%			3.1%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	15	3.1%		1.0%	3.2%	9.0%	
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	9	-0.4%			0.0%		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	6	4.2%			3.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Hawaii</b>							
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	9	7.4%			3.3%		
Health – General and Rehabilitative: Public Health							
CEO/Executive Director	5	0.4%			0.5%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	8	4.1%			7.1%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	14	3.6%		1.2%	2.9%	6.2%	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	15	2.4%		-2.2%	1.0%	6.9%	
Top Finance Position	5	3.1%			3.9%		
Top Operations Position	5	3.3%			4.7%		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	5	1.1%			2.5%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	4.5%			5.2%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	6	2.8%			2.2%		
Unknown							
CEO/Executive Director	7	3.6%			3.9%		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	-4.0%			-3.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Idaho</b>							
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	6	-4.0%			-4.6%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	14	6.6%		1.7%	7.9%	11.4%	
Top Administrative Position	12	7.1%		0.8%	8.4%	11.9%	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	8	4.7%			2.9%		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	10	3.4%		0.0%	2.6%	6.6%	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	5.4%			4.5%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	7.1%			2.7%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	9	4.4%			1.0%		
Unknown							
CEO/Executive Director	6	6.7%			6.6%		
<b>Illinois</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	28	0.6%	-5.6%	-1.7%	0.2%	3.4%	6.4%
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	37	3.1%	-3.2%	0.0%	2.4%	5.8%	10.1%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	19	1.2%		-2.0%	0.2%	4.7%	
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	12	0.5%		-3.6%	1.2%	7.3%	
Arts, Culture and Humanities: Museums							
CEO/Executive Director	27	0.4%	-5.0%	-2.1%	1.3%	3.3%	5.6%
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	52	3.0%	-4.1%	0.0%	3.8%	7.1%	9.5%
Top Administrative Position	7	-5.3%			0.9%		
Arts, Culture and Humanities: Service and Other							
CEO/Executive Director	6	10.5%			10.0%		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	12	6.4%		2.6%	4.7%	10.5%	
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	7	6.2%			2.7%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	37	2.8%	-3.7%	-0.4%	2.0%	4.7%	13.0%
Top Finance Position	5	1.7%			1.6%		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	5	5.4%			5.6%		
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	8	4.6%			1.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	20	2.3%	-4.0%	-0.2%	1.7%	5.3%	9.6%
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	9	8.7%			8.3%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	14	1.9%		0.0%	0.8%	5.6%	
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	13	2.7%		1.3%	3.0%	5.3%	
Diseases, Disorders, Medical Disciplines: Birth Defects & Genetic Diseases							
CEO/Executive Director	5	5.7%			3.4%		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	5	-1.8%			-0.9%		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	11	1.1%		-0.3%	1.1%	3.9%	
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	12	6.1%		2.1%	5.4%	10.4%	
Diseases, Disorders, Medical Disciplines: Nerve, Muscle & Bone Diseases							
CEO/Executive Director	6	1.5%			1.6%		
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	7	-0.9%			-1.9%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	10	-1.2%		-4.5%	0.0%	4.7%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	10	-3.6%		-7.2%	1.2%	2.3%	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	22	0.8%	-4.3%	-2.5%	1.6%	4.1%	8.1%
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	28	5.8%	-1.1%	0.0%	3.2%	10.5%	17.8%
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	117	2.9%	-5.8%	0.0%	2.9%	6.9%	12.7%
Top Administrative Position	14	3.3%		0.5%	3.5%	5.5%	
Top Business Position	5	7.1%			8.6%		
Top Education Position	11	2.4%		0.8%	4.8%	7.5%	
Top Finance Position	21	4.8%	0.0%	0.3%	3.3%	5.8%	14.4%
Top Operations Position	7	4.3%			3.8%		
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	11	2.7%		-9.4%	0.1%	14.7%	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	26	2.2%	-5.6%	-1.5%	1.7%	5.6%	8.9%
Top Development Position	8	1.0%			0.4%		
Top Finance Position	15	3.7%		1.2%	2.6%	7.8%	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	30	5.2%	-1.6%	0.0%	2.8%	8.1%	16.2%
Top Finance Position	7	7.3%			6.2%		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	16	5.5%		0.5%	4.9%	9.5%	



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	20	1.3%	-5.3%	-0.1%	1.3%	6.2%	7.2%
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	13	3.5%		0.0%	4.5%	6.5%	
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	15	5.0%		2.2%	3.6%	8.7%	
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	7	-0.3%			0.6%		
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	13	6.7%		0.6%	3.9%	16.4%	
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	24	5.7%	-6.5%	-0.1%	6.6%	11.3%	15.7%
Top Finance Position	14	8.2%		0.7%	4.9%	15.4%	
<b>Health – General and Rehabilitative: Health Care N.E.C.</b>							
CEO/Executive Director	5	0.9%			3.7%		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	7	5.6%			3.7%		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	35	3.6%	-6.6%	-2.9%	4.3%	8.0%	13.9%
Top Finance Position	18	6.1%		2.0%	5.8%	8.3%	
Top Human Resources Position	8	1.1%			2.2%		
Top Operations Position	11	4.3%		-1.6%	6.8%	12.0%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	12	0.0%		-2.1%	1.7%	3.8%	
Top Administrative Position	11	5.3%		1.8%	3.1%	8.4%	
Top Finance Position	9	9.4%			7.8%		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	12	4.5%		-0.1%	1.1%	9.6%	
<b>Health – General and Rehabilitative: Rehabilitative Care</b>							
CEO/Executive Director	10	6.4%		1.0%	3.5%	15.2%	
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	18	3.9%		-2.3%	3.7%	11.1%	
Top Finance Position	6	3.8%			4.3%		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	33	4.8%	-1.4%	0.0%	3.3%	10.3%	16.9%
Top Finance Position	7	7.1%			4.9%		
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	17	1.7%		-3.6%	3.5%	7.1%	
<b>Housing, Shelter: Service and Other</b>							
CEO/Executive Director	5	0.5%			0.1%		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	15	0.2%		-1.9%	0.5%	6.4%	
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	145	2.5%	-5.1%	-0.9%	2.1%	5.4%	11.6%
Top Finance Position	31	3.1%	-2.6%	-0.1%	4.1%	6.4%	8.5%
Top Operations Position	6	3.2%			3.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	82	3.4%	-3.5%	0.0%	3.0%	6.6%	12.3%
Top Finance Position	17	4.4%		0.0%	2.6%	10.1%	
Top Operations Position	8	1.3%			2.5%		
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	6	4.7%			2.8%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	51	2.3%	-8.9%	0.0%	1.9%	7.3%	11.7%
Top Finance Position	7	3.3%			2.2%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	102	2.8%	-3.4%	0.0%	2.2%	5.9%	11.6%
Top Finance Position	22	1.7%	-14.1%	1.3%	3.2%	8.6%	10.9%
Top Operations Position	6	4.5%			3.7%		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	17	2.2%		-0.3%	1.5%	6.4%	
Top Finance Position	5	6.1%			2.4%		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	9	4.4%			4.5%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	46	4.0%	-7.2%	-0.9%	3.2%	9.5%	18.2%
Top Finance Position	18	5.3%		1.2%	5.4%	10.4%	
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	9	3.1%			1.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	15	6.7%		0.0%	3.7%	18.5%	
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	10	9.0%		0.4%	5.2%	19.5%	
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	11	1.3%		-1.4%	1.0%	3.0%	
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	7	11.5%			5.5%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	32	3.5%	-3.9%	-2.0%	4.2%	7.3%	14.7%
Top Finance Position	11	1.7%		-3.4%	1.8%	4.8%	
Top Operations Position	6	3.6%			3.3%		
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	5	4.8%			9.0%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	19	-0.1%		-1.4%	0.9%	2.1%	
Top Finance Position	5	0.7%			-1.1%		
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	12	4.0%		1.4%	2.6%	3.6%	
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	15	3.5%		1.2%	4.1%	8.3%	
Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other							
CEO/Executive Director	5	2.8%			4.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	18	1.3%		-1.6%	1.4%	6.7%	
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	6	5.4%			2.9%		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	9	-0.5%			2.0%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	59	1.5%	-5.9%	-0.3%	0.7%	4.3%	10.5%
Top Finance Position	6	3.7%			2.3%		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	7	-4.5%			-2.9%		
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	8	1.9%			2.8%		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	5	6.2%			7.7%		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	8	1.2%			0.0%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	16	4.5%		0.2%	4.4%	7.9%	
Youth Development: Youth Development Programs							
CEO/Executive Director	34	4.9%	-4.6%	-0.3%	5.5%	11.9%	16.0%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	18	1.0%		-2.9%	-0.1%	2.3%	
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	14	1.5%		-3.3%	0.6%	3.8%	
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	11	1.4%		-1.4%	1.8%	4.5%	
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	10	-1.0%		-2.7%	-0.2%	3.8%	
Arts, Culture and Humanities: Museums							
CEO/Executive Director	14	0.7%		0.0%	2.6%	7.3%	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	27	3.3%	-2.7%	0.9%	2.7%	4.9%	9.2%
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	5	2.2%			0.7%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	26	2.2%	-5.3%	-1.0%	1.3%	6.8%	11.9%
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	20	2.4%	-3.9%	-0.1%	2.3%	5.0%	13.4%
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	6	-3.7%			-1.0%		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	7	1.7%			3.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	6	5.5%			4.3%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	5	-4.9%			-3.0%		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	5	2.8%			1.5%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	7	-0.2%			1.8%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	11	2.5%		-1.9%	0.0%	4.2%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	40	3.0%	-9.5%	-1.2%	2.2%	8.2%	11.8%
Top Finance Position	11	6.8%		4.8%	6.0%	9.4%	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	22	4.7%	-3.2%	0.3%	4.2%	10.6%	12.7%
Top Administrative Position	5	1.4%			-2.2%		
Top Development Position	6	2.6%			3.5%		
Top Finance Position	15	3.8%		-0.4%	4.3%	7.2%	
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	5	3.8%			5.4%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	20	2.1%	-5.3%	0.2%	2.7%	4.7%	5.8%
Top Finance Position	6	8.0%			7.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	12	4.6%		0.4%	3.9%	15.2%	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	16	0.3%		-3.3%	0.8%	4.8%	
Top Education Position	6	2.5%			1.3%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	5	3.7%			1.2%		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	12	3.3%		0.9%	4.4%	6.3%	
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	17	2.8%		-2.0%	3.0%	7.0%	
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	16	4.3%		0.3%	3.1%	6.4%	
Top Finance Position	11	5.7%		-1.9%	5.8%	14.2%	
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	6	4.9%			4.2%		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	21	2.1%	-5.7%	-1.6%	2.4%	6.7%	8.9%
Top Finance Position	12	3.6%		0.9%	3.7%	6.1%	
Top Operations Position	6	0.3%			1.5%		
Health – General and Rehabilitative: Public Health							
CEO/Executive Director	10	4.7%		0.3%	1.1%	7.9%	
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	10	5.3%		0.9%	5.1%	8.7%	



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	25	0.9%	-4.0%	-0.7%	1.1%	3.7%	9.8%
Housing, Shelter: Temporary Housing							
CEO/Executive Director	10	6.4%		0.5%	6.8%	13.5%	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	70	3.8%	-3.2%	1.1%	3.3%	7.2%	12.8%
Top Finance Position	15	5.0%		0.7%	4.3%	11.2%	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	45	3.5%	-3.6%	-0.7%	1.2%	7.2%	14.2%
Top Finance Position	11	2.3%		0.0%	1.0%	4.0%	
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	8	5.6%			4.2%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	34	2.3%	-4.6%	-0.1%	2.5%	5.0%	10.3%
Top Finance Position	5	-0.7%			3.8%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	66	3.7%	-3.4%	0.7%	2.4%	5.9%	11.9%
Top Finance Position	19	3.4%		-0.3%	3.0%	7.6%	
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	9	4.7%			3.3%		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	8	3.7%			2.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	23	4.0%	-4.9%	-2.3%	2.0%	8.7%	15.7%
Top Administrative Position	5	-0.2%			0.0%		
Top Finance Position	7	7.7%			7.0%		
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	9	3.1%			2.9%		
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	9	1.2%			0.8%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	13	6.5%		2.0%	4.3%	10.8%	
Top Finance Position	10	2.0%		-2.0%	2.4%	5.8%	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	7	2.7%			2.1%		
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	19	2.8%		0.0%	1.7%	3.5%	
Philanthropy, Voluntarism and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	5	-0.8%			-0.5%		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	53	4.9%	0.1%	1.3%	4.0%	6.2%	10.6%
Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other							
CEO/Executive Director	5	1.2%			0.1%		
Public, Society Benefit – Multipurpose and Other: Leadership Development							
CEO/Executive Director	5	-3.9%			-6.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	7	2.8%			3.0%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	42	3.6%	-4.3%	-2.5%	1.7%	9.6%	15.3%
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	8	-2.5%			-0.9%		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	8	2.9%			1.5%		
Youth Development: Scouting							
CEO/Executive Director	7	3.9%			2.8%		
Youth Development: Service and Other							
CEO/Executive Director	5	1.2%			-0.3%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	24	2.4%	-5.8%	-0.2%	1.0%	7.1%	11.5%
Youth Development: Youth Development Programs							
CEO/Executive Director	18	5.9%		0.5%	3.8%	10.2%	
<b>Iowa</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	2.4%			1.6%		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	8	-0.4%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Iowa</b>							
Arts, Culture and Humanities: Museums							
CEO/Executive Director	11	3.7%		2.1%	4.3%	6.8%	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	13	0.0%		-3.8%	1.4%	6.4%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	16	5.1%		1.7%	4.5%	7.2%	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	5	4.8%			4.0%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	11	3.6%		-0.8%	4.9%	8.2%	
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	5	3.2%			4.4%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	19	2.0%		-1.8%	1.3%	6.6%	
Top Development Position	9	4.7%			3.1%		
Top Finance Position	6	5.8%			2.4%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	12	2.1%		-0.2%	2.9%	5.2%	
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	14	5.7%		0.8%	3.7%	6.9%	
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	5	6.1%			4.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Iowa</b>							
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	8	8.3%			5.7%		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	12	2.1%		-3.9%	1.5%	5.2%	
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	9	2.5%			5.5%		
Top Finance Position	12	5.0%		-3.8%	6.4%	12.0%	
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	7	4.6%			4.4%		
Top Administrative Position	8	7.2%			5.8%		
Top Finance Position	7	1.5%			2.6%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	22	4.3%	-7.4%	1.5%	4.1%	8.8%	13.5%
Top Administrative Position	5	4.1%			3.4%		
Top Finance Position	5	3.0%			3.5%		
Housing, Shelter: Housing Support							
CEO/Executive Director	5	-4.3%			-0.5%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	33	3.5%	-5.6%	0.2%	3.2%	7.8%	12.8%
Top Finance Position	12	3.7%		0.5%	2.7%	5.3%	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	20	3.4%	0.1%	1.4%	3.1%	4.1%	6.4%
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	10	7.6%		0.5%	5.9%	14.3%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Iowa</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	32	5.1%	-0.2%	0.9%	3.0%	7.6%	14.0%
Top Finance Position	5	2.4%			2.7%		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	5	4.5%			2.5%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	27	4.8%	-3.8%	2.6%	5.3%	8.3%	12.1%
Top Administrative Position	7	2.3%			2.9%		
Top Finance Position	12	4.9%		2.7%	3.4%	9.5%	
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	7	8.0%			7.1%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	15	3.7%		1.6%	2.5%	6.0%	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	10	5.6%		0.9%	5.6%	8.7%	
Top Finance Position	6	8.1%			8.9%		
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	7	4.0%			3.6%		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	8	3.5%			2.6%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	0.4%			3.7%		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	6	7.6%			7.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Iowa</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	15	4.8%		-2.7%	3.8%	13.0%	
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	5	5.2%			-2.0%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	5	8.1%			3.0%		
Youth Development: Youth Development Programs							
CEO/Executive Director	7	2.4%			3.7%		
<b>Kansas</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	9	0.6%			0.0%		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	10	4.0%		-3.1%	2.0%	10.6%	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	10	3.6%		-0.9%	2.3%	9.6%	
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	10	-0.6%		-3.9%	-1.6%	5.7%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	6	3.9%			2.9%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	25	-0.4%	-13.6%	-4.7%	1.0%	4.4%	7.6%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas</b>							
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	15	2.7%		-1.8%	2.6%	10.0%	
Top Finance Position	6	-3.1%			-2.7%		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	13	1.7%		0.2%	4.6%	6.0%	
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	6	5.3%			4.3%		
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	5	-1.4%			-1.6%		
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	6	1.9%			2.6%		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	10	4.4%		0.0%	2.4%	7.3%	
Top Finance Position	6	10.9%			9.5%		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	11	3.5%		-0.2%	1.6%	8.4%	
Top Finance Position	11	4.4%		-0.6%	6.1%	9.4%	
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	6	8.9%			6.8%		
Top Administrative Position	16	0.5%		-4.6%	2.8%	4.1%	
Top Finance Position	7	2.4%			1.6%		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	5	-5.3%			0.0%		



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas</b>							
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	6	-0.6%			-2.3%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	36	2.0%	-4.5%	-1.0%	1.2%	4.8%	10.1%
Top Finance Position	7	6.1%			4.4%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	14	0.2%		-4.7%	0.1%	3.3%	
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	7	9.1%			4.5%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	14	6.2%		0.4%	5.7%	10.4%	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	15	2.7%		0.7%	2.6%	5.4%	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	9	1.1%			0.6%		
Top Administrative Position	5	4.2%			2.5%		
Top Finance Position	9	3.6%			3.4%		
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	6	1.3%			2.4%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	18	0.5%		-3.7%	1.5%	4.7%	
Top Finance Position	11	3.8%		0.8%	2.5%	5.6%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas</b>							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	10	2.9%		-0.7%	0.3%	5.4%	
Top Finance Position	5	0.5%			2.8%		
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	5	1.8%			1.2%		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	11	6.6%		3.3%	5.2%	8.1%	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	7	4.2%			0.9%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	11	0.5%		-3.5%	0.7%	2.7%	
Youth Development: Youth Development Programs							
CEO/Executive Director	5	7.8%			4.8%		
<b>Kentucky</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	7	5.2%			5.3%		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	5	-2.5%			1.7%		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	8	-0.7%			0.4%		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	12	3.9%		0.2%	4.0%	4.9%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kentucky</b>							
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	8	5.8%			4.3%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	10	4.4%		3.7%	5.0%	8.9%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	5.2%			0.7%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	22	2.0%	-3.6%	0.0%	1.8%	5.0%	7.8%
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	9	6.6%			6.3%		
Top Development Position	5	0.3%			0.7%		
Top Finance Position	7	3.9%			1.4%		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	5	3.6%			1.0%		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	7	0.9%			0.0%		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	6	6.1%			7.3%		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	9	4.5%			4.9%		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	5	3.7%			5.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kentucky</b>							
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	13	4.1%		1.2%	2.0%	10.4%	
Top Finance Position	10	7.5%		2.9%	7.3%	13.4%	
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	7	-0.5%			1.0%		
Top Administrative Position	5	0.7%			4.5%		
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
CEO/Executive Director	6	6.9%			6.0%		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	7	3.4%			2.8%		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	20	3.7%	-1.5%	0.4%	2.7%	7.1%	9.2%
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	6	6.3%			6.0%		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	25	2.0%	-7.7%	0.6%	3.8%	5.7%	8.0%
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	19	2.4%		-1.5%	2.0%	4.7%	
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	8	3.6%			2.3%		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	9	7.4%			2.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kentucky</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	31	4.5%	-3.0%	-0.2%	3.1%	7.4%	11.7%
Top Finance Position	8	2.6%			1.2%		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	6	4.6%			5.6%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	11	3.7%		-2.7%	4.9%	8.5%	
Top Finance Position	6	5.0%			1.0%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	7	6.3%			9.5%		
Top Finance Position	6	7.0%			7.9%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	7	1.4%			2.0%		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	6	4.0%			3.8%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	7	5.8%			4.5%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	18	3.3%		0.0%	1.0%	8.1%	
Unknown							
CEO/Executive Director	10	-1.8%		-5.0%	-0.9%	3.2%	
Youth Development: Youth Development Programs							
CEO/Executive Director	5	0.4%			-1.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Louisiana</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	17	1.0%		-3.8%	2.4%	9.2%	
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	7	3.0%			1.1%		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	12	1.7%		0.0%	0.9%	2.6%	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	9	3.0%			4.6%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	12	8.3%		2.8%	5.5%	11.4%	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	7	3.8%			2.0%		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	5	9.6%			4.5%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	7	10.1%			11.7%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	6	2.6%			0.6%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	7	2.1%			4.2%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	40	3.9%	-2.6%	0.2%	3.0%	6.4%	14.3%
Top Finance Position	11	7.1%		1.3%	5.9%	10.9%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Louisiana</b>							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	15	4.2%		-1.7%	3.0%	8.4%	
Top Finance Position	5	8.2%			8.0%		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	7	-3.1%			0.0%		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	9	1.7%			1.6%		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	15	0.8%		-3.3%	0.0%	4.9%	
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	7	2.9%			1.8%		
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	8	3.6%			1.5%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	8	2.5%			1.5%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	43	3.4%	-4.9%	0.0%	2.7%	7.1%	11.8%
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	19	1.7%		-0.5%	2.6%	7.7%	
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	5	-3.1%			-4.6%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	13	8.1%		1.6%	8.2%	16.4%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Louisiana</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	32	2.0%	-4.8%	-2.4%	0.0%	4.9%	8.9%
Top Finance Position	6	0.7%			1.8%		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	6	4.7%			2.9%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	10	-0.3%		-1.8%	0.0%	0.4%	
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	5	-2.5%			-0.8%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	8	1.8%			5.7%		
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	7	0.4%			0.9%		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	6	5.3%			2.8%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	29	-1.7%	-18.6%	-4.8%	0.0%	1.1%	11.0%
Unknown							
CEO/Executive Director	7	0.8%			8.6%		
Youth Development: Scouting							
CEO/Executive Director	6	4.1%			5.4%		
Youth Development: Youth Development Programs							
CEO/Executive Director	11	1.4%		-3.6%	-0.1%	4.6%	



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maine</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	7	7.3%			3.7%		
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	7	4.6%			8.3%		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	8	1.6%			0.0%		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	7	4.9%			3.5%		
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	6	4.6%			4.8%		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	11	5.8%		0.4%	3.2%	12.3%	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	13	3.6%		-0.5%	2.5%	12.2%	
Arts, Culture and Humanities: Visual Arts							
CEO/Executive Director	5	5.7%			3.4%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	6	8.2%			5.6%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	6	2.1%			1.0%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	33	2.9%	-8.6%	-1.5%	1.6%	8.2%	15.6%
Top Finance Position	10	2.6%		-1.7%	3.8%	7.5%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maine</b>							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	2.4%			1.7%		
Top Finance Position	6	7.3%			8.0%		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	6	-1.7%			0.8%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	1.8%			3.7%		
Environmental Quality, Protection and Beautification : Environment N.E.C.							
CEO/Executive Director	5	7.9%			6.6%		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	25	2.2%	-4.7%	-0.3%	2.6%	5.3%	10.5%
Environmental Quality, Protection and Beautification : Service and Other							
CEO/Executive Director	8	-1.0%			1.5%		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	9	2.2%			3.2%		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	6	-3.8%			-2.0%		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	7	2.4%			2.8%		
Top Finance Position	6	9.4%			7.8%		
Health – General and Rehabilitative: Public Health							
CEO/Executive Director	5	0.7%			1.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maine</b>							
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	13	1.4%		-0.9%	1.0%	3.7%	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	20	4.6%	-2.9%	0.5%	3.5%	10.6%	13.4%
Top Finance Position	6	7.0%			6.1%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	14	4.8%		0.0%	2.7%	8.9%	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	9	1.9%			3.8%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	19	2.4%		-0.3%	1.6%	5.6%	
Top Finance Position	5	7.0%			8.7%		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	5	5.5%			3.9%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	14	-0.8%		-5.3%	1.6%	3.8%	
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	11	4.5%		1.3%	2.6%	7.0%	
Top Finance Position	5	2.0%			-0.4%		
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	5	1.8%			1.9%		
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	6	0.2%			0.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maine</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	11.8%			11.8%		
Youth Development: Youth Development Programs							
CEO/Executive Director	9	2.1%			2.6%		
<b>Maryland</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	16	4.0%		-0.6%	0.1%	8.0%	
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	24	3.5%	-4.1%	0.6%	3.6%	8.3%	10.0%
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	8	7.7%			3.5%		
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	10	0.3%		-1.9%	0.1%	8.4%	
Arts, Culture and Humanities: Museums							
CEO/Executive Director	10	2.4%		0.7%	3.7%	5.4%	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	18	3.8%		0.0%	5.1%	8.0%	
Arts, Culture and Humanities: Visual Arts							
CEO/Executive Director	7	4.9%			2.5%		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	9	-0.9%			0.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	5	7.6%			11.2%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	20	2.8%	-3.7%	-0.1%	1.9%	4.9%	9.9%
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	8	4.5%			2.6%		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	8	-0.4%			0.9%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	7	-4.2%			-2.0%		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	8	4.2%			4.3%		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	10	3.0%		-0.9%	1.9%	5.7%	
Top Finance Position	5	2.9%			3.1%		
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	7	4.7%			4.8%		
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	6	-1.1%			0.9%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	5	4.7%			2.4%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	8	7.3%			5.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	12	-1.7%		-6.2%	-1.2%	2.6%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	83	3.8%	-3.6%	0.3%	3.4%	8.4%	12.0%
Top Business Position	10	2.5%		1.0%	2.4%	4.2%	
Top Development Position	12	4.1%		1.5%	2.8%	4.4%	
Top Finance Position	28	4.4%	-2.3%	0.1%	3.7%	7.2%	10.5%
Top Operations Position	6	4.2%			5.2%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	7	7.9%			5.4%		
Top Finance Position	6	1.9%			5.3%		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	7	7.6%			7.7%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	20	3.0%	-3.9%	-0.6%	2.0%	5.2%	9.6%
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	7	5.5%			2.4%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	9	3.5%			5.1%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	8	6.6%			3.4%		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	24	3.3%	-9.8%	-0.8%	4.9%	8.1%	15.8%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
Environmental Quality, Protection and Beautification : Service and Other							
CEO/Executive Director	8	2.4%			1.3%		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	16	1.6%		-1.2%	4.1%	5.1%	
Top Finance Position	8	6.1%			3.2%		
Health – General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	5	-1.1%			4.0%		
Health – General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	5	9.2%			7.3%		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	10	3.7%		-1.1%	4.3%	9.3%	
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	11	2.0%		-2.7%	3.3%	8.9%	
Top Finance Position	6	15.2%			14.0%		
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	10	0.3%		-2.4%	1.9%	3.6%	
Health – General and Rehabilitative: Public Health							
CEO/Executive Director	6	-3.8%			-2.6%		
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	14	1.6%		-0.7%	2.8%	5.2%	
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	8	8.1%			8.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	24	2.5%	-3.1%	-2.0%	2.3%	7.3%	9.7%
Top Finance Position	5	3.6%			2.0%		
Housing, Shelter: Housing Support							
CEO/Executive Director	9	2.8%			2.5%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	11	2.4%		-0.2%	1.4%	5.6%	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	57	3.0%	-7.4%	-1.1%	2.8%	9.0%	13.7%
Top Finance Position	23	5.0%	-1.4%	0.5%	6.0%	9.9%	11.1%
Top Operations Position	7	3.3%			1.8%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	38	2.4%	-6.4%	-1.5%	1.9%	5.4%	14.3%
Top Finance Position	9	5.5%			5.7%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	15	6.3%		0.0%	4.2%	12.1%	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	40	3.6%	-4.8%	-1.4%	2.2%	10.1%	14.7%
Top Finance Position	12	1.4%		-1.9%	-0.1%	4.3%	
Top Operations Position	5	8.5%			6.4%		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	5	5.4%			6.5%		



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	41	3.0%	-3.5%	0.0%	2.1%	9.7%	11.8%
Top Finance Position	17	4.7%		2.3%	4.9%	8.9%	
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	8	3.2%			1.6%		
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	6	7.5%			9.5%		
Medical Research: Service and Other							
CEO/Executive Director	7	1.4%			2.8%		
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	6	9.0%			6.5%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	23	2.9%	-7.0%	-1.2%	3.9%	7.3%	13.5%
Top Finance Position	7	1.2%			2.9%		
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	9	7.9%			5.5%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	10	4.2%		0.1%	1.7%	6.6%	
Mutual/Membership Benefit Organizations, Other: Service and Other							
CEO/Executive Director	5	5.0%			5.5%		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	7	3.8%			4.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
Public, Society Benefit – Multipurpose and Other: Leadership Development							
CEO/Executive Director	6	-1.5%			0.8%		
Public, Society Benefit – Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	5	9.5%			12.4%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	23	2.7%	-9.4%	-0.7%	0.9%	6.4%	17.6%
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	6	4.6%			3.7%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	16	-0.2%		-1.5%	0.1%	2.7%	
Science and Technology Research Institutes, Services: Service and Other							
CEO/Executive Director	8	4.1%			2.4%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	6	4.2%			4.6%		
Youth Development: Youth Development Programs							
CEO/Executive Director	22	3.3%	-7.3%	0.0%	3.7%	8.7%	12.6%
<b>Massachusetts</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	16	1.7%		-1.0%	3.2%	5.7%	
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	29	1.3%	-14.4%	-1.3%	1.4%	7.4%	10.8%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
Arts, Culture and Humanities: Arts Services							
CEO/Executive Director	5	9.1%			6.7%		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	22	4.1%	-3.6%	-1.7%	3.9%	8.2%	14.0%
Arts, Culture and Humanities: Media & Communication							
CEO/Executive Director	53	2.7%	-4.9%	-1.6%	1.8%	6.0%	14.8%
Arts, Culture and Humanities: Museums							
CEO/Executive Director	37	3.1%	-3.3%	-0.5%	2.5%	6.6%	9.0%
Top Finance Position	11	2.7%		-1.8%	2.5%	4.9%	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	45	3.5%	-5.1%	0.0%	3.3%	7.4%	12.8%
Top Finance Position	6	-1.3%			1.5%		
Arts, Culture and Humanities: Service and Other							
CEO/Executive Director	9	4.4%			5.4%		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	11	5.1%		1.0%	4.6%	10.4%	
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action & Advocacy N.E.C.							
CEO/Executive Director	10	8.6%		1.3%	7.7%	16.4%	
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	5	4.2%			4.7%		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	5	1.5%			1.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	19	1.2%		-4.7%	2.4%	6.7%	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	10	3.2%		0.3%	2.0%	5.3%	
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	5	3.8%			3.4%		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	7	-1.0%			3.2%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	12	7.9%		1.7%	7.6%	12.8%	
Diseases, Disorders, Medical Disciplines: Birth Defects & Genetic Diseases							
CEO/Executive Director	7	6.7%			7.0%		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	6	3.4%			3.4%		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	6	6.1%			4.7%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	8	4.2%			2.1%		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	6	-1.8%			-1.3%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	19	2.3%		-0.5%	2.9%	6.6%	
Top Finance Position	5	2.3%			1.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	39	3.7%	-6.5%	0.0%	3.4%	7.5%	14.4%
Top Finance Position	8	1.4%			2.7%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	166	4.2%	-4.2%	0.0%	3.4%	8.4%	14.6%
Top Business Position	13	5.2%		1.6%	3.0%	8.1%	
Top Development Position	30	6.3%	1.9%	3.3%	4.7%	7.1%	15.9%
Top Finance Position	55	5.7%	-0.8%	2.2%	4.1%	9.7%	13.1%
Top Operations Position	25	5.5%	-1.7%	2.8%	4.5%	8.1%	12.0%
Top Program Position	7	5.7%			6.0%		
Top Technology Position	7	2.4%			3.8%		
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	6	3.8%			2.5%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	42	3.1%	-6.9%	-1.0%	1.9%	5.9%	16.1%
Top Administrative Position	8	5.9%			5.9%		
Top Development Position	25	5.7%	0.8%	2.7%	5.2%	9.1%	10.8%
Top Finance Position	27	2.2%	-2.7%	1.8%	3.2%	5.9%	6.9%
Top Legal Position	6	2.5%			4.3%		
Top Technology Position	11	3.1%		0.7%	4.6%	6.9%	
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	10	2.5%		0.3%	1.9%	4.2%	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	31	2.2%	-12.6%	-4.0%	3.2%	8.6%	16.5%
Top Finance Position	6	-1.5%			-0.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	14	4.9%		-1.3%	3.5%	11.5%	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	15	2.1%		-0.3%	0.2%	5.6%	
Top Education Position	5	3.2%			3.4%		
Top Finance Position	5	2.1%			1.4%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	12	1.3%		-4.1%	1.8%	5.0%	
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	35	3.8%	-1.6%	0.5%	3.2%	5.5%	14.6%
Environmental Quality, Protection and Beautification : Service and Other							
CEO/Executive Director	18	-0.9%		-2.7%	0.7%	3.8%	
Food, Agriculture and Nutrition: Agricultural Programs							
CEO/Executive Director	5	6.2%			3.9%		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	13	5.8%		1.0%	10.6%	12.1%	
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	24	4.1%	-7.8%	-0.1%	5.1%	9.8%	14.8%
Top Finance Position	17	9.1%		4.6%	6.1%	14.6%	
Top Operations Position	10	5.7%		0.7%	9.0%	9.8%	
Health – General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	8	1.3%			3.1%		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	8	3.4%			5.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	15	3.6%		0.4%	3.8%	8.8%	
Top Finance Position	13	6.3%		4.5%	9.0%	12.0%	
Top Human Resources Position	5	4.8%			2.9%		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	23	3.6%	-5.7%	-0.6%	3.3%	6.8%	12.7%
Top Administrative Position	20	0.9%	-6.2%	-1.9%	-0.1%	3.9%	7.7%
Top Finance Position	9	4.9%			5.4%		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	9	4.4%			5.0%		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	13	1.3%		-4.0%	1.2%	3.5%	
Top Finance Position	6	-3.1%			-1.7%		
Top Operations Position	5	11.2%			7.3%		
<b>Housing, Shelter: Housing &amp; Shelter N.E.C.</b>							
CEO/Executive Director	6	3.1%			2.8%		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	53	3.7%	-3.8%	0.0%	1.9%	7.0%	15.6%
Top Finance Position	16	0.3%		-0.9%	0.3%	2.7%	
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	10	8.7%		4.7%	9.3%	12.5%	
<b>Housing, Shelter: Service and Other</b>							
CEO/Executive Director	7	0.8%			0.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	9	4.7%			7.4%		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	104	3.3%	-6.6%	0.0%	3.8%	9.3%	13.1%
Top Development Position	10	4.5%		1.1%	4.0%	8.1%	
Top Finance Position	42	2.3%	-4.8%	-1.2%	3.0%	5.8%	12.2%
Top Human Resources Position	6	3.2%			2.7%		
Top Operations Position	12	5.2%		1.1%	4.3%	7.4%	
Top Technology Position	6	1.0%			-0.4%		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	78	4.2%	-3.6%	0.2%	3.0%	8.0%	15.6%
Top Finance Position	9	5.2%			3.3%		
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	10	3.9%		2.8%	7.1%	9.6%	
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	41	3.3%	-4.5%	0.0%	3.1%	6.3%	12.5%
Top Finance Position	10	4.0%		2.1%	5.9%	7.5%	
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	71	4.1%	-3.1%	0.3%	3.3%	7.4%	11.9%
Top Finance Position	32	5.0%	-4.7%	-0.8%	3.3%	9.9%	19.3%
Top Human Resources Position	7	5.1%			5.4%		
Top Operations Position	15	4.1%		-3.5%	2.5%	10.0%	
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
CEO/Executive Director	15	6.7%		3.1%	5.7%	9.3%	



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	33	6.2%	-2.0%	0.0%	3.4%	12.6%	16.4%
Top Finance Position	10	6.3%		1.6%	5.6%	10.3%	
Top Operations Position	5	4.0%			2.2%		
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	6	5.4%			4.5%		
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	17	4.9%		0.0%	0.2%	13.9%	
International, Foreign Affairs and National Security: International Peace & Security							
CEO/Executive Director	5	-2.2%			-2.4%		
International, Foreign Affairs and National Security: Promotion of International Understanding							
CEO/Executive Director	9	-0.8%			0.3%		
Medical Research: Service and Other							
CEO/Executive Director	5	-1.5%			0.1%		
Medical Research: Specifically Named Diseases Research							
CEO/Executive Director	5	-7.9%			-5.9%		
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	6	8.2%			6.9%		
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	5	6.8%			5.6%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	24	2.9%	-0.9%	0.1%	3.7%	5.1%	7.5%
Top Finance Position	6	6.9%			8.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	12	7.3%		3.8%	7.5%	11.9%	
Top Finance Position	5	8.4%			7.4%		
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	8	1.8%			1.9%		
Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Charity & Voluntarism Promotion							
CEO/Executive Director	7	2.3%			2.5%		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	14	2.0%		-4.2%	2.8%	9.5%	
Public, Society Benefit – Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	7	-1.7%			0.0%		
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	6	9.2%			8.5%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	19	4.8%		0.5%	4.5%	8.2%	
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	11	5.5%		0.0%	3.0%	9.4%	
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	7	1.5%			0.7%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	16	2.8%		0.9%	2.1%	6.2%	
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	6	-2.8%			2.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	6	4.4%			2.7%		
Social Science Research Institutes, Services: Social Science							
CEO/Executive Director	5	3.2%			0.2%		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	10	5.8%		-2.6%	5.0%	13.9%	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	31	3.8%	-3.8%	-1.7%	1.7%	9.6%	14.0%
Top Finance Position	5	7.5%			6.5%		
Youth Development: Youth Development Programs							
CEO/Executive Director	40	2.3%	-6.1%	-1.2%	1.8%	5.5%	11.9%
Top Finance Position	7	2.6%			4.1%		
Top Operations Position	7	4.3%			4.8%		
<b>Michigan</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	14	4.2%		-0.3%	2.6%	7.7%	
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	22	1.2%	-10.7%	-3.2%	0.1%	5.4%	9.6%
Arts, Culture and Humanities: Arts, Culture & Humanities N.E.C.							
CEO/Executive Director	5	-0.3%			3.0%		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	6	3.1%			2.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	14	7.0%		0.4%	4.6%	10.6%	
Arts, Culture and Humanities: Museums							
CEO/Executive Director	22	3.6%	-3.5%	0.0%	3.0%	7.8%	13.4%
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	35	3.6%	-4.7%	-1.1%	1.7%	9.6%	13.9%
Arts, Culture and Humanities: Visual Arts							
CEO/Executive Director	7	6.5%			7.1%		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	8	3.4%			1.3%		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	7	7.4%			7.5%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	19	3.5%		-2.8%	2.5%	8.9%	
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	5	0.8%			0.4%		
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	6	0.4%			-0.5%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	10	6.4%		0.0%	1.9%	9.2%	
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	6	3.5%			3.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	7	3.0%			2.7%		
<b>Crime, Legal-Related: Protection Against Abuse</b>							
CEO/Executive Director	5	3.7%			1.2%		
<b>Diseases, Disorders, Medical Disciplines: Cancer</b>							
CEO/Executive Director	6	-3.6%			-4.2%		
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	8	1.3%			2.1%		
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	5	11.7%			12.8%		
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	12	4.8%		0.8%	3.5%	7.6%	
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	50	2.1%	-5.9%	-1.6%	1.5%	5.3%	11.0%
Top Administrative Position	5	2.4%			1.6%		
Top Finance Position	12	4.7%		-1.3%	0.7%	10.5%	
<b>Educational Institutions and Related Activities: Graduate &amp; Professional Schools</b>							
CEO/Executive Director	5	3.0%			1.7%		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	19	5.4%		1.3%	5.0%	8.5%	
Top Finance Position	8	4.8%			2.4%		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	28	2.8%	-4.5%	-2.8%	1.9%	6.3%	10.1%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	9	4.0%			3.4%		
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	14	2.3%		-3.7%	3.2%	8.9%	
Top Finance Position	6	3.8%			3.0%		
<b>Environmental Quality, Protection and Beautification : Environmental Education</b>							
CEO/Executive Director	8	2.8%			0.0%		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	18	4.9%		0.5%	3.8%	7.1%	
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	7	7.1%			9.1%		
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	12	8.1%		4.2%	7.6%	11.1%	
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	22	2.4%	-9.6%	-4.5%	3.1%	8.5%	14.3%
Top Finance Position	8	11.9%			13.1%		
Top Operations Position	5	7.0%			4.5%		
<b>Health – General and Rehabilitative: Health (General &amp; Financing)</b>							
CEO/Executive Director	7	2.8%			0.2%		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	15	0.9%		-2.3%	0.3%	7.8%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	29	5.0%	-4.1%	0.0%	4.6%	11.1%	13.1%
Top Finance Position	16	6.3%		1.6%	4.0%	12.5%	
Top Operations Position	6	4.3%			3.3%		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	13	6.7%		1.0%	5.0%	9.2%	
Top Administrative Position	5	3.3%			1.0%		
Top Finance Position	7	1.3%			0.3%		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	11	-1.0%		-1.7%	-1.3%	5.2%	
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
CEO/Executive Director	5	2.8%			0.0%		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	6	4.1%			4.0%		
<b>Housing, Shelter: Housing &amp; Shelter N.E.C.</b>							
CEO/Executive Director	6	2.2%			3.0%		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	35	2.1%	-3.9%	-1.5%	2.2%	4.5%	10.6%
Top Administrative Position	11	4.1%		-0.6%	3.6%	6.2%	
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	6	-3.2%			-3.5%		
<b>Housing, Shelter: Service and Other</b>							
CEO/Executive Director	5	2.9%			2.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
Housing, Shelter: Temporary Housing							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations	21	5.3%	-0.3%	0.5%	3.3%	7.9%	16.7%
CEO/Executive Director	78	3.3%	-4.7%	-1.1%	2.9%	7.7%	13.4%
Top Finance Position	16	5.3%		-0.2%	5.3%	9.7%	
Top Operations Position	5	2.0%			2.3%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	42	5.4%	-3.3%	1.7%	3.9%	11.2%	17.1%
Top Finance Position	5	3.7%			2.6%		
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	10	0.7%		-4.2%	0.1%	3.5%	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	40	2.3%	-11.2%	-3.2%	2.4%	8.1%	12.6%
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	80	4.5%	-2.8%	-0.1%	2.9%	8.6%	14.2%
Top Finance Position	21	2.7%	-6.3%	0.0%	2.6%	5.4%	9.1%
Top Operations Position	5	0.5%			9.5%		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	12	3.8%		-0.3%	1.2%	7.3%	
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	5	6.7%			4.8%		



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	62	2.3%	-8.1%	-1.9%	1.2%	7.4%	14.9%
Top Administrative Position	5	-0.9%			0.0%		
Top Finance Position	17	3.7%		0.4%	2.7%	6.8%	
Top Operations Position	9	2.9%			1.9%		
<b>Human Services – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	10	7.8%		-0.5%	7.7%	13.8%	
<b>International, Foreign Affairs and National Security: International Development</b>							
CEO/Executive Director	7	5.9%			5.8%		
<b>Mental Health, Crisis Intervention: Counseling</b>							
CEO/Executive Director	6	1.9%			2.0%		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	23	5.0%	-3.5%	0.0%	3.8%	10.7%	16.5%
Top Finance Position	6	1.0%			2.9%		
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	15	3.0%		-0.9%	0.0%	7.9%	
Top Finance Position	5	7.1%			5.0%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs</b>							
CEO/Executive Director	24	2.2%	-3.4%	-0.8%	1.5%	5.1%	12.7%
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations</b>							
CEO/Executive Director	31	4.2%	-1.4%	-0.2%	4.7%	6.4%	12.3%
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other</b>							
CEO/Executive Director	5	2.4%			2.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	5	-3.1%			-2.8%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	8	-1.0%			1.1%		
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	10	1.2%		0.1%	1.4%	2.2%	
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	6	1.3%			0.0%		
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
CEO/Executive Director	7	1.2%			1.9%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	37	0.0%	-12.8%	-4.5%	1.6%	5.3%	9.1%
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	8	2.1%			-0.8%		
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	9	4.4%			4.3%		
Unknown							
CEO/Executive Director	7	6.5%			5.0%		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	6	5.6%			4.4%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	8	4.6%			5.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
Youth Development: Youth Development Programs							
CEO/Executive Director	21	5.2%	-3.4%	0.0%	4.2%	8.6%	17.3%
<b>Minnesota</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	12.1%			8.3%		
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	7	3.0%			4.8%		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	37	3.8%	-3.8%	0.0%	2.8%	8.2%	14.8%
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	15	4.5%		0.7%	2.0%	4.3%	
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	20	5.7%	-0.8%	0.9%	7.9%	9.8%	15.3%
Top Administrative Position	5	7.9%			8.2%		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	13	4.0%		-4.8%	6.6%	9.4%	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	30	4.0%	-3.1%	1.2%	4.1%	9.5%	10.7%
Arts, Culture and Humanities: Visual Arts							
CEO/Executive Director	6	1.5%			1.2%		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	7	-0.1%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	6	4.2%			4.9%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	25	3.9%	-4.0%	0.3%	3.2%	7.7%	12.5%
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	5	5.8%			3.7%		
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	7	2.3%			3.0%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	11	4.4%		0.8%	5.7%	7.5%	
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	5	-2.7%			-0.3%		
Crime, Legal-Related: Correctional Facilities							
CEO/Executive Director	5	6.9%			4.1%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	15	5.1%		0.2%	3.2%	11.0%	
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	7	-0.3%			-1.0%		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	5	0.0%			1.3%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	9	6.3%			5.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	7	4.0%			5.3%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	82	4.1%	-4.3%	-0.1%	3.4%	8.4%	14.8%
Top Administrative Position	6	0.4%			1.5%		
Top Business Position	7	0.9%			1.9%		
Top Finance Position	15	2.5%		-1.6%	4.1%	7.3%	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	17	2.1%		0.2%	1.9%	4.6%	
Top Development Position	8	4.3%			6.3%		
Top Finance Position	9	3.1%			3.5%		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	6	3.8%			3.1%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	16	2.4%		0.4%	2.7%	6.0%	
Top Finance Position	6	1.1%			3.7%		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	5	0.7%			0.0%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	10	2.4%		-0.4%	3.2%	4.5%	
Top Finance Position	5	7.6%			4.2%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	20	3.7%	-4.8%	-1.9%	2.7%	9.3%	13.2%
Top Finance Position	7	4.6%			3.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
Environmental Quality, Protection and Beautification : Environment N.E.C.							
CEO/Executive Director	5	0.2%			2.5%		
Environmental Quality, Protection and Beautification : Environmental Education							
CEO/Executive Director	7	5.5%			8.5%		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	17	1.6%		-1.1%	0.5%	4.2%	
Environmental Quality, Protection and Beautification : Service and Other							
CEO/Executive Director	9	7.6%			2.8%		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	13	3.7%		0.0%	5.6%	9.3%	
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	18	1.8%		-1.0%	3.0%	4.4%	
Top Finance Position	8	6.0%			7.6%		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	9	0.7%			2.5%		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	17	7.5%		3.3%	6.9%	10.5%	
Top Finance Position	9	6.0%			4.9%		
Top Operations Position	6	3.7%			8.1%		
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	12	5.9%		0.1%	5.5%	10.5%	
Top Administrative Position	12	5.0%		1.2%	4.2%	8.0%	
Top Finance Position	6	4.8%			7.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
Health – General and Rehabilitative: Public Health							
CEO/Executive Director	5	2.6%			0.7%		
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	6	2.4%			4.8%		
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	7	2.8%			2.1%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	36	4.7%	-1.7%	1.3%	4.5%	8.2%	15.0%
Top Finance Position	11	4.2%		0.1%	2.4%	7.2%	
Housing, Shelter: Housing Support							
CEO/Executive Director	7	5.4%			3.6%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	13	4.6%		-0.5%	3.7%	8.9%	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	87	3.3%	-5.3%	-0.5%	2.6%	7.6%	14.7%
Top Finance Position	21	3.7%	-6.3%	0.4%	2.5%	9.5%	14.3%
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	40	2.8%	-3.4%	0.2%	2.6%	6.5%	9.1%
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	13	3.6%		-0.3%	3.9%	6.5%	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	34	5.7%	-2.5%	0.7%	3.8%	10.1%	15.6%
Top Finance Position	8	6.5%			7.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	58	4.3%	-2.1%	0.0%	3.6%	8.3%	12.6%
Top Finance Position	9	5.1%			2.6%		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	12	3.0%		1.1%	5.7%	8.8%	
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	6	6.3%			3.7%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	28	3.1%	-2.1%	0.2%	2.0%	4.6%	11.4%
Top Administrative Position	10	4.2%		2.9%	4.0%	4.9%	
Top Finance Position	8	3.6%			3.8%		
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	10	0.6%		-9.0%	4.4%	9.2%	
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	13	5.3%		0.0%	3.9%	10.8%	
International, Foreign Affairs and National Security: International Human Rights							
CEO/Executive Director	5	-1.3%			1.8%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	23	4.7%	-1.6%	0.1%	2.4%	8.9%	16.8%
Top Finance Position	6	2.4%			5.8%		
Top Operations Position	5	-2.4%			-4.4%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	21	1.3%	-8.9%	-0.8%	0.3%	3.6%	7.3%



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	14	1.6%		-0.3%	1.8%	4.6%	
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	21	4.1%	-1.1%	0.7%	2.8%	6.8%	12.6%
Top Finance Position	5	3.5%			3.2%		
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	5	1.5%			1.0%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	17	3.8%		0.1%	2.7%	8.6%	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	31	3.6%	-8.7%	-0.6%	2.5%	11.5%	13.5%
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	5	-4.8%			-3.7%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	6	2.3%			0.0%		
Youth Development: Youth Development Programs							
CEO/Executive Director	33	1.2%	-7.8%	-4.6%	0.9%	5.0%	14.1%
<b>Mississippi</b>							
Arts, Culture and Humanities: Museums							
CEO/Executive Director	5	2.0%			0.1%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	9	0.4%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Mississippi</b>							
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	5	-2.9%			-1.1%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	9	1.2%			0.1%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	16	4.6%		0.0%	3.2%	7.5%	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	4.9%			1.4%		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	10	3.8%		3.4%	4.7%	7.6%	
Top Finance Position	9	6.4%			9.3%		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	9	-2.9%			-0.4%		
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	5	5.4%			2.6%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	8	-0.4%			1.3%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	11	1.8%		-3.3%	3.2%	5.0%	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	9	1.9%			0.0%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	12	-1.6%		-3.7%	-1.3%	2.5%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Mississippi</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	22	0.2%	-16.7%	-6.5%	2.3%	7.4%	12.1%
<b>Missouri</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	9	5.5%			1.6%		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	14	1.4%		-0.9%	1.1%	4.9%	
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	5	2.4%			2.2%		
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	9	0.8%			4.0%		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	14	4.1%		1.0%	3.9%	5.9%	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	27	3.3%	-8.1%	-1.1%	2.8%	7.7%	14.4%
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	24	3.5%	0.0%	0.0%	1.4%	5.0%	9.5%
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	6	5.4%			6.1%		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	6	2.2%			2.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	12	1.5%		-1.2%	1.0%	3.9%	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	5	1.1%			0.8%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	11	6.0%		0.7%	2.9%	9.0%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	53	4.0%	-4.5%	0.0%	3.2%	8.2%	17.2%
Top Administrative Position	5	0.1%			0.0%		
Top Business Position	5	0.8%			3.2%		
Top Finance Position	13	3.5%		-0.2%	2.5%	4.9%	
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	6	4.4%			4.8%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	16	3.3%		0.2%	3.6%	5.7%	
Top Finance Position	9	2.4%			3.6%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	7	5.9%			2.5%		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	7	4.2%			4.1%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	5	0.1%			2.8%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	19	2.4%		-2.2%	0.0%	6.1%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	5	1.0%			1.2%		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	10	2.9%		3.0%	3.8%	6.5%	
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	15	7.6%		1.6%	7.0%	12.5%	
Top Finance Position	8	2.9%			2.9%		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	6	1.7%			2.2%		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	18	3.2%		-0.4%	3.4%	7.2%	
Top Finance Position	13	7.1%		1.9%	6.8%	11.9%	
Top Operations Position	5	6.4%			9.5%		
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	10	4.6%		0.7%	1.9%	4.5%	
Top Administrative Position	9	3.6%			4.8%		
Top Finance Position	9	2.5%			1.8%		
Health – General and Rehabilitative: Public Health							
CEO/Executive Director	6	3.2%			1.9%		
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	8	5.0%			4.6%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	18	2.7%		-0.9%	1.6%	6.2%	
Top Finance Position	5	-0.2%			-0.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
Housing, Shelter: Housing Support							
CEO/Executive Director	6	5.1%			5.5%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	8	3.5%			2.5%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	62	3.7%	-3.3%	0.1%	3.4%	8.1%	12.1%
Top Administrative Position	7	0.8%			3.2%		
Top Finance Position	13	1.9%		-0.4%	2.5%	6.1%	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	34	4.2%	-8.1%	0.1%	3.0%	10.3%	18.9%
Top Finance Position	7	2.9%			8.2%		
Top Operations Position	5	4.9%			5.6%		
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	18	6.0%		2.6%	5.4%	12.0%	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	33	2.8%	-8.6%	-0.7%	2.9%	7.2%	13.6%
Top Finance Position	6	3.7%			4.1%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	36	3.7%	-0.2%	0.1%	2.6%	6.3%	10.2%
Top Finance Position	6	3.7%			5.5%		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	6	4.4%			3.7%		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	7	3.0%			3.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	16	1.5%		-1.8%	2.7%	6.4%	
Top Finance Position	6	3.4%			3.5%		
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	7	3.1%			0.0%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	24	5.8%	-2.0%	2.9%	4.7%	8.2%	11.9%
Top Finance Position	6	4.4%			2.8%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	7	2.3%			0.3%		
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	7	1.5%			0.0%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	10	2.5%		1.2%	4.3%	4.7%	
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	5	4.9%			6.7%		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	5	-0.5%			0.1%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	45	0.3%	-14.4%	-4.5%	0.3%	5.0%	13.4%
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	10	2.6%		-3.4%	1.8%	7.4%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	5	1.1%			2.2%		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	5	-1.9%			-1.5%		
Youth Development: Scouting							
CEO/Executive Director	5	2.5%			4.4%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	8	1.3%			4.2%		
Youth Development: Youth Development Programs							
CEO/Executive Director	15	4.5%		1.3%	3.9%	6.6%	
<b>Montana</b>							
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	8	3.8%			4.2%		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	8	6.6%			9.0%		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	5	1.5%			0.8%		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	5	5.7%			5.1%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	5	4.3%			0.1%		



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Montana</b>							
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	5	-0.3%			0.0%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	7	0.5%			1.2%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	16	3.7%		0.8%	4.9%	8.7%	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	0.2%			2.7%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	5	8.3%			9.0%		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	19	6.2%		2.3%	8.0%	10.2%	
Environmental Quality, Protection and Beautification : Service and Other							
CEO/Executive Director	6	-3.3%			-5.4%		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	6	10.2%			11.2%		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	7	5.9%			5.3%		
Top Finance Position	7	7.6%			5.7%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	6	6.8%			6.4%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	13	5.5%		0.8%	3.7%	9.0%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Montana</b>							
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	3.4%			2.5%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	12	0.0%		-1.7%	0.1%	4.3%	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	14	6.5%		1.9%	6.9%	10.9%	
Top Finance Position	7	8.4%			9.1%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	6.8%			3.1%		
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	6	4.8%			6.0%		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	6	5.1%			4.8%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	4.7%			2.7%		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	5	0.9%			1.3%		
<b>Nebraska</b>							
Arts, Culture and Humanities: Museums							
CEO/Executive Director	7	5.1%			4.1%		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	13	4.2%		0.0%	1.3%	6.9%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nebraska</b>							
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	8	4.4%			6.9%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	5.3%			3.9%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	9.7%			10.2%		
Educational Institutions and Related Activities: Higher Education							
Top Finance Position	5	-4.7%			-4.0%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	10	4.1%		0.0%	3.3%	7.7%	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	5	7.3%			4.2%		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	6	3.5%			3.6%		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	11	6.5%		2.5%	4.7%	12.0%	
Top Finance Position	13	6.9%		3.9%	6.7%	10.5%	
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	6	1.0%			1.1%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	14	4.0%		1.5%	3.5%	7.3%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nebraska</b>							
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	18	5.4%		1.8%	4.0%	7.9%	
Top Finance Position	6	-2.2%			-0.9%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	8	4.8%			2.9%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	24	4.3%	-5.6%	-1.4%	3.2%	6.1%	19.6%
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	9	-1.5%			1.8%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	10	3.2%		-1.4%	2.2%	8.1%	
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	9	1.9%			3.3%		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	10	3.2%		0.8%	4.2%	8.0%	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	3.4%			1.3%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	2.2%			-0.9%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	5	6.5%			1.4%		
Youth Development: Youth Development Programs							
CEO/Executive Director	6	-2.0%			1.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nevada</b>							
Arts, Culture and Humanities: Museums							
CEO/Executive Director	6	0.4%			0.2%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	4.4%			3.9%		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	5	6.5%			9.3%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	6	8.8%			7.6%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	12	1.3%		0.0%	1.1%	6.1%	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	9	3.7%			2.9%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	15	4.2%		-0.5%	5.7%	7.0%	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	8	2.8%			1.4%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	-0.3%			-1.2%		
Unknown							
CEO/Executive Director	5	9.3%			14.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Hampshire</b>							
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	6	-2.2%			-2.0%		
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
CEO/Executive Director	6	-0.6%			0.9%		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	11	4.9%		2.8%	3.7%	7.6%	
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	10	-1.7%		-6.6%	0.2%	4.7%	
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	6	3.7%			4.0%		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	23	2.6%	-5.4%	0.0%	2.9%	7.2%	11.0%
Top Finance Position	11	7.5%		3.8%	5.9%	10.5%	
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	6	9.8%			9.5%		
Top Finance Position	5	5.9%			6.1%		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	6	5.4%			5.0%		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	8	4.5%			3.1%		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	7	7.3%			6.2%		
Top Finance Position	9	2.3%			2.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Hampshire</b>							
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	9	8.4%			4.2%		
Top Finance Position	12	6.8%		2.3%	4.9%	10.1%	
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	10	4.4%		-0.1%	3.2%	8.7%	
Top Finance Position	6	9.0%			10.1%		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	11	5.4%		0.0%	2.9%	9.8%	
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	7	7.5%			7.5%		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	22	3.2%	0.0%	1.3%	3.3%	5.5%	9.9%
Top Finance Position	5	1.7%			-0.1%		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	16	0.9%		-1.9%	2.3%	3.9%	
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	7	4.9%			2.6%		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	16	0.7%		-1.6%	1.4%	3.3%	
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	9	4.0%			6.1%		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	6	8.4%			9.6%		
Top Finance Position	5	1.3%			2.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Hampshire</b>							
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	-0.1%			-1.9%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	-4.6%			-3.6%		
<b>New Jersey</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	10	3.7%		-5.1%	-2.0%	12.2%	
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	5	2.5%			2.5%		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	21	2.1%	-2.1%	-0.3%	1.0%	5.2%	11.2%
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	6	8.6%			6.4%		
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	7	7.2%			7.9%		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	9	2.7%			4.2%		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	30	1.1%	-8.2%	0.0%	1.2%	5.7%	11.3%
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	8	9.3%			8.6%		



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	22	1.4%	-7.1%	0.0%	1.1%	3.6%	5.2%
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	6	-4.3%			-0.1%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	11	9.2%		3.7%	9.5%	11.1%	
Crime, Legal-Related: Legal Services							
CEO/Executive Director	8	4.2%			1.6%		
Top Legal Position	6	0.9%			6.3%		
Diseases, Disorders, Medical Disciplines: Birth Defects & Genetic Diseases							
CEO/Executive Director	7	4.8%			3.4%		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	5	-1.0%			0.0%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	15	2.7%		-1.1%	0.2%	5.5%	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	8	2.3%			0.0%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	2.3%			3.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	115	3.3%	-3.7%	0.0%	2.5%	6.7%	10.9%
Top Business Position	12	5.1%		2.9%	4.4%	8.1%	
Top Development Position	16	5.8%		1.2%	4.8%	9.3%	
Top Education Position	6	-0.4%			-1.8%		
Top Facilities Position	5	1.6%			2.1%		
Top Finance Position	24	3.5%	-3.0%	0.1%	3.6%	5.5%	8.1%
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	8	0.6%			2.5%		
Top Finance Position	10	5.2%		2.9%	4.5%	5.9%	
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	17	1.3%		-3.1%	2.7%	4.0%	
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	8	5.5%			4.0%		
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	5	0.8%			1.8%		
Top Education Position	5	6.6%			3.4%		
<b>Employment, Job-Related: Labor Unions</b>							
CEO/Executive Director	5	2.2%			1.6%		
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	10	1.9%		-1.8%	0.0%	5.0%	
<b>Environmental Quality, Protection and Beautification : Environment N.E.C.</b>							
CEO/Executive Director	5	3.1%			-0.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	13	2.1%		0.5%	1.4%	3.0%	
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	18	0.5%		0.0%	1.6%	3.9%	
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	11	0.4%		-6.4%	1.0%	5.2%	
Top Finance Position	5	3.1%			5.5%		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	14	2.0%		0.0%	1.4%	3.9%	
Top Finance Position	7	9.8%			5.2%		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	6	8.8%			7.7%		
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	17	3.1%		1.2%	3.0%	7.7%	
Top Finance Position	8	-1.4%			1.4%		
Health – General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	6	3.1%			0.9%		
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	11	0.4%		-6.4%	-0.9%	4.9%	
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	32	4.6%	-0.2%	0.3%	2.5%	6.1%	14.9%
Housing, Shelter: Housing Support							
CEO/Executive Director	5	-3.0%			0.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
Housing, Shelter: Temporary Housing							
CEO/Executive Director	10	5.6%		1.8%	4.7%	9.0%	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	65	1.9%	-3.9%	-1.6%	1.5%	5.0%	8.9%
Top Finance Position	15	1.9%		-1.5%	1.4%	4.8%	
Top Human Resources Position	5	3.1%			2.8%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	56	2.6%	-3.5%	-0.9%	0.9%	5.8%	14.3%
Top Finance Position	11	1.4%		-5.5%	1.9%	6.9%	
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	6	-2.3%			0.7%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	35	4.0%	-5.7%	0.1%	2.7%	8.2%	15.6%
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	83	4.2%	-4.4%	0.0%	3.7%	9.2%	14.1%
Top Finance Position	31	1.9%	-6.9%	-3.0%	1.0%	4.0%	12.8%
Top Human Resources Position	5	5.3%			1.0%		
Top Operations Position	11	0.0%		-4.0%	-0.2%	4.8%	
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	11	3.8%		0.0%	5.7%	11.7%	
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	7	1.2%			1.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	35	3.6%	-3.7%	0.0%	2.4%	7.8%	12.3%
Top Finance Position	17	0.9%		-2.9%	0.6%	7.7%	
Top Operations Position	7	2.1%			4.8%		
<b>Human Services – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	6	1.3%			-0.9%		
<b>Mental Health, Crisis Intervention: Counseling</b>							
CEO/Executive Director	9	5.5%			2.8%		
<b>Mental Health, Crisis Intervention: Hot Lines &amp; Crisis Intervention</b>							
CEO/Executive Director	5	-3.5%			0.0%		
<b>Mental Health, Crisis Intervention: Mental Health Associations</b>							
CEO/Executive Director	8	2.8%			2.3%		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	31	2.9%	-4.8%	-1.3%	0.0%	7.1%	16.5%
Top Finance Position	22	2.7%	-4.1%	-0.5%	2.1%	6.4%	9.1%
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	31	2.6%	-4.3%	-0.7%	0.4%	7.2%	16.1%
Top Finance Position	6	6.1%			3.6%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs</b>							
CEO/Executive Director	10	2.4%		-3.5%	1.5%	9.0%	
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations</b>							
CEO/Executive Director	5	4.2%			4.6%		
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports</b>							
CEO/Executive Director	11	1.7%		0.8%	5.0%	6.4%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	26	0.4%	-10.9%	0.0%	0.2%	4.0%	9.2%
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	11	-4.9%		-12.9%	-1.1%	2.4%	
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	5	2.6%			0.6%		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	5	2.8%			1.5%		
Youth Development: Service and Other							
CEO/Executive Director	5	0.2%			4.0%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	12	4.5%		1.1%	2.9%	8.2%	
Youth Development: Youth Development Programs							
CEO/Executive Director	11	6.6%		-2.9%	5.8%	13.6%	
<b>New Mexico</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	5.1%			3.8%		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	9	4.1%			5.3%		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	8	1.3%			4.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Mexico</b>							
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	9	5.9%			6.2%		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	6	-0.6%			0.0%		
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	7	7.9%			9.6%		
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	5	7.8%			3.3%		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	22	3.1%	-1.4%	0.0%	0.7%	7.7%	13.2%
Top Business Position	5	-1.6%			3.3%		
Top Finance Position	7	-0.3%			-0.9%		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	6	3.6%			3.8%		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	9	-0.5%			0.0%		
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	8	1.5%			2.5%		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	13	-0.1%		-4.9%	1.9%	7.4%	
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	6	0.6%			-0.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Mexico</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	21	1.1%	-13.5%	-0.6%	2.9%	6.0%	9.0%
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	14	4.0%		0.8%	4.6%	8.8%	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	9	2.1%			0.1%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	10	1.4%		0.0%	2.0%	3.5%	
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	5	3.7%			2.6%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	1.2%			5.0%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	8	1.9%			0.1%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	13	1.0%		-0.3%	0.0%	3.0%	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	6	0.8%			4.4%		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	5.9%			7.1%		



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Animal-Related: Animal Protection &amp; Welfare</b>							
CEO/Executive Director	35	0.3%	-6.9%	-1.7%	0.1%	3.4%	8.8%
Top Finance Position	5	0.0%			-0.6%		
<b>Animal-Related: Wildlife Preservation &amp; Protection</b>							
CEO/Executive Director	5	3.8%			4.7%		
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	132	2.7%	-3.8%	0.0%	2.6%	6.7%	11.8%
Top Administrative Position	7	-0.2%			0.2%		
Top Finance Position	14	2.2%		0.1%	1.9%	3.2%	
Top Operations Position	5	1.4%			0.4%		
<b>Arts, Culture and Humanities: Arts Services</b>							
CEO/Executive Director	20	4.0%	0.0%	1.3%	2.4%	8.0%	12.3%
Top Finance Position	7	3.9%			3.0%		
<b>Arts, Culture and Humanities: Arts, Culture &amp; Humanities N.E.C.</b>							
CEO/Executive Director	20	3.7%	-4.2%	0.0%	4.1%	6.1%	15.3%
Top Finance Position	5	4.1%			2.8%		
<b>Arts, Culture and Humanities: Historical Organizations</b>							
CEO/Executive Director	48	3.2%	-5.0%	-0.5%	2.3%	7.9%	12.8%
Top Finance Position	8	2.8%			1.1%		
<b>Arts, Culture and Humanities: Humanities</b>							
CEO/Executive Director	12	6.3%		2.3%	5.6%	13.4%	
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
CEO/Executive Director	52	3.5%	-7.0%	0.2%	1.8%	7.2%	15.1%
Top Finance Position	10	0.0%		-5.6%	1.0%	6.1%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	78	4.3%	-3.7%	0.5%	3.3%	9.3%	13.3%
Top Finance Position	20	4.2%	-0.2%	2.0%	4.7%	7.1%	10.2%
Top Legal Position	5	1.4%			2.8%		
Top Operations Position	6	7.8%			7.0%		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	188	2.4%	-6.7%	-1.4%	1.2%	6.0%	14.5%
Top Administrative Position	9	4.7%			5.2%		
Top Development Position	16	1.3%		-1.1%	0.5%	5.9%	
Top Finance Position	35	5.3%	-4.7%	1.3%	4.8%	11.0%	13.7%
Top Marketing Position	6	2.6%			4.1%		
Top Operations Position	5	1.3%			-1.2%		
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	32	3.0%	-7.2%	0.0%	3.2%	6.9%	14.9%
Top Finance Position	7	1.7%			0.0%		
<b>Arts, Culture and Humanities: Visual Arts</b>							
CEO/Executive Director	20	3.8%	-3.3%	0.0%	2.7%	8.8%	15.4%
<b>Civil Rights, Social Action, Advocacy: Civil Liberties</b>							
CEO/Executive Director	8	6.1%			6.5%		
Top Legal Position	5	3.3%			4.1%		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	43	5.1%	-3.3%	0.0%	5.7%	11.4%	15.0%
Top Administrative Position	5	7.6%			2.6%		
Top Finance Position	8	7.1%			6.0%		
Top Operations Position	6	-2.3%			-1.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action & Advocacy N.E.C.							
CEO/Executive Director	14	5.2%		1.2%	3.5%	7.7%	
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	6	3.8%			4.1%		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	29	0.3%	-14.1%	-1.0%	0.5%	4.2%	10.8%
Top Finance Position	10	7.1%		2.9%	5.0%	11.7%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	81	3.7%	-3.7%	0.0%	2.6%	8.3%	13.8%
Top Finance Position	16	7.2%		-0.4%	4.5%	16.2%	
Top Operations Position	5	4.2%			5.2%		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	12	1.8%		-4.0%	2.4%	7.8%	
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	13	-0.6%		-3.4%	1.7%	5.5%	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	51	3.1%	-5.9%	0.0%	1.6%	5.0%	11.9%
Top Finance Position	10	3.1%		0.0%	1.1%	7.4%	
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	6	7.3%			7.0%		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	19	2.3%		-3.7%	0.8%	10.2%	
Top Finance Position	5	3.1%			6.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Crime, Legal-Related: Administration of Justice</b>							
CEO/Executive Director	9	1.1%			1.5%		
<b>Crime, Legal-Related: Crime Prevention</b>							
CEO/Executive Director	7	1.3%			3.2%		
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	36	3.8%	-3.6%	1.3%	3.4%	5.2%	11.0%
Top Finance Position	10	4.1%		1.9%	3.5%	5.1%	
Top Legal Position	16	1.1%		-0.2%	1.2%	3.8%	
<b>Crime, Legal-Related: Protection Against Abuse</b>							
CEO/Executive Director	11	4.2%		-1.9%	3.0%	7.0%	
<b>Crime, Legal-Related: Rehabilitation Services for Offenders</b>							
CEO/Executive Director	9	1.7%			3.3%		
<b>Crime, Legal-Related: Service and Other</b>							
CEO/Executive Director	5	-2.6%			0.0%		
<b>Diseases, Disorders, Medical Disciplines: Birth Defects &amp; Genetic Diseases</b>							
CEO/Executive Director	17	8.2%		4.2%	9.5%	10.9%	
Top Finance Position	12	1.1%		-1.9%	0.4%	3.5%	
<b>Diseases, Disorders, Medical Disciplines: Cancer</b>							
CEO/Executive Director	14	6.4%		-0.3%	5.8%	9.0%	
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	21	2.7%	-6.2%	1.2%	3.4%	7.4%	11.1%
Top Finance Position	10	3.9%		1.6%	3.7%	4.9%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	15	4.6%		-2.6%	4.9%	12.0%	
Top Finance Position	6	-1.1%			-1.4%		
Diseases, Disorders, Medical Disciplines: Nerve, Muscle & Bone Diseases							
CEO/Executive Director	9	-0.3%			2.0%		
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	6	-1.9%			-0.1%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	39	6.5%	0.5%	2.6%	5.3%	9.9%	14.4%
Top Finance Position	7	6.7%			5.5%		
Diseases, Disorders, Medical Disciplines: Voluntary Health Associations & Medical Disciplines N.E.C.							
CEO/Executive Director	8	5.0%			2.7%		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	20	3.2%	-1.6%	0.0%	0.6%	4.7%	11.0%
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	34	3.8%	-3.7%	0.0%	1.9%	8.2%	15.0%
Top Finance Position	7	4.6%			5.9%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	56	1.7%	-11.7%	0.0%	2.4%	5.8%	11.2%
Top Finance Position	10	-1.9%		-6.4%	1.2%	3.7%	
Top Operations Position	5	0.7%			3.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	322	4.6%	-3.7%	0.0%	4.0%	8.5%	14.5%
Top Administrative Position	27	5.4%	-0.7%	2.0%	4.9%	8.0%	13.2%
Top Business Position	16	5.8%		0.9%	4.3%	8.6%	
Top Development Position	29	3.8%	-0.6%	0.8%	3.8%	6.8%	9.9%
Top Education Position	10	3.0%		1.8%	3.9%	7.0%	
Top Facilities Position	10	5.1%		0.4%	5.1%	7.5%	
Top Finance Position	111	5.6%	-2.6%	2.3%	5.1%	8.7%	15.0%
Top Operations Position	33	4.5%	-5.3%	-1.1%	6.5%	10.1%	13.2%
Top Program Position	9	5.6%			3.1%		
Top Technology Position	17	7.0%		3.9%	6.1%	9.6%	
<b>Educational Institutions and Related Activities: Graduate &amp; Professional Schools</b>							
CEO/Executive Director	9	3.6%			0.7%		
Top Finance Position	9	8.2%			9.7%		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	70	2.4%	-5.4%	-0.7%	3.1%	5.7%	10.4%
Top Administrative Position	19	4.1%		0.2%	4.4%	7.0%	
Top Business Position	6	7.8%			7.9%		
Top Development Position	25	3.4%	-2.8%	0.2%	2.7%	6.8%	13.0%
Top Finance Position	47	3.6%	-6.2%	-1.7%	3.3%	7.6%	16.5%
Top Human Resources Position	7	2.5%			2.1%		
Top Legal Position	5	8.2%			3.8%		
Top Technology Position	14	2.2%		0.7%	2.8%	4.5%	
<b>Educational Institutions and Related Activities: Libraries</b>							
CEO/Executive Director	37	2.5%	-8.4%	-0.8%	3.1%	4.8%	7.9%
Top Finance Position	6	5.8%			5.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	69	1.9%	-12.3%	-1.2%	2.0%	7.6%	11.5%
Top Education Position	5	7.2%			3.4%		
Top Finance Position	19	2.5%		-0.9%	2.8%	6.7%	
Top Operations Position	9	2.3%			1.7%		
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	42	3.7%	-1.6%	0.4%	2.6%	6.8%	12.0%
Top Finance Position	8	2.8%			3.3%		
<b>Educational Institutions and Related Activities: Vocational &amp; Technical Schools</b>							
CEO/Executive Director	6	4.8%			4.0%		
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	27	4.1%	-3.6%	0.0%	3.7%	8.6%	12.2%
Top Administrative Position	6	9.8%			9.3%		
Top Education Position	8	4.1%			3.5%		
Top Finance Position	10	3.6%		1.0%	3.0%	4.1%	
<b>Employment, Job-Related: Labor Unions</b>							
CEO/Executive Director	5	1.2%			3.3%		
<b>Employment, Job-Related: Service and Other</b>							
CEO/Executive Director	5	3.9%			0.5%		
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	10	4.4%		0.1%	3.1%	7.7%	
<b>Environmental Quality, Protection and Beautification : Botanical, Horticultural &amp; Landscape Services</b>							
CEO/Executive Director	10	-0.4%		-6.5%	-0.1%	1.8%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
Environmental Quality, Protection and Beautification : Environment N.E.C.							
CEO/Executive Director	5	5.5%			4.1%		
Environmental Quality, Protection and Beautification : Environmental Beautification							
CEO/Executive Director	5	4.9%			0.0%		
Environmental Quality, Protection and Beautification : Environmental Education							
CEO/Executive Director	10	-2.4%		-6.0%	0.4%	1.5%	
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	40	3.2%	-6.9%	-1.2%	3.0%	7.0%	12.4%
Top Finance Position	6	9.7%			8.9%		
Environmental Quality, Protection and Beautification : Pollution Abatement & Control							
CEO/Executive Director	5	7.7%			9.2%		
Environmental Quality, Protection and Beautification : Service and Other							
CEO/Executive Director	20	4.5%	-0.1%	0.0%	3.7%	9.5%	12.5%
Food, Agriculture and Nutrition: Agricultural Programs							
CEO/Executive Director	8	6.1%			5.5%		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	33	3.2%	-3.9%	-0.6%	1.6%	6.1%	15.8%
Top Development Position	6	9.7%			12.5%		
Top Finance Position	5	10.8%			6.8%		
Food, Agriculture and Nutrition: Nutrition							
CEO/Executive Director	6	3.4%			2.0%		
Food, Agriculture and Nutrition: Service and Other							
CEO/Executive Director	6	6.0%			2.1%		



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	46	2.8%	-7.4%	-0.9%	3.2%	7.9%	11.0%
Top Finance Position	27	0.9%	-6.7%	-3.6%	0.7%	5.3%	8.1%
Top Operations Position	13	3.4%		-2.2%	0.9%	7.8%	
<b>Health – General and Rehabilitative: Health (General &amp; Financing)</b>							
CEO/Executive Director	20	2.5%	-4.0%	-3.0%	3.1%	6.5%	9.9%
Top Finance Position	5	2.6%			5.8%		
<b>Health – General and Rehabilitative: Health Care N.E.C.</b>							
CEO/Executive Director	10	4.4%		0.1%	1.8%	7.6%	
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	33	1.4%	-5.2%	-1.4%	0.5%	4.7%	10.9%
Top Administrative Position	5	5.6%			4.1%		
Top Finance Position	6	6.9%			3.5%		
Top Operations Position	6	3.3%			1.4%		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	65	5.1%	-2.2%	0.1%	3.1%	9.2%	15.1%
Top Finance Position	45	5.5%	-3.8%	0.8%	5.5%	11.6%	13.8%
Top Human Resources Position	8	2.3%			4.9%		
Top Legal Position	7	2.2%			3.2%		
Top Operations Position	15	3.7%		0.6%	2.7%	8.8%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	52	1.2%	-5.0%	-2.1%	0.6%	4.9%	9.3%
Top Administrative Position	38	3.6%	-5.9%	0.8%	4.2%	7.4%	10.4%
Top Finance Position	40	5.8%	-1.2%	0.7%	2.5%	10.7%	14.9%
Top Human Resources Position	6	3.7%			2.2%		
Top Operations Position	10	6.6%		4.8%	7.4%	9.3%	
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	17	3.5%		0.0%	3.3%	9.6%	
<b>Health – General and Rehabilitative: Rehabilitative Care</b>							
CEO/Executive Director	8	2.4%			1.5%		
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
CEO/Executive Director	14	4.0%		0.1%	1.5%	9.4%	
Top Finance Position	9	5.4%			6.9%		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	40	4.1%	-7.0%	-0.3%	2.1%	13.0%	18.7%
Top Development Position	7	1.4%			1.2%		
Top Finance Position	9	5.8%			2.9%		
<b>Housing, Shelter: Housing &amp; Shelter N.E.C.</b>							
CEO/Executive Director	11	6.9%		2.2%	3.5%	10.1%	
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	95	3.7%	-4.9%	0.2%	2.9%	7.1%	13.8%
Top Finance Position	21	3.2%	-8.6%	0.1%	2.7%	9.4%	15.7%
Top Operations Position	7	3.0%			1.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	16	6.6%		3.8%	5.5%	10.1%	
<b>Housing, Shelter: Service and Other</b>							
CEO/Executive Director	8	-2.7%			-1.6%		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	25	3.4%	-3.1%	-0.5%	2.3%	8.1%	10.8%
Top Finance Position	8	6.0%			3.9%		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	215	2.3%	-5.8%	-0.8%	1.7%	5.7%	12.3%
Top Development Position	8	5.5%			4.2%		
Top Finance Position	82	3.5%	-3.4%	0.0%	2.5%	6.7%	14.2%
Top Human Resources Position	10	4.1%		1.2%	3.3%	5.6%	
Top Operations Position	27	2.5%	-5.3%	-1.5%	2.8%	5.4%	12.0%
Top Program Position	11	2.0%		-2.5%	1.0%	4.1%	
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	159	3.8%	-5.1%	0.0%	3.4%	7.5%	13.2%
Top Administrative Position	6	8.1%			4.1%		
Top Finance Position	31	4.1%	-3.7%	-0.3%	2.5%	9.3%	14.2%
Top Operations Position	9	0.7%			0.7%		
Top Program Position	10	2.9%		-1.8%	0.8%	5.5%	
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	12	3.0%		-0.3%	4.1%	5.1%	
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	59	2.2%	-5.1%	-0.6%	2.2%	6.0%	11.1%
Top Finance Position	15	4.5%		1.0%	3.0%	9.9%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	193	3.9%	-4.5%	-0.7%	2.6%	9.0%	15.2%
Top Development Position	6	2.8%			2.2%		
Top Finance Position	67	5.9%	-1.4%	0.4%	4.1%	11.3%	15.6%
Top Human Resources Position	7	1.7%			1.3%		
Top Operations Position	20	6.3%	0.3%	3.5%	7.6%	10.8%	13.8%
Top Program Position	11	2.5%		-0.8%	0.9%	8.2%	
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
CEO/Executive Director	38	3.4%	-4.0%	-0.5%	1.2%	8.3%	13.1%
Top Finance Position	14	5.3%		2.8%	5.4%	8.5%	
<b>Human Services – Multipurpose and Other: Personal Social Services</b>							
CEO/Executive Director	17	2.1%		-1.3%	1.6%	10.0%	
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	83	3.0%	-3.7%	-0.3%	1.7%	5.7%	10.8%
Top Administrative Position	14	-0.9%		-7.8%	0.8%	6.5%	
Top Finance Position	44	3.5%	-5.6%	-2.1%	2.1%	6.1%	17.8%
Top Operations Position	12	5.4%		1.2%	4.9%	8.2%	
Top Technology Position	5	-0.6%			-2.2%		
<b>Human Services – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	25	4.0%	-2.6%	0.8%	2.3%	7.0%	14.1%
Top Finance Position	5	6.3%			4.5%		
<b>International, Foreign Affairs and National Security: International Development</b>							
CEO/Executive Director	39	5.6%	-5.5%	-0.1%	3.8%	10.3%	19.1%
Top Finance Position	15	2.8%		-0.3%	2.9%	7.0%	
Top Operations Position	5	8.0%			6.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>International, Foreign Affairs and National Security: International Human Rights</b>							
CEO/Executive Director	16	0.2%		-6.8%	-0.7%	4.0%	
<b>International, Foreign Affairs and National Security: International Peace &amp; Security</b>							
CEO/Executive Director	15	7.6%		0.0%	9.2%	12.0%	
<b>International, Foreign Affairs and National Security: Promotion of International Understanding</b>							
CEO/Executive Director	20	0.3%	-22.8%	-0.1%	2.3%	5.0%	10.1%
Top Administrative Position	5	-2.3%			0.0%		
Top Finance Position	5	6.5%			4.9%		
<b>International, Foreign Affairs and National Security: Service and Other</b>							
CEO/Executive Director	24	2.8%	-2.8%	0.0%	2.6%	5.8%	8.1%
Top Finance Position	8	5.5%			4.9%		
<b>Medical Research: Cancer Research</b>							
CEO/Executive Director	9	3.8%			3.5%		
<b>Medical Research: Medical Disciplines Research</b>							
CEO/Executive Director	5	0.4%			1.1%		
<b>Medical Research: Medical Research N.E.C.</b>							
CEO/Executive Director	6	5.6%			4.9%		
<b>Medical Research: Service and Other</b>							
CEO/Executive Director	6	8.8%			8.5%		
<b>Medical Research: Specifically Named Diseases Research</b>							
CEO/Executive Director	6	6.3%			6.4%		
<b>Mental Health, Crisis Intervention: Hot Lines &amp; Crisis Intervention</b>							
CEO/Executive Director	8	1.8%			1.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	13	1.0%		-3.0%	5.2%	8.8%	
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	24	3.3%	-3.4%	-1.9%	2.7%	8.6%	13.2%
Top Finance Position	9	9.3%			8.6%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	84	4.1%	-4.5%	-0.5%	4.5%	8.4%	13.4%
Top Administrative Position	6	3.8%			0.6%		
Top Finance Position	42	3.0%	-5.6%	-1.4%	2.6%	6.5%	16.1%
Top Operations Position	13	5.4%		2.2%	6.2%	10.3%	
Top Program Position	5	4.3%			4.4%		
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	11	-1.0%		-1.5%	0.2%	2.9%	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	59	3.3%	-5.2%	-1.0%	2.6%	6.5%	12.6%
Top Finance Position	20	0.7%	-9.4%	-4.5%	-0.3%	4.0%	10.9%
Top Operations Position	7	7.2%			3.7%		
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	27	3.8%	-2.1%	1.7%	3.2%	6.6%	10.0%
Top Finance Position	8	5.3%			4.5%		
Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Charity & Voluntarism Promotion							
CEO/Executive Director	9	4.3%			4.8%		
Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Voluntarism & Grantmaking Foundations N.E.C.							
CEO/Executive Director	13	3.9%		0.0%	1.6%	3.8%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
Philanthropy, Voluntarism and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	13	5.6%		0.6%	6.4%	8.9%	
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	35	4.0%	-7.6%	-0.9%	4.0%	10.9%	14.9%
Top Finance Position	8	4.3%			4.9%		
Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other							
CEO/Executive Director	13	2.1%		0.6%	3.0%	5.3%	
Public, Society Benefit – Multipurpose and Other: Government & Public Administration							
CEO/Executive Director	13	3.9%		0.3%	1.9%	8.1%	
Public, Society Benefit – Multipurpose and Other: Leadership Development							
CEO/Executive Director	9	1.8%			4.8%		
Public, Society Benefit – Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	7	-5.8%			-6.4%		
Public, Society Benefit – Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	12	0.5%		0.5%	2.8%	4.5%	
Top Finance Position	5	2.8%			4.2%		
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	12	6.9%		0.4%	5.0%	10.8%	
Top Finance Position	5	5.0%			5.2%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	27	1.2%	-4.7%	-1.3%	0.0%	3.4%	6.7%
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	18	2.6%		-1.4%	1.0%	7.7%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	14	4.4%		-2.8%	3.3%	13.4%	
Top Finance Position	5	-1.9%			3.0%		
Recreation, Sports, Leisure, Athletics: Recreation & Sports N.E.C.							
CEO/Executive Director	5	5.6%			3.1%		
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
CEO/Executive Director	5	2.0%			0.2%		
Recreation, Sports, Leisure, Athletics: Sports Associations & Training Facilities							
CEO/Executive Director	5	2.2%			1.2%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	54	2.5%	-5.6%	-1.4%	0.2%	6.6%	13.7%
Top Operations Position	5	3.9%			0.9%		
Religion-Related, Spiritual Development: Interfaith Coalitions							
CEO/Executive Director	5	5.5%			2.5%		
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	29	1.9%	-5.7%	-1.6%	1.3%	5.0%	12.1%
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	13	0.5%		-4.3%	-0.8%	3.8%	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	6	1.9%			1.3%		
Science and Technology Research Institutes, Services: Biological & Life Sciences							
CEO/Executive Director	5	0.1%			0.2%		



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
Science and Technology Research Institutes, Services: Engineering & Technology							
CEO/Executive Director	5	11.0%			9.6%		
Social Science Research Institutes, Services: Social Science							
CEO/Executive Director	10	0.7%		-1.6%	0.0%	2.4%	
Unknown							
CEO/Executive Director	6	2.2%			0.9%		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	7	2.2%			0.4%		
Youth Development: Scouting							
CEO/Executive Director	13	4.2%		2.4%	5.1%	7.7%	
Top Finance Position	7	9.3%			7.4%		
Youth Development: Service and Other							
CEO/Executive Director	9	4.8%			5.9%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	29	1.6%	-5.0%	-0.1%	0.8%	6.1%	9.4%
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	14	0.0%		-2.8%	-0.1%	2.3%	
Youth Development: Youth Development Programs							
CEO/Executive Director	62	4.4%	-3.6%	0.0%	2.1%	8.9%	17.8%
Top Finance Position	6	1.5%			1.9%		
<b>North Carolina</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	18	3.5%		0.0%	4.8%	7.6%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	36	4.2%	-2.1%	0.0%	3.7%	7.4%	11.7%
<b>Arts, Culture and Humanities: Historical Organizations</b>							
CEO/Executive Director	10	2.6%		0.5%	2.7%	3.9%	
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	25	4.2%	-0.6%	0.0%	4.0%	7.1%	11.9%
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	33	1.2%	-8.9%	-1.0%	3.0%	5.0%	6.6%
Top Administrative Position	5	-1.4%			3.0%		
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	6	-1.6%			0.8%		
<b>Arts, Culture and Humanities: Visual Arts</b>							
CEO/Executive Director	5	1.2%			0.9%		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	6	5.0%			3.9%		
<b>Community Improvement, Capacity Building: Business &amp; Industry</b>							
CEO/Executive Director	9	-1.8%			0.0%		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	36	2.2%	-6.5%	0.0%	4.4%	6.8%	9.9%
<b>Community Improvement, Capacity Building: Community Improvement &amp; Capacity Building N.E.C.</b>							
CEO/Executive Director	6	-2.0%			-0.4%		
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	17	2.5%		0.0%	2.1%	3.2%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	5	2.4%			0.4%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	8	5.1%			4.9%		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	6	0.0%			0.6%		
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	8	1.0%			1.8%		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	9	2.2%			0.3%		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	7	5.1%			2.1%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	13	5.1%		2.9%	5.3%	7.8%	
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	5	2.1%			0.0%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	13	6.5%		1.3%	6.4%	10.1%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	21	2.4%	-3.3%	0.0%	4.0%	6.1%	9.1%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	85	4.0%	-5.4%	0.0%	2.8%	8.7%	14.8%
Top Administrative Position	5	7.5%			10.4%		
Top Finance Position	14	5.3%		0.1%	2.7%	9.7%	
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	22	5.3%	-0.1%	1.3%	4.7%	8.5%	14.6%
Top Development Position	8	6.3%			4.7%		
Top Finance Position	8	9.4%			4.2%		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	51	2.6%	-3.2%	-1.3%	2.1%	6.6%	9.7%
Top Finance Position	7	-2.6%			-0.4%		
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	9	4.8%			4.2%		
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	7	0.3%			0.1%		
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	20	2.0%	-4.0%	0.1%	3.3%	5.5%	8.7%
Top Finance Position	8	6.2%			6.3%		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	27	4.7%	-1.1%	0.1%	2.9%	10.0%	13.8%
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	6	4.3%			5.1%		
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	19	5.8%		2.1%	6.3%	9.1%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	32	1.1%	-11.3%	-0.9%	2.0%	6.2%	9.0%
Top Finance Position	8	6.9%			9.3%		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	18	3.0%		0.1%	2.0%	5.6%	
Top Finance Position	5	8.8%			2.5%		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	14	3.4%		1.2%	3.9%	7.3%	
Top Finance Position	6	5.4%			4.6%		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	8	-2.2%			-3.1%		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	9	3.9%			2.1%		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	11	2.7%		-1.1%	3.3%	12.6%	
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	37	4.4%	-1.2%	0.1%	3.7%	7.2%	12.0%
Top Finance Position	8	5.6%			6.5%		
Top Operations Position	6	2.4%			0.7%		
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	5	-1.7%			2.4%		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	12	0.5%		-7.5%	1.5%	5.7%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	62	1.5%	-5.2%	-1.7%	2.1%	4.9%	8.6%
Top Finance Position	5	7.4%			7.2%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	39	4.9%	-2.9%	-0.1%	3.2%	9.1%	16.5%
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	12	3.0%		1.2%	3.2%	7.9%	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	45	3.1%	-3.8%	0.0%	1.5%	5.0%	15.2%
Top Finance Position	5	3.2%			1.3%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	64	2.4%	-6.1%	-2.3%	1.8%	6.2%	11.8%
Top Finance Position	15	5.7%		2.8%	5.1%	8.0%	
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	11	3.1%		-2.0%	4.5%	8.8%	
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	7	1.9%			4.9%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	61	4.1%	-5.4%	0.0%	4.0%	8.9%	17.3%
Top Finance Position	22	6.7%	-1.9%	2.7%	8.3%	11.2%	12.3%
Top Marketing Position	5	-0.2%			2.6%		
Top Operations Position	5	0.2%			5.6%		
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	13	4.1%		-0.1%	0.1%	5.2%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	10	3.2%		-1.7%	0.8%	8.5%	
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	18	6.3%		2.7%	5.5%	12.4%	
Top Finance Position	6	6.0%			7.7%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	21	4.8%	-2.8%	0.0%	2.4%	6.6%	17.8%
Top Finance Position	6	4.9%			3.8%		
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	19	3.3%		0.2%	1.5%	6.2%	
Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Charity & Voluntarism Promotion							
CEO/Executive Director	7	2.2%			2.0%		
Philanthropy, Voluntarism and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	5	0.6%			1.9%		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	16	4.4%		1.0%	3.1%	4.9%	
Public Safety, Disaster Preparedness and Relief: Disaster Preparedness & Relief Services							
CEO/Executive Director	13	3.9%		1.0%	2.3%	5.0%	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	19	2.0%		0.0%	2.4%	5.0%	
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
CEO/Executive Director	5	4.4%			4.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	5	-2.6%			0.0%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	59	2.2%	-7.7%	-0.6%	0.0%	5.9%	12.9%
Top Finance Position	10	-0.4%		-0.2%	0.0%	0.7%	
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	10	3.3%		0.0%	2.0%	7.6%	
Unknown							
CEO/Executive Director	7	4.3%			6.5%		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	5	3.2%			3.3%		
Youth Development: Scouting							
CEO/Executive Director	6	9.2%			7.0%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	13	4.4%		0.0%	2.8%	9.9%	
Youth Development: Youth Development Programs							
CEO/Executive Director	23	-0.2%	-11.4%	-2.9%	0.8%	4.3%	5.6%
<b>North Dakota</b>							
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	6	4.9%			4.9%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	8.0%			4.8%		



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Dakota</b>							
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	6	4.9%			4.9%		
Top Finance Position	10	5.6%		4.8%	6.6%	11.6%	
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	6	2.9%			4.8%		
Top Administrative Position	9	4.9%			5.4%		
Top Finance Position	5	1.1%			1.6%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	5	9.6%			7.8%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	21	4.8%	0.0%	2.0%	5.3%	8.1%	10.5%
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	7.2%			12.6%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	6	3.7%			3.0%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	8	-1.4%			-0.9%		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	3.7%			0.0%		
<b>Ohio</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	18	4.0%		0.0%	3.4%	7.8%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	29	3.2%	-5.8%	0.0%	3.3%	7.2%	9.0%
<b>Arts, Culture and Humanities: Arts, Culture &amp; Humanities N.E.C.</b>							
CEO/Executive Director	5	6.1%			5.1%		
<b>Arts, Culture and Humanities: Historical Organizations</b>							
CEO/Executive Director	17	1.5%		-1.0%	3.0%	4.3%	
<b>Arts, Culture and Humanities: Media &amp; Communication ;</b>							
CEO/Executive Director	12	4.9%		0.8%	4.7%	7.1%	
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	33	2.9%	-3.6%	-1.0%	1.1%	6.1%	12.4%
Top Finance Position	11	4.8%		0.3%	3.8%	8.8%	
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	60	4.6%	-2.1%	0.0%	3.8%	10.6%	14.5%
Top Finance Position	8	5.5%			4.0%		
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	6	4.7%			1.8%		
<b>Arts, Culture and Humanities: Visual Arts</b>							
CEO/Executive Director	8	1.2%			2.1%		
<b>Civil Rights, Social Action, Advocacy: Civil Liberties</b>							
CEO/Executive Director	7	3.6%			1.5%		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	13	6.0%		0.0%	3.9%	12.3%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	12	-0.3%		-0.3%	0.9%	6.3%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	51	4.3%	-5.9%	0.0%	1.4%	11.5%	17.1%
Top Finance Position	10	2.2%		-1.2%	1.6%	5.7%	
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	5	7.1%			5.6%		
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	5	7.9%			4.3%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	34	0.7%	-6.1%	-2.2%	1.8%	4.2%	8.5%
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	7	3.0%			0.5%		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	10	3.3%		0.2%	2.9%	3.8%	
Crime, Legal-Related: Legal Services							
CEO/Executive Director	14	2.6%		0.1%	3.0%	4.9%	
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	7	5.2%			4.7%		
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	9	1.5%			4.7%		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	6	7.3%			9.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	9	10.0%			7.0%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	9	2.6%			1.0%		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	8	6.4%			5.5%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	8	3.5%			2.5%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	18	1.4%		-3.0%	0.0%	7.7%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	88	4.8%	-5.7%	0.1%	3.3%	11.0%	16.6%
Top Administrative Position	15	4.0%		1.1%	3.2%	7.0%	
Top Finance Position	22	6.4%	0.2%	2.7%	4.6%	6.9%	16.1%
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	24	1.9%	-6.0%	-2.2%	2.8%	7.3%	10.3%
Top Administrative Position	9	5.9%			4.4%		
Top Development Position	11	4.8%		1.4%	4.8%	6.9%	
Top Finance Position	27	2.1%	-6.2%	-1.8%	1.0%	6.6%	10.5%
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	10	1.0%		0.0%	0.7%	3.8%	
Top Finance Position	6	-3.9%			-0.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	36	4.1%	-1.8%	0.2%	2.8%	6.4%	15.5%
Top Finance Position	5	0.2%			0.0%		
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	15	2.5%		0.1%	3.6%	6.0%	
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	13	-0.9%		-2.5%	0.0%	0.7%	
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	13	2.2%		-3.4%	-1.0%	1.0%	
Top Finance Position	6	4.9%			6.4%		
<b>Environmental Quality, Protection and Beautification : Environmental Education</b>							
CEO/Executive Director	5	1.3%			0.0%		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	13	1.6%		-3.4%	0.0%	4.7%	
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	20	6.6%	-0.3%	0.0%	5.2%	9.5%	18.1%
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	25	5.7%	-1.4%	0.6%	4.4%	9.3%	17.7%
Top Finance Position	12	8.9%		4.1%	9.5%	15.0%	
<b>Health – General and Rehabilitative: Health (General &amp; Financing)</b>							
CEO/Executive Director	5	4.6%			5.1%		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	19	2.5%		-0.6%	3.6%	10.8%	
Top Finance Position	7	5.1%			4.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	28	4.2%	-6.6%	-1.2%	2.5%	11.8%	13.9%
Top Finance Position	14	4.6%		0.5%	4.0%	7.0%	
Top Human Resources Position	5	6.3%			6.0%		
Top Legal Position	7	11.8%			10.1%		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	20	0.4%	-9.4%	-3.3%	2.8%	5.2%	7.8%
Top Finance Position	10	3.1%		1.0%	3.6%	6.3%	
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	5	4.9%			0.0%		
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
CEO/Executive Director	11	2.5%		0.6%	3.6%	4.5%	
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	17	2.6%		0.0%	1.6%	5.0%	
<b>Housing, Shelter: Housing &amp; Shelter N.E.C.</b>							
CEO/Executive Director	10	4.6%		0.0%	3.0%	7.4%	
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	49	3.0%	-3.9%	-0.8%	2.5%	6.1%	10.9%
Top Finance Position	13	1.3%		-1.5%	2.5%	6.8%	
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	10	2.9%		-0.8%	1.6%	9.2%	
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	18	3.4%		-1.4%	3.5%	9.7%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	101	3.1%	-3.7%	0.0%	2.2%	6.8%	12.2%
Top Finance Position	31	3.1%	-1.8%	0.2%	2.2%	5.4%	9.0%
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	65	4.9%	-3.4%	0.1%	4.7%	9.4%	15.4%
Top Finance Position	15	3.5%		-1.4%	3.0%	9.1%	
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	13	2.1%		-0.9%	0.4%	5.8%	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	44	3.7%	-5.1%	-0.2%	2.8%	11.2%	14.0%
Top Finance Position	5	0.9%			1.9%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	124	2.3%	-4.9%	0.0%	1.8%	5.2%	10.9%
Top Administrative Position	7	1.5%			2.5%		
Top Finance Position	37	4.5%	-2.2%	0.0%	1.8%	6.8%	12.7%
Top Operations Position	14	5.1%		1.1%	3.2%	9.0%	
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	13	3.5%		-0.6%	3.7%	7.2%	
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	11	3.1%		-0.3%	2.7%	5.3%	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	55	2.7%	-5.3%	-0.5%	2.9%	6.3%	8.7%
Top Finance Position	22	4.3%	-3.8%	0.9%	4.1%	6.5%	11.3%
Top Operations Position	9	3.8%			5.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
<b>Human Services – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	9	3.9%			4.3%		
<b>International, Foreign Affairs and National Security: International Development</b>							
CEO/Executive Director	8	4.3%			4.1%		
<b>Mental Health, Crisis Intervention: Counseling</b>							
CEO/Executive Director	5	-0.9%			6.5%		
<b>Mental Health, Crisis Intervention: Mental Health &amp; Crisis Intervention N.E.C.</b>							
CEO/Executive Director	5	2.3%			1.2%		
<b>Mental Health, Crisis Intervention: Mental Health Associations</b>							
CEO/Executive Director	8	2.9%			2.2%		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	58	4.6%	-2.8%	-0.1%	3.6%	7.6%	15.0%
Top Finance Position	24	2.2%	-6.6%	-2.7%	2.2%	4.4%	10.8%
Top Operations Position	10	7.1%		1.8%	4.4%	13.5%	
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	43	3.4%	-6.1%	0.0%	3.3%	7.6%	13.2%
Top Finance Position	15	5.8%		3.8%	5.7%	9.5%	
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs</b>							
CEO/Executive Director	34	1.3%	-5.4%	-0.5%	2.1%	3.7%	6.1%
Top Finance Position	9	1.8%			3.8%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations</b>							
CEO/Executive Director	35	4.5%	-1.6%	-0.2%	3.6%	7.5%	15.2%
Top Finance Position	11	3.4%		1.1%	4.2%	6.0%	



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other							
CEO/Executive Director	7	3.5%			1.5%		
Public, Society Benefit – Multipurpose and Other: Leadership Development							
CEO/Executive Director	13	-1.2%		-6.6%	0.0%	1.5%	
Public, Society Benefit – Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	6	5.2%			4.9%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	16	3.2%		0.0%	5.3%	7.2%	
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	6	4.2%			4.0%		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	8	4.4%			3.7%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	62	3.0%	-3.6%	-0.3%	1.8%	7.4%	12.8%
Religion-Related, Spiritual Development: Interfaith Coalitions							
CEO/Executive Director	5	4.1%			-0.5%		
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	6	3.1%			0.1%		
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	6	3.7%			2.6%		
Social Science Research Institutes, Services: Interdisciplinary Research							
CEO/Executive Director	5	5.9%			3.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
Unknown							
CEO/Executive Director	5	6.6%			4.5%		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	7	6.9%			6.4%		
Youth Development: Scouting							
CEO/Executive Director	7	3.2%			4.0%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	11	1.1%		0.0%	1.1%	3.8%	
Youth Development: Youth Development Programs							
CEO/Executive Director	30	3.6%	-10.3%	-0.7%	3.1%	10.9%	17.4%
<b>Oklahoma</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	7	-2.5%			0.0%		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	8	3.0%			2.4%		
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	5	6.9%			6.3%		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	13	0.6%		-0.6%	0.0%	2.7%	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	10	0.4%		-1.1%	1.0%	4.1%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oklahoma</b>							
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	7	5.7%			5.0%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	24	0.7%	-13.2%	-2.2%	2.2%	4.1%	6.5%
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	7	-0.3%			0.6%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	2.1%			3.6%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	5	7.2%			3.0%		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	6	5.4%			6.7%		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	7	5.2%			3.1%		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	13	4.2%		0.0%	3.2%	7.1%	
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	5	5.7%			5.3%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	24	3.0%	-3.4%	0.0%	2.3%	6.2%	13.0%
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	14	5.0%		0.4%	3.5%	7.1%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oklahoma</b>							
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	16	0.6%		-1.7%	1.2%	5.0%	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	37	0.4%	-7.3%	-1.0%	1.1%	4.0%	7.7%
Top Finance Position	7	4.5%			2.9%		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	5	2.9%			0.0%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	22	1.7%	-7.0%	-2.7%	0.3%	4.8%	13.1%
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	7	-1.1%			0.0%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	8	4.2%			4.2%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	10	1.2%		0.0%	2.9%	6.8%	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	46	-2.8%	-21.4%	-15.0%	0.0%	5.4%	14.2%
Top Finance Position	7	-1.3%			-1.3%		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	6	1.9%			2.9%		
Unknown							
CEO/Executive Director	5	1.2%			1.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oklahoma</b>							
Youth Development: Scouting							
CEO/Executive Director	7	2.8%			3.6%		
Youth Development: Youth Development Programs							
CEO/Executive Director	9	2.3%			2.1%		
<b>Oregon</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	15	3.3%		-1.6%	3.1%	8.4%	
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	5	3.0%			0.2%		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	20	5.9%	-4.0%	-0.1%	4.6%	13.2%	18.3%
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	12	8.1%		6.8%	10.2%	12.0%	
Arts, Culture and Humanities: Museums							
CEO/Executive Director	10	9.2%		2.9%	8.7%	14.9%	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	21	4.3%	-4.6%	-2.7%	4.6%	11.9%	16.3%
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	6	1.6%			0.6%		
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	6	6.1%			5.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>							
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	12	0.3%		-0.6%	0.7%	3.0%	
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	5	-5.0%			0.0%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	6	9.0%			8.4%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	11	2.6%		-0.4%	0.4%	5.8%	
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	5	2.4%			2.9%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	5	1.2%			0.0%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	16	6.3%		1.1%	6.0%	11.9%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	62	3.2%	-6.2%	0.0%	2.6%	7.8%	14.7%
Top Administrative Position	9	0.2%			1.0%		
Top Finance Position	7	2.8%			2.2%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	8	8.4%			7.7%		
Top Finance Position	5	8.4%			9.8%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	5.0%			3.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>							
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	10	1.2%		-0.5%	0.6%	4.3%	
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	11	2.7%		-2.1%	1.5%	6.5%	
<b>Environmental Quality, Protection and Beautification : Environment N.E.C.</b>							
CEO/Executive Director	7	1.9%			2.5%		
<b>Environmental Quality, Protection and Beautification : Environmental Education</b>							
CEO/Executive Director	5	8.8%			10.0%		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	41	0.7%	-9.3%	-4.8%	0.6%	6.8%	11.3%
Top Finance Position	7	4.4%			2.0%		
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	5	-2.6%			0.0%		
<b>Food, Agriculture and Nutrition: Agricultural Programs</b>							
CEO/Executive Director	5	-1.2%			3.0%		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	16	1.9%		-2.4%	0.7%	6.8%	
Top Finance Position	5	9.6%			7.1%		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	5	-1.5%			1.2%		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	7	9.8%			11.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>							
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	5	1.5%			6.5%		
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	9	4.3%			3.5%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	26	4.1%	-6.8%	0.8%	3.5%	8.7%	14.4%
Top Finance Position	7	7.2%			6.5%		
Housing, Shelter: Housing Support							
CEO/Executive Director	6	3.1%			1.8%		
Housing, Shelter: Service and Other							
CEO/Executive Director	5	4.1%			6.6%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	7	6.5%			2.8%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	42	3.8%	-0.7%	0.3%	3.8%	7.6%	11.9%
Top Finance Position	7	6.2%			6.0%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	25	0.1%	-11.4%	-3.9%	0.8%	5.2%	8.9%
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	11	4.4%		1.5%	5.1%	8.5%	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	22	3.6%	-4.5%	0.0%	3.2%	5.0%	13.0%



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	23	2.5%	-8.4%	-1.4%	3.5%	6.0%	11.4%
Top Finance Position	5	5.2%			6.0%		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	9	3.9%			0.6%		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	11	7.1%		1.6%	4.7%	10.7%	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	30	4.4%	-2.6%	0.3%	3.6%	8.2%	10.3%
Top Finance Position	5	6.3%			0.0%		
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	5	1.5%			1.7%		
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	7	4.6%			2.2%		
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	5	12.4%			13.6%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	23	5.3%	-1.4%	0.5%	3.0%	9.4%	20.3%
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	12	6.0%		0.0%	5.5%	11.4%	
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	5	0.7%			0.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>							
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	6	3.0%			2.4%		
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	7	5.2%			3.0%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	7	8.3%			3.5%		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	7	4.1%			7.3%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	34	0.0%	-13.7%	-3.9%	0.0%	5.4%	12.5%
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	6	11.4%			10.5%		
Unknown							
CEO/Executive Director	13	3.8%		-0.2%	2.0%	7.3%	
Youth Development: Scouting							
CEO/Executive Director	6	7.4%			6.5%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	5	7.7%			4.5%		
Youth Development: Youth Development Programs							
CEO/Executive Director	17	3.2%		0.0%	2.5%	6.3%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	27	4.3%	-1.4%	0.0%	3.2%	7.4%	12.7%
Animal-Related: Zoos & Aquariums							
CEO/Executive Director	5	4.7%			0.9%		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	56	4.1%	-3.6%	0.0%	3.2%	8.6%	15.0%
Arts, Culture and Humanities: Arts, Culture & Humanities N.E.C.							
CEO/Executive Director	8	8.2%			6.2%		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	29	5.7%	-1.0%	0.0%	2.7%	10.0%	15.7%
Arts, Culture and Humanities: Humanities							
CEO/Executive Director	5	5.4%			8.0%		
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	17	3.1%		0.0%	3.0%	5.8%	
Arts, Culture and Humanities: Museums							
CEO/Executive Director	38	4.0%	-2.7%	0.2%	3.2%	5.9%	11.4%
Top Finance Position	8	4.2%			6.5%		
Top Operations Position	6	0.4%			2.6%		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	63	3.2%	-3.5%	0.0%	2.7%	6.6%	11.2%
Top Administrative Position	5	7.5%			4.0%		
Top Finance Position	11	3.4%		0.6%	3.9%	7.3%	
Arts, Culture and Humanities: Service and Other							
CEO/Executive Director	7	4.6%			4.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
Arts, Culture and Humanities: Visual Arts							
CEO/Executive Director	8	-2.6%			0.0%		
Civil Rights, Social Action, Advocacy: Civil Liberties							
CEO/Executive Director	5	-6.0%			-6.3%		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	15	5.2%		-0.4%	3.1%	13.5%	
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	15	5.7%		0.2%	7.1%	11.2%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	58	2.9%	-2.6%	0.0%	2.4%	5.4%	9.0%
Top Finance Position	6	4.7%			4.8%		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	9	1.5%			0.3%		
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	6	8.4%			11.5%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	31	5.1%	-0.8%	0.0%	3.8%	7.1%	17.7%
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	9	8.8%			5.3%		
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	7	7.3%			8.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	16	1.2%		-3.4%	1.3%	5.5%	
Top Finance Position	7	1.6%			-0.3%		
<b>Crime, Legal-Related: Protection Against Abuse</b>							
CEO/Executive Director	10	1.5%		-0.1%	2.0%	4.1%	
<b>Crime, Legal-Related: Rehabilitation Services for Offenders</b>							
CEO/Executive Director	8	1.9%			1.2%		
<b>Diseases, Disorders, Medical Disciplines: Birth Defects &amp; Genetic Diseases</b>							
CEO/Executive Director	8	-2.8%			0.6%		
<b>Diseases, Disorders, Medical Disciplines: Cancer</b>							
CEO/Executive Director	17	2.9%		0.0%	2.0%	4.0%	
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	13	4.3%		2.4%	3.8%	4.4%	
<b>Diseases, Disorders, Medical Disciplines: Medical Disciplines</b>							
CEO/Executive Director	8	3.6%			3.1%		
<b>Diseases, Disorders, Medical Disciplines: Service and Other</b>							
CEO/Executive Director	9	5.9%			3.0%		
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	6	3.3%			3.0%		
<b>Educational Institutions and Related Activities: Adult Education</b>							
CEO/Executive Director	14	0.2%		-1.1%	1.9%	4.1%	
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	21	2.4%	-14.1%	-2.2%	6.1%	8.7%	18.2%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	34	3.4%	-4.8%	-0.7%	1.8%	5.4%	15.0%
Top Finance Position	8	2.4%			1.4%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	175	4.5%	-5.7%	0.0%	4.0%	9.6%	15.7%
Top Administrative Position	12	7.5%		1.3%	5.4%	11.0%	
Top Business Position	10	3.0%		-1.5%	2.7%	4.5%	
Top Development Position	9	4.3%			4.6%		
Top Education Position	7	7.8%			5.0%		
Top Finance Position	36	5.5%	-2.9%	2.8%	5.2%	9.5%	16.3%
Top Operations Position	13	7.2%		5.1%	5.6%	9.3%	
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	8	7.6%			5.2%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	55	2.2%	-4.5%	-1.3%	2.4%	6.1%	11.4%
Top Administrative Position	19	3.9%		0.4%	4.8%	10.2%	
Top Development Position	23	2.8%	-7.1%	1.1%	3.1%	6.9%	9.2%
Top Finance Position	44	3.7%	-0.7%	0.9%	3.0%	7.7%	10.6%
Top Legal Position	8	7.1%			6.1%		
Top Operations Position	6	7.3%			3.6%		
Top Technology Position	8	0.6%			2.5%		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	48	2.4%	-6.5%	-0.4%	3.0%	6.4%	9.4%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	38	2.5%	-3.6%	0.0%	2.5%	5.6%	9.6%
Top Finance Position	6	5.6%			5.1%		
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	20	3.2%	-4.4%	0.0%	1.7%	6.8%	12.9%
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	16	0.6%		-1.7%	1.9%	4.6%	
Top Finance Position	6	0.9%			0.2%		
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	18	4.8%		-0.1%	3.6%	7.7%	
Top Finance Position	6	3.4%			2.9%		
<b>Environmental Quality, Protection and Beautification : Environmental Education</b>							
CEO/Executive Director	8	5.4%			2.6%		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	29	1.8%	-2.5%	-0.8%	1.0%	3.9%	7.8%
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	7	5.1%			6.0%		
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	21	4.3%	-3.1%	-0.7%	2.8%	9.0%	14.6%
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	33	3.7%	-1.4%	0.0%	3.9%	6.1%	10.9%
Top Finance Position	15	5.6%		2.4%	4.5%	9.1%	
Top Operations Position	8	4.6%			4.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	48	2.8%	-3.6%	-0.4%	1.6%	5.6%	11.6%
Top Finance Position	15	3.0%		0.0%	4.2%	6.4%	
Top Operations Position	6	4.0%			3.7%		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	40	6.6%	-4.7%	0.4%	4.8%	13.8%	19.3%
Top Finance Position	25	5.2%	-2.8%	0.4%	4.7%	8.6%	14.7%
Top Human Resources Position	8	9.8%			8.6%		
Top Operations Position	9	3.9%			4.5%		
Top Technology Position	6	9.7%			10.6%		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	33	2.2%	-4.4%	-1.1%	1.4%	4.5%	7.6%
Top Administrative Position	15	0.5%		-1.4%	1.8%	3.8%	
Top Finance Position	17	1.9%		0.0%	3.0%	7.1%	
Top Operations Position	6	3.6%			2.0%		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	7	5.9%			4.0%		
<b>Health – General and Rehabilitative: Rehabilitative Care</b>							
CEO/Executive Director	7	-4.9%			-5.9%		
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
CEO/Executive Director	11	3.7%		0.6%	3.4%	8.2%	
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	27	1.8%	-6.8%	-3.6%	2.5%	5.2%	10.0%
Top Finance Position	6	4.9%			6.2%		



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	42	3.6%	-2.1%	0.0%	3.4%	6.7%	11.9%
Top Finance Position	9	3.9%			5.9%		
Housing, Shelter: Housing Support							
CEO/Executive Director	10	4.6%		0.2%	4.1%	7.5%	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	19	3.8%		0.0%	3.1%	7.2%	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	158	5.3%	-1.9%	1.0%	4.7%	9.7%	14.8%
Top Finance Position	42	6.2%	-2.5%	0.7%	6.3%	9.5%	18.1%
Top Human Resources Position	8	4.5%			2.9%		
Top Operations Position	10	8.4%		6.2%	7.7%	10.5%	
Top Technology Position	6	7.3%			4.8%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	97	3.0%	-4.2%	-0.9%	2.0%	6.5%	13.4%
Top Finance Position	18	3.6%		2.5%	3.2%	8.9%	
Top Operations Position	10	0.7%		-0.5%	3.2%	6.1%	
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	19	5.1%		-0.7%	4.3%	9.3%	
Top Finance Position	5	8.9%			9.7%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	72	1.9%	-6.1%	-0.5%	1.9%	4.5%	10.4%
Top Finance Position	7	4.1%			4.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	141	3.4%	-3.9%	0.0%	2.6%	6.6%	11.6%
Top Finance Position	34	6.0%	-2.5%	0.2%	4.8%	12.2%	18.4%
Top Operations Position	12	6.9%		1.2%	7.4%	11.1%	
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	23	4.1%	-2.6%	-0.2%	2.5%	7.0%	18.9%
Top Finance Position	10	6.9%		4.6%	6.5%	9.0%	
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	15	1.5%		-0.3%	1.0%	3.4%	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	87	4.9%	-1.3%	0.6%	5.0%	9.2%	11.9%
Top Administrative Position	8	4.4%			2.9%		
Top Finance Position	47	5.3%	-2.0%	2.2%	4.1%	8.9%	13.4%
Top Human Resources Position	8	4.2%			0.5%		
Top Marketing Position	5	5.6%			5.6%		
Top Operations Position	17	5.0%		0.6%	4.0%	11.2%	
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	18	2.9%		0.1%	2.6%	5.9%	
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	17	-0.3%		-2.9%	-0.2%	1.6%	
International, Foreign Affairs and National Security: Promotion of International Understanding							
CEO/Executive Director	7	-6.2%			0.0%		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	5	1.8%			1.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention							
CEO/Executive Director	7	8.0%			4.8%		
Mental Health, Crisis Intervention: Mental Health Associations							
CEO/Executive Director	7	4.6%			3.9%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	47	2.2%	-7.6%	-2.4%	2.2%	6.2%	12.3%
Top Finance Position	18	6.2%		1.0%	6.9%	10.6%	
Top Operations Position	11	1.6%		0.2%	1.5%	3.3%	
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	7	7.2%			8.4%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	47	3.7%	-10.8%	2.1%	4.1%	7.2%	16.0%
Top Finance Position	12	4.7%		0.6%	4.6%	9.1%	
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	30	4.0%	0.0%	0.0%	2.7%	6.7%	10.2%
Top Finance Position	6	7.6%			4.8%		
Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Voluntarism & Grantmaking Foundations N.E.C.							
CEO/Executive Director	7	-1.2%			0.0%		
Philanthropy, Voluntarism and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	11	1.5%		0.0%	1.8%	3.0%	
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	30	3.8%	-1.7%	2.1%	3.8%	5.6%	10.0%
Top Finance Position	7	5.7%			5.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
Philanthropy, Voluntarism and Grantmaking Foundations: Voluntarism Promotion							
CEO/Executive Director	5	6.4%			3.2%		
Public, Society Benefit – Multipurpose and Other: Leadership Development							
CEO/Executive Director	7	3.7%			3.3%		
Public, Society Benefit – Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	8	-0.3%			0.0%		
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	12	2.6%		0.0%	1.8%	5.4%	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	18	3.0%		-2.6%	2.1%	5.8%	
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	15	2.7%		0.0%	2.3%	6.7%	
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	10	2.7%		1.0%	2.7%	3.2%	
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
CEO/Executive Director	5	-0.3%			0.0%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	67	0.4%	-15.5%	-3.8%	1.6%	5.6%	12.6%
Top Finance Position	12	7.9%		3.4%	8.4%	16.7%	
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	13	1.7%		-2.1%	0.0%	3.0%	
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	6	2.0%			1.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
Unknown							
CEO/Executive Director	5	0.8%			1.4%		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	9	1.8%			2.8%		
Youth Development: Scouting							
CEO/Executive Director	6	10.2%			11.1%		
Youth Development: Service and Other							
CEO/Executive Director	7	-1.4%			0.0%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	17	5.3%		1.2%	3.7%	9.0%	
Youth Development: Youth Development Programs							
CEO/Executive Director	32	2.9%	-5.8%	0.3%	2.3%	7.3%	15.8%
<b>Puerto Rico</b>							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	-4.6%			0.0%		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	6	3.6%			4.2%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	0.3%			1.0%		
Unknown							
CEO/Executive Director	5	1.7%			4.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Rhode Island</b>							
<b>Arts, Culture and Humanities: Historical Organizations</b>							
CEO/Executive Director	8	7.2%			5.8%		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	5	5.5%			1.9%		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	5	4.1%			4.8%		
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	6	9.4%			8.6%		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	20	2.4%	-3.7%	-1.9%	1.0%	3.9%	16.3%
Top Finance Position	6	4.6%			2.7%		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	8	0.8%			0.3%		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	5	-0.3%			3.8%		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	6	5.7%			5.1%		
Top Administrative Position	7	4.7%			1.9%		
Top Finance Position	5	7.8%			8.9%		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	6	8.3%			9.0%		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	15	4.3%		0.2%	3.3%	5.5%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Rhode Island</b>							
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	-0.4%			0.9%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	7	6.0%			7.0%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	14	3.9%		0.1%	3.9%	7.2%	
Top Finance Position	5	8.8%			7.5%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	2.0%			1.9%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	5	2.4%			3.2%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	6	1.2%			0.9%		
<b>South Carolina</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	10	0.9%		-6.5%	-1.8%	4.3%	
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	9	0.3%			0.2%		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	5	5.1%			2.9%		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	10	0.4%		0.0%	0.7%	1.9%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Carolina</b>							
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	10	0.5%		-1.5%	0.7%	4.1%	
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	6	2.7%			2.1%		
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	7	1.5%			0.0%		
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	6	4.9%			2.3%		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	47	3.9%	-1.4%	0.2%	2.2%	6.1%	12.5%
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	15	1.1%		-0.2%	0.0%	3.6%	
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	17	2.0%		0.7%	1.9%	5.6%	
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	9	3.8%			0.0%		
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	7	1.4%			3.0%		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	18	6.1%		1.7%	5.7%	8.4%	
Top Finance Position	6	10.9%			9.5%		
<b>Health – General and Rehabilitative: Health (General &amp; Financing)</b>							
CEO/Executive Director	7	7.2%			7.4%		



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Carolina</b>							
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	7	2.5%			6.1%		
Top Finance Position	6	-1.7%			1.6%		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	8	-4.5%			0.1%		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	15	-0.1%		-3.6%	1.2%	5.0%	
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	8	8.6%			7.3%		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	29	5.6%	-1.6%	0.8%	5.5%	9.8%	12.7%
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	14	4.4%		1.0%	4.1%	5.3%	
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	5	2.9%			0.9%		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	14	5.1%		0.7%	4.2%	8.3%	
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	40	3.3%	-5.8%	0.0%	3.5%	7.6%	14.3%
Top Finance Position	6	11.2%			12.1%		
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	13	6.3%		1.1%	4.5%	12.6%	
Top Finance Position	7	6.1%			6.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Carolina</b>							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	5.8%			5.6%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	11	2.9%		-2.2%	5.3%	6.6%	
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	6	3.4%			3.7%		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	5	1.4%			2.2%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	43	0.5%	-8.4%	-1.4%	0.5%	4.3%	10.2%
Top Finance Position	5	-1.9%			0.0%		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	5	-1.7%			0.0%		
Youth Development: Scouting							
CEO/Executive Director	5	5.5%			4.0%		
Youth Development: Youth Development Programs							
CEO/Executive Director	10	3.6%		-3.4%	2.6%	8.8%	
<b>South Dakota</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	-1.1%			-1.9%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	7	4.6%			3.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Dakota</b>							
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	7	7.0%			8.1%		
Top Finance Position	12	3.0%		-3.8%	1.8%	10.1%	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	11	2.1%		0.2%	2.1%	5.3%	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	0.7%			-3.3%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	9	0.0%			2.0%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	6	2.5%			1.3%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	11	2.0%		-0.4%	1.5%	3.6%	
<b>Tennessee</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	7	10.1%			10.4%		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	9	1.8%			0.3%		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	8	4.3%			2.6%		
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	11	1.0%		-1.9%	0.0%	5.8%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
Arts, Culture and Humanities: Museums							
CEO/Executive Director	19	1.4%		-0.7%	0.3%	3.9%	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	21	5.9%	-0.8%	2.0%	5.9%	10.7%	13.8%
Top Finance Position	5	2.6%			2.3%		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	8	2.2%			0.3%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	16	2.2%		0.0%	1.6%	6.1%	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	10	3.3%		-0.9%	2.1%	9.8%	
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	7	2.2%			4.1%		
Crime, Legal-Related: Rehabilitation Services for Offenders							
CEO/Executive Director	5	-3.4%			2.9%		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	6	-2.0%			-1.0%		
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	8	3.9%			0.0%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	8	9.7%			8.4%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	8	0.3%			1.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	20	6.3%	-2.7%	-0.2%	7.3%	14.8%	19.3%
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	62	3.6%	-2.7%	0.1%	3.1%	6.5%	11.6%
Top Development Position	7	0.6%			3.8%		
Top Finance Position	17	5.1%		2.5%	4.7%	8.8%	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	23	3.5%	-7.9%	0.0%	4.0%	6.7%	14.3%
Top Development Position	10	-1.0%		-4.7%	0.2%	2.5%	
Top Finance Position	14	3.2%		-2.0%	1.0%	10.3%	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	17	5.1%		1.3%	5.5%	9.1%	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	5	3.5%			0.1%		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	10	2.5%		-3.5%	5.3%	6.6%	
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	10	1.8%		0.5%	2.3%	3.5%	
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	26	3.1%	-4.8%	-1.2%	2.8%	8.3%	14.1%
Top Finance Position	14	4.1%		0.7%	2.0%	5.4%	
Top Operations Position	8	3.8%			3.3%		
Health – General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	7	2.0%			-0.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	7	2.8%			2.4%		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	9	7.7%			7.9%		
Top Finance Position	7	-1.8%			-0.5%		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	7	3.8%			1.7%		
<b>Health – General and Rehabilitative: Rehabilitative Care</b>							
CEO/Executive Director	7	7.7%			10.2%		
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
CEO/Executive Director	7	11.0%			14.2%		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	9	4.7%			3.0%		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	23	4.3%	-4.2%	-1.2%	5.9%	10.3%	13.6%
Top Finance Position	5	8.4%			5.8%		
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	10	2.5%		0.5%	1.7%	3.3%	
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	12	3.6%		-2.0%	3.2%	6.2%	
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	65	1.3%	-5.3%	-1.2%	1.4%	4.0%	9.8%
Top Finance Position	8	6.3%			5.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	34	3.0%	-2.7%	0.3%	2.9%	5.8%	9.7%
Top Finance Position	5	2.4%			3.3%		
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	15	4.4%		0.7%	2.0%	4.5%	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	28	3.2%	-2.3%	-0.8%	0.9%	4.9%	15.6%
Top Finance Position	5	8.7%			8.5%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	37	3.6%	-1.9%	-0.1%	1.8%	6.9%	14.6%
Top Finance Position	7	0.6%			0.9%		
Top Operations Position	5	1.5%			1.3%		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	7	2.3%			1.1%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	15	4.2%		-0.2%	2.1%	9.9%	
Top Finance Position	7	3.9%			2.7%		
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	12	0.0%		-0.7%	0.0%	2.2%	
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	6	-0.2%			1.9%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	16	-0.6%		-4.8%	0.7%	3.7%	
Top Operations Position	6	10.2%			12.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	21	5.5%	-4.9%	0.0%	2.6%	10.7%	21.8%
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	15	3.7%		0.5%	3.8%	7.5%	
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	6	1.6%			1.0%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	8	-8.3%			-11.8%		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	5	-2.8%			0.0%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	109	2.1%	-11.3%	-3.3%	0.0%	7.9%	17.8%
Top Finance Position	11	7.4%		1.4%	4.2%	10.8%	
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	6	5.2%			4.1%		
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	8	0.1%			-0.8%		
Unknown							
CEO/Executive Director	7	8.1%			12.0%		
Youth Development: Scouting							
CEO/Executive Director	5	6.0%			4.9%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	13	0.0%		0.1%	1.2%	3.9%	



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
Youth Development: Youth Development Programs							
CEO/Executive Director	21	1.3%	-7.7%	-3.8%	0.0%	5.1%	8.8%
<b>Texas</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	26	2.9%	-6.5%	-1.2%	2.6%	7.0%	15.0%
Top Finance Position	5	2.2%			3.0%		
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	9	4.6%			2.9%		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	47	4.0%	-2.5%	0.0%	4.1%	7.7%	14.4%
Arts, Culture and Humanities: Arts Services							
CEO/Executive Director	6	0.8%			-0.1%		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	15	2.4%		-0.1%	0.7%	3.7%	
Arts, Culture and Humanities: Media & Communication							
CEO/Executive Director	19	0.0%		-3.8%	0.0%	2.4%	
Arts, Culture and Humanities: Museums							
CEO/Executive Director	46	0.7%	-5.9%	-1.9%	0.1%	3.6%	9.9%
Top Finance Position	11	0.5%		-1.9%	2.8%	4.0%	
Top Operations Position	5	4.4%			4.0%		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	75	2.7%	-7.6%	0.0%	2.5%	6.7%	16.6%
Top Finance Position	9	4.4%			5.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
<b>Arts, Culture and Humanities: Visual Arts</b>							
CEO/Executive Director	6	7.9%			12.6%		
<b>Civil Rights, Social Action, Advocacy: Civil Liberties</b>							
CEO/Executive Director	5	0.7%			2.0%		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	16	3.4%		-0.3%	2.0%	5.5%	
<b>Civil Rights, Social Action, Advocacy: Service and Other</b>							
CEO/Executive Director	5	-2.6%			0.6%		
<b>Community Improvement, Capacity Building: Business &amp; Industry</b>							
CEO/Executive Director	5	3.6%			-1.9%		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	24	2.6%	-7.3%	-0.5%	2.6%	5.3%	12.2%
<b>Community Improvement, Capacity Building: Community Improvement &amp; Capacity Building N.E.C.</b>							
CEO/Executive Director	11	2.0%		-0.7%	0.1%	7.0%	
<b>Community Improvement, Capacity Building: Community Service Clubs</b>							
CEO/Executive Director	5	4.6%			4.2%		
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	17	1.0%		-6.0%	-0.2%	9.1%	
<b>Crime, Legal-Related: Crime Prevention</b>							
CEO/Executive Director	5	3.6%			3.3%		
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	14	3.6%		-1.2%	3.2%	6.4%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
<b>Crime, Legal-Related: Protection Against Abuse</b>							
CEO/Executive Director	14	3.9%		0.1%	3.4%	8.0%	
<b>Crime, Legal-Related: Rehabilitation Services for Offenders</b>							
CEO/Executive Director	6	6.2%			6.2%		
<b>Diseases, Disorders, Medical Disciplines: Cancer</b>							
CEO/Executive Director	9	0.2%			0.7%		
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	15	7.0%		3.7%	4.8%	8.6%	
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	13	4.2%		2.1%	3.8%	5.7%	
<b>Educational Institutions and Related Activities: Adult Education</b>							
CEO/Executive Director	11	8.2%		0.1%	8.5%	14.8%	
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	23	2.7%	-7.6%	-0.3%	2.5%	7.2%	14.0%
Top Finance Position	8	0.4%			1.8%		
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	34	4.3%	-3.7%	0.0%	4.1%	6.2%	14.2%
Top Finance Position	10	2.5%		0.1%	1.8%	6.8%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	187	4.2%	-3.7%	0.0%	2.9%	7.7%	14.8%
Top Administrative Position	27	5.0%	-2.7%	0.0%	3.7%	10.9%	15.1%
Top Business Position	10	1.0%		-4.5%	0.5%	4.6%	
Top Development Position	9	6.7%			6.4%		
Top Finance Position	35	3.1%	-5.9%	0.0%	4.0%	6.3%	9.8%
Top Operations Position	14	3.8%		0.0%	4.8%	8.0%	
<b>Educational Institutions and Related Activities: Graduate &amp; Professional Schools</b>							
CEO/Executive Director	7	5.5%			3.4%		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	27	1.3%	-6.8%	-3.3%	0.0%	5.1%	10.4%
Top Administrative Position	6	2.3%			3.4%		
Top Development Position	8	4.2%			4.1%		
Top Finance Position	14	4.1%		0.0%	2.5%	8.5%	
Top Legal Position	6	3.7%			7.8%		
Top Technology Position	6	1.2%			2.1%		
<b>Educational Institutions and Related Activities: Libraries</b>							
CEO/Executive Director	5	3.7%			4.3%		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	36	4.0%	-2.0%	0.0%	2.9%	6.7%	9.7%
Top Finance Position	7	-0.5%			1.2%		
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	20	1.5%	-5.6%	-1.3%	0.0%	5.2%	15.4%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	24	2.2%	-7.9%	0.0%	2.7%	6.5%	9.6%
Top Finance Position	7	2.6%			2.4%		
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	12	2.8%		-2.0%	3.9%	9.5%	
<b>Environmental Quality, Protection and Beautification : Environmental Beautification</b>							
CEO/Executive Director	6	-0.3%			2.4%		
<b>Environmental Quality, Protection and Beautification : Environmental Education</b>							
CEO/Executive Director	10	3.8%		-3.0%	2.0%	7.5%	
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	20	3.4%	-1.2%	0.0%	1.4%	4.9%	11.0%
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	38	2.6%	-8.0%	-2.9%	2.4%	7.1%	14.3%
<b>Food, Agriculture and Nutrition: Nutrition</b>							
CEO/Executive Director	8	4.5%			5.5%		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	45	4.0%	-4.2%	-0.1%	3.4%	7.8%	16.3%
Top Finance Position	22	5.0%	-1.0%	0.7%	4.0%	7.5%	13.3%
Top Operations Position	6	1.1%			1.9%		
<b>Health – General and Rehabilitative: Health (General &amp; Financing)</b>							
CEO/Executive Director	17	4.0%		-0.7%	2.6%	7.3%	
<b>Health – General and Rehabilitative: Health Care N.E.C.</b>							
CEO/Executive Director	7	1.0%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	26	5.2%	-0.2%	0.6%	3.8%	9.0%	13.9%
Top Finance Position	9	7.0%			6.4%		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	28	5.0%	-4.8%	1.8%	4.6%	10.3%	14.6%
Top Finance Position	17	5.4%		3.3%	4.0%	8.5%	
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	8	1.5%			0.4%		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	10	4.7%		0.5%	4.5%	10.5%	
<b>Health – General and Rehabilitative: Rehabilitative Care</b>							
CEO/Executive Director	15	5.4%		-1.6%	2.9%	14.2%	
Top Finance Position	5	5.2%			4.8%		
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
CEO/Executive Director	19	4.3%		0.1%	2.8%	9.2%	
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	28	3.7%	-1.9%	-0.1%	2.9%	7.5%	12.6%
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	58	4.4%	-4.1%	0.0%	2.9%	10.3%	14.4%
Top Finance Position	15	4.9%		2.9%	4.2%	6.6%	
Top Operations Position	7	1.3%			1.6%		
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	11	0.2%		-6.1%	-0.4%	3.9%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
Housing, Shelter: Temporary Housing							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations	21	0.7%	-3.0%	-0.9%	0.2%	3.9%	12.8%
CEO/Executive Director	108	3.0%	-7.2%	-0.7%	2.4%	8.5%	13.6%
Top Finance Position	23	4.1%	-1.3%	0.4%	1.5%	5.8%	12.2%
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	119	3.8%	-4.9%	0.0%	1.3%	7.9%	16.9%
Top Development Position	5	9.4%			6.5%		
Top Finance Position	15	4.6%		0.6%	2.8%	9.3%	
Top Operations Position	6	3.5%			3.2%		
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	36	3.3%	-1.2%	0.0%	1.1%	5.4%	12.0%
Top Finance Position	5	3.7%			2.1%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	66	2.2%	-7.7%	-0.9%	2.4%	6.9%	10.5%
Top Finance Position	8	1.2%			1.8%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	133	1.1%	-9.8%	-1.3%	1.1%	4.9%	9.1%
Top Finance Position	30	5.8%	-0.5%	1.2%	4.0%	7.5%	18.0%
Top Operations Position	11	4.4%		0.0%	2.4%	3.9%	
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	18	-0.5%		-4.4%	0.2%	4.2%	
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	11	5.6%		-1.1%	1.5%	10.8%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	49	3.1%	-8.9%	-1.8%	3.8%	8.0%	15.5%
Top Administrative Position	6	-0.5%			-0.3%		
Top Finance Position	12	1.5%		-0.6%	0.3%	4.7%	
Top Operations Position	6	4.4%			4.4%		
<b>Human Services – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	8	0.2%			1.9%		
<b>International, Foreign Affairs and National Security: International Development</b>							
CEO/Executive Director	28	3.0%	-9.0%	-2.6%	1.6%	8.5%	18.2%
<b>Medical Research: Service and Other</b>							
CEO/Executive Director	5	1.9%			1.6%		
<b>Mental Health, Crisis Intervention: Counseling</b>							
CEO/Executive Director	11	5.0%		-0.3%	4.8%	7.5%	
<b>Mental Health, Crisis Intervention: Hot Lines &amp; Crisis Intervention</b>							
CEO/Executive Director	8	1.6%			1.4%		
<b>Mental Health, Crisis Intervention: Mental Health Associations</b>							
CEO/Executive Director	5	10.5%			11.0%		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	28	3.3%	-5.5%	-0.7%	1.1%	6.0%	13.4%
Top Finance Position	5	9.9%			4.4%		
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	36	2.6%	-7.1%	0.0%	2.5%	7.3%	10.8%



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	27	2.2%	-8.3%	1.1%	2.5%	5.9%	10.0%
Top Finance Position	7	5.9%			3.9%		
Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Charity & Voluntarism Promotion							
CEO/Executive Director	7	1.7%			2.2%		
Philanthropy, Voluntarism and Grantmaking Foundations: Private Grantmaking Foundations							
CEO/Executive Director	13	0.3%		0.0%	0.0%	4.2%	
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	36	3.7%	-5.2%	-0.9%	3.0%	7.9%	16.8%
Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other							
CEO/Executive Director	7	8.0%			6.7%		
Public Safety, Disaster Preparedness and Relief: Disaster Preparedness & Relief Services							
CEO/Executive Director	9	5.0%			3.6%		
Public Safety, Disaster Preparedness and Relief: Safety Education							
CEO/Executive Director	5	0.3%			1.8%		
Public, Society Benefit – Multipurpose and Other: Leadership Development							
CEO/Executive Director	5	7.4%			5.7%		
Public, Society Benefit – Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	10	-2.3%		-6.5%	-0.4%	0.0%	
Public, Society Benefit – Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	6	-2.0%			0.6%		
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	6	1.7%			2.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	38	2.6%	-7.4%	-2.5%	0.5%	7.6%	16.8%
Top Finance Position	5	-0.2%			6.6%		
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	7	0.9%			1.0%		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	16	4.1%		-0.3%	2.8%	8.6%	
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
CEO/Executive Director	7	4.5%			4.4%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	215	0.6%	-12.6%	-4.4%	0.1%	5.8%	15.2%
Top Administrative Position	6	-0.6%			0.0%		
Top Finance Position	19	0.8%		-3.5%	1.0%	5.8%	
Top Operations Position	9	1.4%			-0.2%		
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	6	2.2%			0.9%		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	26	-0.2%	-13.3%	-6.1%	0.0%	3.1%	18.8%
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	14	2.3%		0.0%	4.9%	6.0%	
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	17	3.7%		-1.2%	1.6%	9.2%	
Unknown							
CEO/Executive Director	27	2.8%	-1.8%	0.0%	0.5%	4.6%	9.1%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	7	3.5%			2.4%		
Youth Development: Scouting							
CEO/Executive Director	11	6.4%		2.0%	8.6%	10.1%	
Top Finance Position	6	0.6%			0.5%		
Youth Development: Service and Other							
CEO/Executive Director	8	-3.8%			-0.6%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	25	2.4%	-7.8%	-0.7%	3.0%	6.5%	12.1%
Top Finance Position	5	4.2%			4.3%		
Youth Development: Youth Development Programs							
CEO/Executive Director	50	2.0%	-7.9%	-0.4%	0.5%	6.1%	12.0%
<b>Utah</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	10	3.8%		2.5%	5.2%	8.6%	
Arts, Culture and Humanities: Museums							
CEO/Executive Director	5	-3.8%			0.0%		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	8	7.9%			5.7%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	27	6.8%	-3.9%	1.3%	6.5%	12.7%	18.8%
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	6	-0.9%			-0.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Utah</b>							
Environmental Quality, Protection and Beautification : Service and Other							
CEO/Executive Director	5	1.3%			0.9%		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	9	4.7%			5.0%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	8	7.3%			2.9%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	9	2.5%			2.5%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	9	0.2%			-1.6%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	10	5.5%		0.0%	3.8%	5.7%	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	10	2.0%		-1.5%	2.2%	3.7%	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	1.2%			0.9%		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	5.0%			1.2%		
<b>Vermont</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	9	-0.9%			-0.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Vermont</b>							
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
CEO/Executive Director	12	2.7%		0.1%	2.2%	5.0%	
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	7	6.6%			4.2%		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	14	4.1%		0.8%	4.3%	8.1%	
<b>Crime, Legal-Related: Administration of Justice</b>							
CEO/Executive Director	5	0.5%			1.0%		
<b>Educational Institutions and Related Activities: Adult Education</b>							
CEO/Executive Director	5	2.2%			1.7%		
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	5	3.4%			0.6%		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	17	3.8%		-0.1%	3.2%	7.3%	
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	6	5.9%			4.8%		
Top Finance Position	6	1.4%			2.8%		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	12	2.5%		-0.6%	2.3%	3.7%	
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	10	1.1%		-2.6%	0.2%	7.1%	
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	6	5.3%			5.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Vermont</b>							
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	6	4.4%			5.5%		
Top Finance Position	5	5.1%			6.2%		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	7	4.7%			2.4%		
Top Finance Position	5	8.4%			9.3%		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	12	4.4%		1.5%	2.8%	6.5%	
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	13	-0.7%		-3.6%	-0.1%	2.2%	
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	17	4.2%		1.9%	5.0%	7.9%	
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	14	2.3%		-2.9%	-0.4%	5.9%	
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
CEO/Executive Director	6	12.0%			8.8%		
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	6	3.2%			2.7%		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	9	5.7%			8.0%		
<b>Recreation, Sports, Leisure, Athletics: Camps</b>							
CEO/Executive Director	6	2.2%			2.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Vermont</b>							
Youth Development: Youth Development Programs							
CEO/Executive Director	8	5.0%			3.7%		
<b>Virginia</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	17	1.1%		-0.5%	2.6%	4.9%	
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	20	2.8%	-7.1%	-2.2%	0.1%	5.8%	17.9%
Arts, Culture and Humanities: Arts, Culture & Humanities N.E.C.							
CEO/Executive Director	5	3.1%			-0.4%		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	15	0.6%		-1.1%	0.0%	2.8%	
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	14	2.3%		-1.7%	0.2%	9.6%	
Arts, Culture and Humanities: Museums							
CEO/Executive Director	22	3.3%	-0.9%	0.4%	1.4%	5.6%	8.7%
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	21	2.8%	-7.4%	0.0%	3.4%	9.4%	9.6%
Arts, Culture and Humanities: Service and Other							
CEO/Executive Director	8	2.5%			3.1%		
Arts, Culture and Humanities: Visual Arts							
CEO/Executive Director	5	0.9%			1.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	7	4.4%			-1.0%		
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	5	5.6%			3.5%		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	6	-0.9%			1.9%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	9	3.7%			2.5%		
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	5	2.1%			3.4%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	12	1.3%		-1.9%	3.2%	5.5%	
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	6	3.4%			6.0%		
Crime, Legal-Related: Administration of Justice							
CEO/Executive Director	5	-6.0%			-3.0%		
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	5	0.6%			-1.8%		
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	10	3.8%		2.3%	4.0%	5.1%	
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	8	0.5%			3.1%		



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	13	0.0%		-5.6%	1.4%	6.1%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	17	2.7%		0.0%	0.2%	7.7%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	87	3.0%	-3.7%	-0.3%	2.2%	6.4%	12.1%
Top Administrative Position	10	-1.3%		-1.8%	1.1%	2.3%	
Top Business Position	5	10.1%			10.5%		
Top Finance Position	12	6.7%		2.7%	3.7%	9.4%	
Top Operations Position	5	-0.9%			3.3%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	15	3.0%		-0.2%	2.2%	4.9%	
Top Development Position	8	1.8%			2.5%		
Top Finance Position	9	4.1%			4.7%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	35	6.3%	-2.5%	1.4%	5.8%	11.0%	15.2%
Top Administrative Position	5	4.8%			5.4%		
Top Finance Position	14	5.7%		0.6%	5.7%	8.7%	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	25	3.3%	-2.6%	0.0%	2.2%	6.8%	10.9%
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	9	0.2%			0.0%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	11	4.0%		-1.6%	2.5%	7.9%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
Environmental Quality, Protection and Beautification : Environment N.E.C.							
CEO/Executive Director	5	2.2%			2.4%		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	19	2.9%		0.0%	3.2%	6.2%	
Top Finance Position	5	4.1%			3.2%		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	12	2.4%		1.2%	3.5%	5.7%	
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	21	2.3%	-10.6%	0.0%	3.1%	8.1%	12.2%
Top Finance Position	6	3.6%			4.8%		
Health – General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	5	-2.6%			-1.2%		
Health – General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	7	2.2%			0.0%		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	11	5.5%		0.6%	4.1%	8.2%	
Top Finance Position	7	4.8%			4.7%		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	13	3.7%		0.0%	2.6%	4.3%	
Top Finance Position	8	4.2%			5.0%		
Health – General and Rehabilitative: Public Health							
CEO/Executive Director	7	5.4%			4.9%		
Health – General and Rehabilitative: Rehabilitative Care							
CEO/Executive Director	7	5.2%			3.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	16	5.9%		2.4%	4.8%	9.5%	
Top Finance Position	7	5.3%			6.1%		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	30	5.1%	-0.1%	0.1%	3.1%	7.8%	15.3%
Top Finance Position	7	7.6%			7.6%		
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	11	5.2%		1.1%	3.6%	7.2%	
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	13	5.9%		1.0%	2.8%	6.7%	
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	57	3.2%	-3.5%	0.0%	3.6%	6.1%	10.2%
Top Finance Position	11	3.5%		1.2%	3.1%	5.8%	
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	38	1.8%	-8.4%	0.0%	2.8%	4.9%	9.9%
Top Finance Position	5	8.5%			5.2%		
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	17	0.9%		-1.3%	0.0%	1.3%	
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	31	4.3%	-2.6%	2.0%	5.1%	7.2%	11.5%
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	42	3.7%	-4.5%	-1.5%	2.2%	8.1%	13.6%
Top Finance Position	10	6.6%		2.6%	7.5%	9.9%	
Top Operations Position	6	4.3%			4.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	9	-1.6%			0.0%		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	8	0.8%			0.4%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	24	3.7%	-9.0%	-0.3%	2.4%	12.0%	19.7%
Top Finance Position	15	5.7%		1.9%	5.6%	10.1%	
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	5	5.7%			3.9%		
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	19	-3.9%		-9.9%	-3.8%	0.4%	
International, Foreign Affairs and National Security: Service and Other							
CEO/Executive Director	7	1.5%			1.9%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	8	1.9%			1.2%		
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	8	3.3%			1.2%		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	19	4.2%		0.4%	2.6%	6.0%	
Public Safety, Disaster Preparedness and Relief: Safety Education							
CEO/Executive Director	9	7.6%			4.7%		
Public, Society Benefit – Multipurpose and Other: Government & Public Administration							
CEO/Executive Director	5	7.6%			4.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
Public, Society Benefit – Multipurpose and Other: Military & Veterans Organizations							
CEO/Executive Director	14	2.4%		0.0%	1.0%	7.1%	
Public, Society Benefit – Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	6	4.7%			2.7%		
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	15	-1.1%		-2.7%	2.0%	3.6%	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	13	4.6%		0.0%	3.2%	6.1%	
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	6	8.5%			8.5%		
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
CEO/Executive Director	6	2.0%			3.0%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	54	-0.7%	-8.5%	-3.9%	0.0%	2.6%	6.7%
Top Finance Position	5	3.5%			0.0%		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	9	1.4%			0.3%		
Science and Technology Research Institutes, Services: Engineering & Technology							
CEO/Executive Director	6	2.2%			2.8%		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	5	2.7%			1.1%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	11	1.6%		0.0%	1.8%	3.8%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
Youth Development: Youth Development Programs							
CEO/Executive Director	17	1.0%		-3.5%	1.7%	4.8%	
<b>Washington</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	21	5.6%	-3.7%	0.0%	5.2%	15.2%	18.3%
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	9	0.2%			1.0%		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	32	4.4%	-2.4%	-0.2%	3.4%	12.2%	18.9%
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	7	3.1%			1.5%		
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	11	0.6%		-5.1%	0.6%	4.8%	
Arts, Culture and Humanities: Museums							
CEO/Executive Director	20	1.5%	-4.7%	0.1%	1.4%	3.2%	7.3%
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	31	4.2%	-5.2%	-0.7%	1.5%	9.4%	20.0%
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	9	4.3%			9.0%		
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	5	3.7%			4.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	6	2.0%			3.6%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	20	6.9%	-1.6%	0.0%	4.6%	15.1%	17.2%
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	5	0.2%			0.3%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	10	6.7%		0.0%	8.3%	10.9%	
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	5	-2.0%			-2.2%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	18	2.5%		0.0%	1.7%	6.5%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	14	5.5%		-1.3%	5.3%	11.4%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	74	4.4%	-4.1%	0.0%	2.9%	7.0%	16.9%
Top Administrative Position	7	1.9%			1.5%		
Top Development Position	5	-0.7%			-0.8%		
Top Finance Position	27	3.9%	-4.1%	0.8%	4.0%	10.2%	12.1%
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	11	3.8%		1.7%	2.3%	8.6%	
Top Finance Position	6	1.7%			1.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	16	4.6%		0.7%	3.6%	8.7%	
Top Finance Position	5	11.1%			8.4%		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	8	5.0%			2.9%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	17	4.0%		0.4%	5.5%	8.5%	
Top Finance Position	5	3.6%			4.1%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	10	0.5%		-3.1%	-0.3%	5.7%	
Environmental Quality, Protection and Beautification : Environment N.E.C.							
CEO/Executive Director	5	1.1%			3.0%		
Environmental Quality, Protection and Beautification : Environmental Education							
CEO/Executive Director	5	12.1%			9.9%		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	36	4.5%	-0.9%	0.4%	3.9%	9.2%	14.1%
Environmental Quality, Protection and Beautification : Service and Other							
CEO/Executive Director	9	1.5%			0.0%		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	26	5.1%	-0.1%	1.1%	4.8%	6.8%	14.3%
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	22	6.5%	-5.4%	1.0%	5.7%	9.7%	18.3%
Top Finance Position	14	2.1%		0.6%	3.3%	8.4%	
Top Operations Position	7	14.4%			14.5%		



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	9	5.3%			8.2%		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	8	6.4%			8.6%		
Top Finance Position	8	5.5%			6.7%		
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	9	3.8%			3.3%		
Health – General and Rehabilitative: Public Health							
CEO/Executive Director	7	3.2%			2.5%		
Health – General and Rehabilitative: Reproductive Health Care							
CEO/Executive Director	10	7.1%		3.8%	4.8%	11.3%	
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	10	7.6%		0.1%	4.8%	11.9%	
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	6	5.4%			6.6%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	28	4.5%	-7.9%	-0.1%	2.3%	11.0%	18.5%
Top Finance Position	7	5.1%			2.4%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	10	0.7%		-2.7%	-0.3%	5.8%	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	61	4.1%	-8.3%	0.0%	3.2%	11.1%	16.5%
Top Finance Position	12	2.6%		1.7%	2.5%	6.0%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	37	1.6%	-8.6%	-2.8%	2.1%	7.3%	11.7%
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	10	7.4%		1.4%	6.3%	13.8%	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	25	3.1%	-5.1%	0.0%	1.2%	6.1%	11.1%
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	67	5.2%	-2.6%	0.4%	4.1%	9.4%	16.0%
Top Finance Position	20	5.0%	-0.3%	3.2%	4.5%	7.6%	11.0%
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	16	1.3%		-0.3%	0.4%	4.4%	
Top Finance Position	6	9.2%			6.0%		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	12	4.2%		0.8%	3.1%	6.8%	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	18	0.3%		-1.0%	1.0%	3.6%	
Top Administrative Position	6	-0.2%			4.7%		
Top Finance Position	12	-0.4%		-5.9%	-1.0%	6.9%	
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	10	2.4%		0.5%	1.5%	7.8%	
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	10	6.6%		3.4%	4.6%	12.3%	
International, Foreign Affairs and National Security: Promotion of International Understanding							
CEO/Executive Director	9	7.6%			3.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	17	4.8%		0.9%	5.3%	10.4%	
Top Finance Position	8	1.5%			1.1%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	13	1.5%		-8.3%	3.7%	5.9%	
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	7	2.9%			2.0%		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	21	6.2%	-1.1%	1.5%	4.0%	14.2%	18.8%
Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other							
CEO/Executive Director	6	6.0%			3.7%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	11	4.5%		0.0%	0.4%	11.8%	
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	6	-0.6%			0.6%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	27	2.4%	-4.9%	0.0%	3.0%	5.4%	9.1%
Unknown							
CEO/Executive Director	30	3.3%	-6.6%	-0.1%	3.6%	8.2%	15.4%
Top Finance Position	5	7.4%			3.2%		
Youth Development: Scouting							
CEO/Executive Director	5	-2.6%			-1.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	11	0.9%		-1.8%	2.0%	4.4%	
Youth Development: Youth Development Programs							
CEO/Executive Director	31	3.2%	-7.5%	-0.9%	5.0%	9.1%	11.3%
<b>West Virginia</b>							
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	13	6.0%		4.6%	6.0%	8.3%	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	7	5.9%			5.0%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	9	5.7%			5.8%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	2.8%			3.8%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	2.6%			3.4%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	9	4.1%			1.8%		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	5	5.7%			2.9%		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	21	6.0%	0.0%	0.9%	7.3%	10.4%	12.6%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>West Virginia</b>							
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	5	4.6%			4.0%		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	7	3.9%			2.9%		
Top Finance Position	6	2.2%			1.4%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	19	0.8%		-1.8%	0.5%	3.1%	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	10	0.6%		-2.9%	0.8%	2.2%	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	11	7.3%		0.1%	6.0%	18.1%	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	19	1.8%		-3.8%	1.8%	7.2%	
Top Finance Position	6	-1.3%			-3.3%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	9	4.1%			2.2%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	8	-0.1%			0.0%		
<b>Wisconsin</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	11	4.0%		-0.1%	6.6%	10.0%	
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	22	3.5%	-7.1%	-3.0%	4.4%	10.4%	13.7%

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	12	2.0%		-2.4%	0.0%	2.6%	
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	5	-1.3%			0.2%		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	18	2.7%		1.6%	3.7%	5.0%	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	34	3.5%	-5.0%	0.0%	3.7%	6.8%	12.4%
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	16	0.7%		-1.1%	0.3%	2.3%	
Community Improvement, Capacity Building: Community Service Clubs							
CEO/Executive Director	5	3.6%			5.1%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	19	4.0%		-1.3%	3.0%	10.1%	
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	5	-2.6%			0.3%		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	9	-2.0%			-0.4%		
Top Finance Position	5	6.9%			4.7%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	12	2.6%		0.8%	2.8%	4.3%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	12	0.6%		-8.7%	1.3%	10.4%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	39	3.1%	-2.4%	0.0%	1.7%	8.8%	13.7%
Top Administrative Position	6	0.5%			1.1%		
Top Finance Position	11	1.7%		1.4%	4.0%	4.6%	
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	12	0.5%		-1.5%	1.1%	3.5%	
Top Finance Position	8	-1.0%			2.0%		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	18	2.7%		0.6%	2.3%	5.6%	
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	6	2.6%			2.0%		
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	12	8.0%		3.8%	8.4%	11.7%	
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	19	2.2%		-1.7%	1.9%	6.2%	
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	33	1.5%	-4.5%	0.0%	2.2%	3.7%	6.0%
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	14	5.4%		1.2%	3.6%	11.2%	
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	14	2.6%		0.3%	4.1%	6.0%	
Top Finance Position	6	2.8%			3.6%		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	10	2.9%		0.8%	1.4%	7.0%	

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	20	3.5%	-1.2%	-0.1%	4.4%	7.0%	10.6%
Top Finance Position	14	4.4%		-1.0%	5.0%	9.7%	
Top Human Resources Position	7	4.2%			5.3%		
Top Operations Position	6	7.5%			5.8%		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	19	1.8%		-3.6%	2.3%	6.3%	
Top Finance Position	5	9.9%			9.3%		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	6	4.6%			4.1%		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	18	3.8%		0.1%	2.6%	7.6%	
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	11	3.5%		0.0%	3.7%	5.2%	
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	9	1.9%			3.3%		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	64	3.2%	-8.2%	-0.1%	3.0%	8.4%	14.5%
Top Finance Position	14	5.0%		0.6%	5.1%	9.5%	
Top Operations Position	6	4.6%			3.6%		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	39	2.9%	-3.2%	-0.9%	1.8%	7.8%	10.8%
Top Administrative Position	8	2.8%			4.1%		
Top Finance Position	10	5.4%		-0.8%	5.1%	9.1%	



## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	11	1.9%		-3.2%	3.7%	6.1%	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	37	5.4%	-1.7%	0.0%	3.8%	8.6%	17.0%
Top Finance Position	6	6.6%			8.5%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	64	3.3%	-3.8%	-1.1%	2.7%	7.3%	10.8%
Top Finance Position	15	3.1%		-1.7%	2.7%	9.4%	
Top Operations Position	5	4.7%			5.5%		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	12	5.9%		3.4%	8.8%	11.7%	
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	8	4.0%			1.9%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	27	2.4%	-19.9%	-1.8%	3.0%	8.9%	17.1%
Top Administrative Position	10	3.8%		-1.0%	5.3%	6.4%	
Top Finance Position	11	2.1%		-4.2%	2.8%	7.7%	
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	11	1.2%		-0.9%	2.0%	5.0%	
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.							
CEO/Executive Director	6	0.5%			0.4%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	8	-1.6%			-1.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	11	3.8%		-1.9%	-0.2%	11.4%	
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	16	2.8%		1.0%	2.7%	4.5%	
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	23	4.1%	-9.5%	0.5%	5.0%	10.6%	17.9%
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	6	6.7%			7.7%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	14	2.7%		-0.2%	0.9%	5.6%	
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	6	3.9%			5.2%		
Recreation, Sports, Leisure, Athletics: Recreational Clubs							
CEO/Executive Director	6	5.9%			4.4%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	25	3.5%	-7.6%	0.0%	4.1%	6.8%	12.2%
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	6	4.8%			2.6%		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	12	1.1%		-2.6%	1.5%	4.5%	
Youth Development: Scouting							
CEO/Executive Director	9	7.1%			4.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	16	3.9%		1.5%	3.9%	7.8%	
Youth Development: Youth Development Programs							
CEO/Executive Director	7	5.9%			4.2%		
<b>Wyoming</b>							
Arts, Culture and Humanities: Museums							
CEO/Executive Director	5	0.2%			0.1%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	12	3.9%		0.3%	3.1%	9.7%	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	15	3.0%		0.6%	3.3%	6.9%	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	8	1.0%			-0.1%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	6	-0.5%			1.7%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	5.4%			1.6%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	9	0.7%			0.5%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	6	-0.1%			0.1%		

501(c)(3) Organizations Incumbent Compensation Increases State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wyoming							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	6.7%			1.2%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-0.9%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-0.1%			0.0%		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.7%			4.4%		
Top Business Position	7	3.1%			2.9%		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	35	3.2%	-1.3%	0.0%	1.9%	4.1%	11.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	6.8%	1.6%	3.1%	4.7%	9.3%	16.8%
Between \$1 million and \$5 million							
CEO/Executive Director	24	2.1%	-4.6%	-0.2%	2.3%	4.2%	7.8%
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
Greater than \$5 million							
CEO/Executive Director	19	2.6%		0.2%	3.4%	6.0%	
Top Administrative Position	11	0.2%		0.0%	1.2%	6.0%	
Top Finance Position	11	6.5%		3.3%	7.6%	10.6%	
Top Operations Position	5	10.8%			14.3%		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	7.5%			7.8%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	11	4.9%		1.3%	4.4%	6.7%	
Greater than \$5 million							
CEO/Executive Director	17	2.6%		-0.8%	4.1%	6.5%	
Top Finance Position	11	6.3%		1.9%	6.2%	8.7%	
Top Operations Position	9	5.2%			2.9%		
<b>Alaska</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	7	1.6%			0.4%		
Top Finance Position	6	-3.0%			-2.5%		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	14	3.2%		1.1%	2.9%	5.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	1.1%		-5.1%	1.0%	5.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.6%			1.9%		
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
Greater than \$5 million							
CEO/Executive Director	8	1.8%			2.3%		
Top Finance Position	5	5.5%			3.5%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arizona</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	5	1.5%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	1.7%		-1.1%	2.5%	5.8%	
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	43	1.4%	-8.7%	-1.0%	1.6%	5.3%	14.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	3.7%	-3.3%	-0.1%	3.0%	8.1%	13.1%
Between \$1 million and \$5 million							
CEO/Executive Director	32	6.1%	-4.7%	0.7%	4.1%	10.8%	19.2%
Greater than \$5 million							
CEO/Executive Director	11	5.1%		1.4%	4.9%	7.1%	
Top Finance Position	6	4.0%			2.9%		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	7	5.5%			4.8%		
Top Finance Position	7	4.5%			9.7%		

## Arkansas

### 501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less							
CEO/Executive Director	26	2.7%	-4.6%	-1.2%	1.1%	6.3%	11.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.0%			3.4%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Arkansas</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	15	4.5%		1.1%	2.1%	7.0%	
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
Greater than \$5 million							
CEO/Executive Director	10	7.0%		4.3%	5.6%	10.4%	
Top Finance Position	5	5.7%			6.8%		
<b>California</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	28	3.7%	-7.5%	-0.2%	3.7%	9.2%	15.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	3.7%		-1.4%	3.2%	6.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	19	0.8%		-2.6%	0.0%	3.2%	
Greater than \$5 million							
CEO/Executive Director	21	2.9%	-5.9%	-1.6%	4.5%	6.8%	9.1%
Top Administrative Position	6	-1.3%			-0.7%		
Top Finance Position	8	3.4%			2.8%		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	36	-0.5%	-11.7%	-3.8%	0.2%	5.1%	9.5%
Top Business Position	10	2.2%		-0.1%	1.1%	5.8%	
Top Finance Position	9	5.5%			2.9%		



## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	2.0%	-3.1%	0.0%	1.2%	5.6%	9.2%
Top Business Position	9	5.2%			3.5%		
Top Finance Position	15	3.6%		1.3%	2.8%	6.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	89	4.5%	-1.3%	0.2%	2.9%	7.6%	15.7%
Top Administrative Position	10	2.0%		0.5%	2.0%	4.7%	
Top Business Position	51	3.9%	0.4%	1.4%	2.7%	6.4%	9.9%
Top Finance Position	38	2.6%	-4.3%	-0.6%	1.0%	5.3%	10.2%
Greater than \$5 million							
CEO/Executive Director	48	3.8%	-3.7%	-0.5%	3.3%	6.8%	12.0%
Top Administrative Position	8	4.9%			3.3%		
Top Business Position	20	2.6%	-1.5%	0.5%	2.8%	4.0%	9.3%
Top Finance Position	23	2.1%	-3.9%	0.5%	3.3%	5.3%	9.1%
Top Legal Position	7	7.1%			4.9%		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	212	2.4%	-7.7%	-1.0%	1.9%	6.9%	12.8%
Top Administrative Position	6	12.0%			14.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	115	3.2%	-5.8%	0.0%	3.0%	6.9%	12.4%
Between \$1 million and \$5 million							
CEO/Executive Director	178	3.5%	-5.1%	0.1%	3.3%	7.5%	12.8%
Top Administrative Position	7	5.4%			6.1%		
Top Business Position	5	9.6%			9.6%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
Top Finance Position	11	4.2%		0.1%	3.3%	7.6%	
Top Legal Position	6	-0.2%			0.8%		
Top Operations Position	8	4.3%			4.7%		
Top PR/Communications Position	5	3.8%			3.9%		
Greater than \$5 million							
CEO/Executive Director	42	4.0%	-4.2%	0.3%	3.8%	10.4%	12.9%
Top Administrative Position	5	0.4%			0.5%		
Top Finance Position	23	3.3%	-3.0%	-0.2%	3.0%	5.4%	9.5%
Top Legal Position	8	5.1%			2.6%		
Top Marketing Position	8	6.1%			4.7%		
Top Operations Position	10	5.9%		0.8%	4.4%	6.9%	
Top Technology Position	7	-0.5%			0.9%		
501(c)(07) - Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	25	2.7%	-8.6%	-1.1%	3.0%	5.5%	17.2%
Top Administrative Position	19	3.1%		-0.6%	2.1%	8.3%	
Greater than \$5 million							
CEO/Executive Director	37	3.4%	-4.0%	-0.2%	2.9%	6.6%	12.9%
Top Administrative Position	36	3.8%	-4.6%	-0.3%	3.1%	8.6%	14.0%
Top Facilities Position	14	3.1%		-0.5%	3.0%	7.6%	
Top Finance Position	33	4.9%	-1.0%	2.2%	5.4%	7.6%	10.0%
501(c)(09) - Voluntary Employees Beneficiary Associations							
Greater than \$5 million							
CEO/Executive Director	5	1.9%			3.7%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>California</b>							
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	14	4.3%		1.3%	3.7%	6.9%	
Top Administrative Position	10	3.5%		0.9%	2.8%	5.6%	
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	2.3%			0.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	21	2.9%	-5.2%	-2.1%	1.5%	4.2%	14.5%
Top Finance Position	7	5.3%			5.1%		
Top Operations Position	6	1.8%			1.1%		
Greater than \$5 million							
CEO/Executive Director	49	2.8%	-9.8%	-5.1%	3.5%	9.3%	14.7%
Top Business Position	6	6.1%			5.5%		
Top Finance Position	47	2.8%	-7.4%	-1.4%	4.4%	7.6%	11.2%
Top Human Resources Position	17	5.0%		2.2%	5.6%	8.0%	
Top Marketing Position	22	5.7%	-5.6%	1.2%	4.9%	10.0%	19.8%
Top Operations Position	26	1.9%	-9.3%	0.0%	3.0%	5.1%	13.0%
Top Technology Position	17	5.2%		1.9%	4.1%	7.5%	

## Colorado

### 501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees

\$500 thousand or less							
CEO/Executive Director	6	4.5%			2.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.8%			1.4%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	7	2.4%			1.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	4.5%		0.9%	2.8%	4.6%	
Top Business Position	9	3.8%			4.7%		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	57	4.2%	-4.8%	0.1%	4.1%	10.2%	15.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	4.3%	-5.6%	-0.1%	3.5%	9.0%	16.7%
Between \$1 million and \$5 million							
CEO/Executive Director	48	4.4%	-5.7%	-1.0%	3.1%	8.4%	16.3%
Top Operations Position	6	10.0%			9.2%		
Greater than \$5 million							
CEO/Executive Director	12	6.5%		2.6%	6.1%	13.0%	
Top Finance Position	9	3.9%			4.5%		
Top Technology Position	5	5.9%			4.2%		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Greater than \$5 million							
CEO/Executive Director	6	2.5%			2.0%		
Top Administrative Position	6	2.5%			2.0%		
<b>501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.</b>							
Greater than \$5 million							
CEO/Executive Director	16	8.7%		2.5%	5.2%	14.6%	
Top Administrative Position	7	9.2%			11.7%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Colorado</b>							
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
Greater than \$5 million							
Top Finance Position	10	3.3%		-2.9%	7.0%	10.7%	
Top Operations Position	9	4.2%			5.6%		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	11	4.5%		-4.6%	3.5%	18.1%	
Top Finance Position	5	10.8%			10.3%		
Greater than \$5 million							
CEO/Executive Director	9	4.2%			0.8%		
Top Finance Position	8	7.7%			6.6%		
Top Operations Position	8	5.9%			5.7%		
<b>Connecticut</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	5	6.3%			1.9%		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	5.3%		1.7%	4.5%	7.5%	
Top Business Position	5	4.8%			2.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	2.5%		0.3%	1.9%	2.6%	
Top Business Position	12	4.1%		2.2%	3.5%	6.7%	
Greater than \$5 million							
Top Finance Position	5	3.3%			2.7%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Connecticut</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	29	2.7%	-3.9%	-0.6%	2.5%	5.3%	10.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	-0.9%		-4.9%	-0.1%	2.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	21	3.4%	-3.3%	-0.3%	3.6%	10.0%	11.1%
501(c)(07) - Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	11	1.5%		-3.0%	1.5%	6.0%	
Top Administrative Position	10	1.3%		-3.3%	1.4%	6.2%	
Top Facilities Position	7	-1.1%			0.0%		
Top Finance Position	5	3.3%			3.1%		
Greater than \$5 million							
CEO/Executive Director	19	6.3%		0.8%	6.2%	11.9%	
Top Administrative Position	19	6.3%		0.8%	6.2%	11.9%	
Top Facilities Position	13	4.3%		3.9%	5.1%	8.2%	
Top Finance Position	12	2.5%		0.2%	2.5%	5.0%	
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	6	8.4%			8.1%		
<b>Delaware</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-0.8%			0.9%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Delaware</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	3.4%			3.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	0.2%			2.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.8%			0.8%		
<b>District of Columbia</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	10	4.3%		1.6%	4.7%	11.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	1.6%		-0.9%	3.5%	9.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	22	2.6%	-6.5%	-1.3%	3.9%	7.4%	11.0%
Greater than \$5 million							
CEO/Executive Director	14	6.3%		0.9%	2.9%	13.2%	
Top Finance Position	8	6.8%			5.4%		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	11	2.6%		2.0%	3.5%	5.2%	
Top Finance Position	5	2.8%			2.2%		
Greater than \$5 million							
CEO/Executive Director	20	2.5%	-2.3%	0.8%	3.8%	4.9%	6.6%
Top Administrative Position	5	3.5%			4.9%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
Greater than \$5 million							
Top Finance Position	14	0.2%		-1.3%	2.5%	4.6%	
Top Legal Position	16	4.0%		2.0%	3.5%	5.2%	
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	23	4.5%	-2.2%	0.0%	3.5%	5.4%	12.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	3.9%	-3.0%	0.0%	3.0%	9.2%	14.0%
Between \$1 million and \$5 million							
CEO/Executive Director	114	3.3%	-6.1%	-0.9%	3.3%	6.9%	14.1%
Top Administrative Position	8	5.6%			4.9%		
Top Finance Position	18	7.0%		3.1%	8.5%	11.2%	
Top Legal Position	7	0.0%			2.5%		
Top Operations Position	11	0.4%		-0.1%	2.6%	4.1%	
Top PR/Communications Position	8	5.9%			4.5%		
Greater than \$5 million							
CEO/Executive Director	97	4.9%	-5.8%	0.1%	5.3%	10.6%	15.2%
Top Administrative Position	15	7.2%		2.3%	5.2%	10.5%	
Top Finance Position	53	3.7%	-1.8%	0.3%	3.8%	7.4%	12.7%
Top Legal Position	36	5.5%	-1.1%	2.6%	5.2%	8.1%	13.6%
Top Operations Position	27	3.8%	-4.9%	-0.3%	4.7%	9.0%	13.6%
Top PR/Communications Position	22	4.3%	-4.3%	2.6%	6.0%	8.1%	11.1%
Top Technology Position	6	6.4%			6.3%		



## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>District of Columbia</b>							
501(c)(07) - Social and Recreational Clubs							
Greater than \$5 million							
Top Finance Position	5	3.1%			1.5%		
<b>Florida</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	11	6.0%		0.0%	3.1%	10.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.7%			4.5%		
Greater than \$5 million							
CEO/Executive Director	5	5.9%			2.5%		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	20	1.7%	-4.3%	-2.1%	0.7%	4.5%	11.9%
Top Business Position	7	2.4%			0.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	-0.5%		-0.4%	0.9%	3.0%	
Top Business Position	8	0.4%			1.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	21	1.9%	-2.8%	-2.3%	0.8%	4.0%	6.7%
Top Business Position	13	2.0%		0.1%	2.1%	3.3%	
Top Finance Position	11	1.3%		0.1%	1.4%	3.3%	
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	107	3.6%	-4.6%	0.0%	2.6%	6.7%	14.5%

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	64	3.5%	-2.8%	0.3%	2.7%	6.2%	12.1%
Between \$1 million and \$5 million							
CEO/Executive Director	90	4.6%	-3.0%	0.0%	3.2%	7.7%	16.8%
Top Finance Position	10	1.4%		0.0%	3.2%	5.0%	
Top Operations Position	7	2.3%			3.0%		
Greater than \$5 million							
CEO/Executive Director	22	6.3%	-10.8%	-1.2%	9.6%	16.2%	17.6%
Top Finance Position	18	7.4%		3.3%	5.6%	11.5%	
Top Legal Position	6	5.2%			8.4%		
Top Operations Position	6	6.2%			3.9%		
501(c)(07) - Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	22	4.2%	-2.3%	-0.4%	3.2%	7.8%	13.3%
Top Administrative Position	21	4.7%	-1.5%	0.0%	3.5%	8.0%	13.3%
Top Finance Position	9	3.4%			5.8%		
Greater than \$5 million							
CEO/Executive Director	47	4.4%	-5.1%	-0.6%	3.3%	8.7%	15.2%
Top Administrative Position	47	4.0%	-5.3%	-1.3%	3.2%	8.1%	15.2%
Top Facilities Position	25	4.4%	-6.4%	1.5%	5.0%	7.5%	11.5%
Top Finance Position	45	2.9%	-6.7%	-3.0%	3.2%	8.0%	10.7%
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
Greater than \$5 million							
CEO/Executive Director	14	5.9%		3.4%	5.2%	9.8%	
Top Administrative Position	11	5.2%		3.1%	5.7%	8.7%	

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Florida</b>							
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
Greater than \$5 million							
Top Finance Position	5	7.2%			4.5%		
Top Operations Position	7	3.7%			3.1%		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	17	2.6%		-0.5%	1.6%	7.9%	
Greater than \$5 million							
CEO/Executive Director	19	2.6%		-3.0%	4.0%	6.3%	
Top Finance Position	18	4.7%		3.3%	6.7%	8.2%	
Top Human Resources Position	5	5.5%			5.2%		
Top Operations Position	10	4.7%		-1.2%	2.7%	8.7%	
Top Technology Position	10	2.6%		-1.0%	3.8%	7.7%	
<b>Georgia</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.9%			3.8%		
Greater than \$5 million							
CEO/Executive Director	7	8.2%			5.0%		
Top Finance Position	5	7.4%			5.7%		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	4.7%			3.3%		
Top Business Position	5	3.8%			2.3%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	-0.1%			0.1%		
Top Finance Position	5	7.6%			6.3%		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	61	1.3%	-6.7%	-2.5%	0.0%	4.8%	10.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	5.3%	-3.1%	0.0%	4.6%	11.4%	15.3%
Between \$1 million and \$5 million							
CEO/Executive Director	50	4.4%	-2.9%	0.9%	4.1%	6.9%	13.0%
Top Finance Position	6	4.9%			4.5%		
Greater than \$5 million							
CEO/Executive Director	18	3.9%		0.0%	3.7%	5.8%	
Top Finance Position	10	7.4%		2.9%	6.8%	9.7%	
Top Operations Position	6	-2.3%			-1.0%		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.8%			2.4%		
Greater than \$5 million							
CEO/Executive Director	15	5.2%		0.8%	4.9%	10.2%	
Top Administrative Position	13	3.4%		-0.8%	3.2%	7.8%	
Top Facilities Position	5	2.5%			3.0%		
Top Finance Position	6	2.1%			2.7%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Georgia</b>							
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
Greater than \$5 million							
CEO/Executive Director	29	6.7%	0.5%	3.4%	5.8%	11.0%	13.2%
Top Administrative Position	11	6.4%		4.9%	7.4%	9.2%	
Top Finance Position	6	8.5%			7.2%		
Top Operations Position	8	0.0%			1.4%		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	7	-1.8%			-1.0%		
Greater than \$5 million							
CEO/Executive Director	7	1.9%			-0.8%		
Top Finance Position	5	3.3%			6.4%		
<b>Hawaii</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.0%			0.4%		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	13	-1.7%		-1.6%	0.0%	2.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	-0.9%			1.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.5%			5.6%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Hawaii</b>							
501(c)(07) - Social and Recreational Clubs							
Greater than \$5 million							
Top Administrative Position	5	1.9%			3.2%		
Top Finance Position	5	5.1%			7.0%		
<b>Idaho</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	16	2.4%		-1.6%	0.5%	11.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	8.3%			7.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	-0.7%			-0.7%		
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
Greater than \$5 million							
CEO/Executive Director	9	5.5%			5.9%		
Top Administrative Position	8	6.3%			6.0%		
<b>Illinois</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	5	3.6%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	2.2%		-0.9%	4.4%	5.1%	
Greater than \$5 million							
CEO/Executive Director	8	2.6%			2.0%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	10	0.0%		-4.5%	-0.8%	4.1%	
Top Business Position	5	1.2%			0.7%		
Top Finance Position	7	2.7%			2.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	3.0%		0.3%	3.5%	4.7%	
Top Business Position	19	2.9%		1.4%	2.9%	4.8%	
Top Finance Position	10	3.0%		-0.1%	2.5%	4.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	40	5.3%	-0.3%	2.0%	4.3%	7.1%	14.7%
Top Business Position	44	4.7%	0.6%	1.4%	2.9%	6.2%	13.1%
Top Finance Position	35	2.7%	-0.9%	1.7%	3.1%	5.2%	7.6%
Greater than \$5 million							
CEO/Executive Director	21	4.2%	-0.9%	0.6%	4.1%	6.0%	12.5%
Top Business Position	15	4.4%		2.3%	2.7%	4.5%	
Top Finance Position	16	6.4%		3.2%	6.4%	8.8%	
Top Legal Position	7	4.7%			4.2%		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	112	2.2%	-4.5%	-0.2%	1.9%	5.1%	13.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	49	2.7%	-4.6%	-1.1%	3.2%	6.5%	8.7%
Between \$1 million and \$5 million							
CEO/Executive Director	97	4.3%	-3.4%	0.7%	4.6%	7.9%	13.7%
Top Finance Position	13	7.9%		3.3%	4.7%	16.0%	

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
Top Operations Position	10	6.7%		4.9%	5.8%	11.0%	
Greater than \$5 million							
CEO/Executive Director	57	3.5%	-7.5%	-0.3%	3.1%	8.1%	16.9%
Top Administrative Position	5	6.6%			4.9%		
Top Finance Position	40	4.4%	-2.7%	0.1%	4.9%	7.6%	12.1%
Top Human Resources Position	6	8.5%			7.3%		
Top Legal Position	11	5.9%		3.7%	6.6%	9.9%	
Top Marketing Position	10	4.8%		2.5%	5.0%	7.5%	
Top Operations Position	15	4.8%		1.8%	3.8%	9.3%	
Top PR/Communications Position	10	3.2%		1.1%	3.1%	7.2%	
Top Technology Position	10	2.2%		1.9%	3.2%	7.4%	
501(c)(07) - Social and Recreational Clubs							
\$500 thousand or less							
CEO/Executive Director	6	4.0%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	5.1%		1.1%	3.7%	7.7%	
Top Administrative Position	11	6.3%		2.5%	3.7%	9.6%	
Greater than \$5 million							
CEO/Executive Director	30	3.3%	-4.1%	0.5%	3.0%	7.2%	10.9%
Top Administrative Position	28	3.7%	-4.1%	0.8%	3.1%	6.6%	11.4%
Top Facilities Position	20	7.7%	1.6%	3.4%	5.1%	10.0%	18.0%
Top Finance Position	26	1.9%	-2.9%	-1.6%	1.9%	5.5%	10.1%



## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Illinois</b>							
<b>501(c)(08) - Fraternal Beneficiary Societies and Associations</b>							
Greater than \$5 million							
CEO/Executive Director	6	-1.4%			-1.1%		
Top Finance Position	8	6.6%			6.3%		
<b>501(c)(09) - Voluntary Employees Beneficiary Associations</b>							
Greater than \$5 million							
Top Administrative Position	6	5.0%			2.1%		
<b>501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.</b>							
Greater than \$5 million							
CEO/Executive Director	16	7.1%		3.4%	6.1%	11.3%	
Top Administrative Position	7	2.0%			3.8%		
Top Finance Position	11	3.6%		-0.1%	3.0%	8.4%	
Top Operations Position	7	1.8%			2.8%		
<b>501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds</b>							
\$500 thousand or less							
CEO/Executive Director	27	3.0%	-5.7%	-0.2%	3.0%	5.9%	10.7%
Top Finance Position	5	3.3%			1.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	3.2%		0.2%	4.0%	5.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	28	3.6%	-3.1%	0.7%	3.5%	7.6%	11.4%
Greater than \$5 million							
CEO/Executive Director	22	6.7%	-0.5%	1.2%	6.8%	11.1%	15.8%
Top Finance Position	20	6.7%	2.3%	3.1%	6.5%	10.6%	12.9%
Top Operations Position	13	7.9%		3.0%	5.1%	15.0%	
Top Technology Position	9	5.6%			5.4%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	7	0.6%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	1.6%			4.6%		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	11	3.0%		-0.7%	1.9%	3.8%	
Top Business Position	6	2.2%			2.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.9%			1.0%		
Top Business Position	7	3.7%			3.6%		
Top Finance Position	6	2.1%			5.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	20	3.1%	-0.2%	1.2%	2.4%	4.2%	6.4%
Top Business Position	16	2.3%		1.3%	2.4%	4.2%	
Top Finance Position	12	1.8%		0.8%	1.3%	3.9%	
Greater than \$5 million							
Top Finance Position	6	2.6%			2.3%		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	65	3.4%	-3.3%	0.0%	3.3%	7.5%	11.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	2.8%	-1.4%	0.7%	3.1%	4.2%	7.5%
Between \$1 million and \$5 million							
CEO/Executive Director	32	1.4%	-11.1%	-4.4%	3.1%	7.5%	11.7%

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indiana</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	8	3.2%			2.1%		
501(c)(07) - Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	14	3.5%		2.6%	3.7%	5.9%	
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
Greater than \$5 million							
CEO/Executive Director	19	4.6%		1.9%	3.9%	7.1%	
Top Finance Position	5	2.8%			2.9%		
Top Operations Position	6	9.9%			10.1%		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	7	7.8%			3.8%		
Top Operations Position	5	1.8%			3.6%		
Greater than \$5 million							
CEO/Executive Director	7	1.0%			1.9%		
Top Finance Position	8	5.6%			6.4%		
<b>Iowa</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	9	3.3%			0.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.8%			1.8%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Iowa</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	6	3.7%			1.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-0.7%			-0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	-1.4%		-2.2%	1.1%	2.9%	
Top Business Position	7	1.3%			0.5%		
Top Finance Position	9	2.2%			3.6%		
Greater than \$5 million							
CEO/Executive Director	6	3.2%			0.2%		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	49	3.6%	-3.4%	0.8%	3.6%	6.2%	10.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	3.2%	-2.7%	0.0%	3.6%	5.1%	9.9%
Between \$1 million and \$5 million							
CEO/Executive Director	24	2.8%	-4.0%	-0.8%	3.2%	7.1%	10.8%
<b>501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.</b>							
Greater than \$5 million							
CEO/Executive Director	20	3.5%	-6.3%	2.8%	3.6%	5.3%	8.8%
Top Administrative Position	8	0.8%			3.3%		
Top Finance Position	10	6.4%		3.1%	4.3%	10.8%	
<b>501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds</b>							
\$500 thousand or less							
CEO/Executive Director	5	2.4%			3.1%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Iowa</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	18	5.8%		1.7%	5.2%	10.1%	
Greater than \$5 million							
CEO/Executive Director	11	3.9%		0.0%	5.1%	8.3%	
Top Finance Position	5	4.2%			4.8%		
Top Marketing Position	5	10.6%			10.1%		
<b>Kansas</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	5	5.4%			4.1%		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	6	6.4%			1.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.1%			1.8%		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	33	4.0%	0.0%	1.6%	3.3%	6.2%	10.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	2.5%		0.2%	2.3%	5.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	22	2.0%	-5.3%	-0.9%	1.4%	3.8%	11.7%
Greater than \$5 million							
CEO/Executive Director	5	6.1%			4.0%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas</b>							
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
Greater than \$5 million							
CEO/Executive Director	20	4.2%	-7.2%	-0.6%	6.1%	11.8%	14.9%
Top Administrative Position	11	3.9%		0.1%	4.6%	9.7%	
Top Finance Position	10	5.5%		3.5%	5.0%	7.0%	
Top Operations Position	8	2.9%			5.7%		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.2%			4.5%		
<b>Kentucky</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	9	1.2%			0.7%		
Top Business Position	8	3.2%			2.8%		
Top Finance Position	5	4.2%			5.8%		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	32	4.8%	-0.5%	0.0%	4.6%	7.4%	13.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	1.0%		-0.5%	0.3%	3.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	18	4.0%		0.1%	3.3%	5.8%	
Greater than \$5 million							
CEO/Executive Director	8	1.1%			3.7%		
Top Finance Position	6	4.2%			3.0%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kentucky</b>							
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
Greater than \$5 million							
CEO/Executive Director	19	6.1%		2.1%	5.1%	9.0%	
Top Administrative Position	7	8.3%			3.9%		
Top Finance Position	8	6.2%			5.1%		
Top Operations Position	5	5.7%			6.1%		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.1%			3.0%		
<b>Louisiana</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	6	7.2%			4.1%		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	5	1.3%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	4.5%			2.4%		
Top Finance Position	5	1.5%			1.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	5.5%			2.4%		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	43	4.9%	-1.4%	0.0%	3.8%	6.9%	15.3%

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Louisiana</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	1.4%	-6.3%	-1.6%	3.0%	5.3%	7.3%
Between \$1 million and \$5 million							
CEO/Executive Director	24	3.1%	-3.8%	-1.2%	2.3%	6.5%	12.5%
501(c)(07) - Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.6%			3.9%		
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
Greater than \$5 million							
CEO/Executive Director	5	2.7%			2.7%		
Top Administrative Position	5	2.7%			2.7%		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
\$500 thousand or less							
CEO/Executive Director	7	-0.1%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	8.2%			4.5%		

## Maine

501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	23	1.0%	-5.6%	-1.4%	1.3%	4.1%	7.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	6.5%			5.5%		



## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maine</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	9	2.4%			2.5%		
<b>Maryland</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	7	0.2%			2.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.1%			0.3%		
Greater than \$5 million							
CEO/Executive Director	5	0.3%			1.8%		
Top Finance Position	5	4.1%			4.6%		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	10	-0.3%		-3.5%	0.3%	4.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.8%			5.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	2.7%		0.0%	2.9%	4.6%	
Top Business Position	7	-1.1%			2.8%		
Top Finance Position	5	6.2%			3.4%		
Greater than \$5 million							
CEO/Executive Director	11	0.7%		0.1%	1.6%	3.0%	
Top Finance Position	5	0.9%			0.8%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Maryland</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	37	3.2%	-2.9%	0.0%	3.4%	5.8%	9.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	6.5%	-0.9%	2.9%	5.1%	8.7%	15.0%
Between \$1 million and \$5 million							
CEO/Executive Director	49	3.0%	-4.2%	0.9%	2.9%	6.5%	11.7%
Top Finance Position	5	3.1%			4.1%		
Greater than \$5 million							
CEO/Executive Director	22	6.5%	0.0%	2.3%	5.8%	8.0%	18.1%
Top Finance Position	9	5.3%			3.8%		
Top Operations Position	6	8.4%			7.5%		
Top Technology Position	7	4.7%			5.9%		
501(c)(07) - Social and Recreational Clubs							
Greater than \$5 million							
CEO/Executive Director	9	5.0%			5.2%		
Top Administrative Position	8	4.9%			4.8%		
<b>Massachusetts</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$1 million and \$5 million							
CEO/Executive Director	8	7.6%			8.2%		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	8	1.4%			1.6%		
Top Business Position	8	0.3%			1.3%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	5.4%			5.6%		
Top Business Position	7	5.2%			2.8%		
Top Finance Position	7	2.4%			2.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	2.4%		1.4%	3.5%	5.8%	
Top Business Position	12	1.6%		-0.3%	1.3%	3.8%	
Top Finance Position	10	4.1%		0.7%	4.7%	8.2%	
Greater than \$5 million							
CEO/Executive Director	8	2.6%			2.1%		
Top Business Position	7	4.7%			3.3%		
Top Finance Position	6	3.6%			3.0%		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	57	2.8%	-2.7%	0.0%	1.9%	6.2%	10.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	0.9%	-13.2%	-3.0%	2.2%	5.7%	9.7%
Between \$1 million and \$5 million							
CEO/Executive Director	41	2.5%	-6.0%	-1.2%	2.3%	6.8%	12.8%
Greater than \$5 million							
CEO/Executive Director	16	0.4%		0.1%	2.1%	4.9%	
Top Finance Position	10	1.7%		1.2%	4.8%	5.6%	
Top Legal Position	7	3.7%			3.4%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Massachusetts</b>							
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	14	3.4%		0.8%	4.7%	5.6%	
Top Administrative Position	14	3.4%		0.8%	4.7%	5.6%	
Top Facilities Position	10	0.5%		-1.8%	0.8%	3.1%	
Greater than \$5 million							
CEO/Executive Director	15	1.7%		-2.9%	1.9%	9.5%	
Top Administrative Position	16	2.2%		-1.6%	2.8%	9.9%	
Top Facilities Position	15	5.8%		2.6%	5.1%	9.1%	
Top Finance Position	14	5.8%		2.3%	4.2%	8.1%	
<b>501(c)(13) - Cemetery Companies</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.2%			0.6%		
<b>501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	-0.9%			2.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	2.8%		-0.9%	0.7%	6.5%	
Top Finance Position	5	4.3%			1.5%		
Greater than \$5 million							
CEO/Executive Director	18	3.6%		0.9%	3.8%	6.9%	
Top Finance Position	14	5.0%		1.1%	3.5%	8.5%	
Top Operations Position	9	2.1%			4.0%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	8	2.8%			1.4%		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	13	5.6%		0.0%	2.9%	9.1%	
Top Finance Position	8	9.2%			9.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	-0.1%		-2.3%	0.0%	0.9%	
Top Business Position	7	4.2%			1.9%		
Top Finance Position	7	0.3%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	23	-0.1%	-5.5%	-4.7%	1.5%	3.5%	5.6%
Top Business Position	15	2.3%		0.3%	0.9%	5.4%	
Top Finance Position	27	3.9%	0.0%	1.0%	2.9%	7.5%	9.4%
Greater than \$5 million							
CEO/Executive Director	10	1.8%		-2.4%	5.4%	7.7%	
Top Finance Position	7	6.0%			4.7%		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	77	4.0%	-2.9%	-0.1%	2.5%	8.1%	11.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	39	2.0%	-4.2%	-1.4%	1.7%	4.4%	10.2%
Between \$1 million and \$5 million							
CEO/Executive Director	53	2.2%	-6.5%	-0.6%	2.7%	6.6%	8.7%

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	16	2.6%		-0.2%	5.1%	7.1%	
Top Finance Position	6	8.4%			4.9%		
501(c)(07) - Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	18	2.7%		-2.4%	1.5%	7.7%	
Top Administrative Position	16	3.0%		-2.1%	1.5%	6.9%	
Greater than \$5 million							
CEO/Executive Director	6	6.6%			4.5%		
Top Administrative Position	5	6.7%			3.0%		
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
Greater than \$5 million							
CEO/Executive Director	8	3.0%			2.7%		
Top Finance Position	5	5.3%			7.3%		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
\$500 thousand or less							
CEO/Executive Director	5	3.1%			3.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.9%			2.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	37	1.3%	-14.3%	-3.8%	3.7%	8.3%	11.6%
Top Finance Position	13	0.5%		-3.6%	0.9%	3.7%	
Greater than \$5 million							
CEO/Executive Director	48	6.2%	-5.5%	1.4%	6.5%	10.7%	16.9%
Top Finance Position	33	5.5%	-2.6%	1.5%	5.7%	9.9%	15.1%

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Michigan</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
Top Human Resources Position	10	6.1%		2.3%	5.0%	6.4%	
Top Operations Position	15	2.6%		-4.1%	4.0%	6.5%	
Top Technology Position	10	8.0%		0.9%	7.6%	13.8%	
<b>Minnesota</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	12	6.3%		1.0%	4.7%	11.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	6.4%			4.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.9%			3.8%		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	11	5.2%		1.1%	1.4%	8.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	3.4%		1.1%	2.9%	3.3%	
Top Business Position	7	0.4%			1.2%		
Top Finance Position	8	3.2%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	19	3.1%		1.1%	3.3%	5.7%	
Top Business Position	14	3.3%		2.8%	4.0%	4.5%	
Top Finance Position	14	4.5%		2.4%	3.7%	5.5%	

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
Greater than \$5 million							
CEO/Executive Director	11	3.5%		2.2%	3.3%	5.4%	
Top Business Position	10	2.7%		2.5%	2.8%	5.0%	
Top Finance Position	6	7.6%			5.6%		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	77	3.0%	-1.9%	0.0%	3.0%	5.4%	9.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	3.3%	-1.6%	0.0%	2.4%	5.2%	8.6%
Between \$1 million and \$5 million							
CEO/Executive Director	31	3.1%	-5.6%	-0.9%	2.7%	8.0%	10.8%
Top Finance Position	5	2.6%			3.3%		
Greater than \$5 million							
CEO/Executive Director	19	4.3%		0.7%	3.9%	7.2%	
Top Finance Position	8	4.0%			5.1%		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-1.1%			0.8%		
Top Administrative Position	6	-1.8%			-1.3%		
<b>501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.</b>							
Greater than \$5 million							
CEO/Executive Director	30	6.7%	0.7%	3.2%	5.3%	9.7%	14.5%
Top Administrative Position	17	5.4%		3.2%	4.9%	7.0%	
Top Finance Position	17	4.9%		2.1%	4.8%	7.0%	
Top Operations Position	11	3.5%		-0.3%	5.5%	8.7%	



## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minnesota</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
\$500 thousand or less							
CEO/Executive Director	5	2.5%			2.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	6.0%			5.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	5.1%		1.9%	4.9%	7.0%	
Top Finance Position	5	2.8%			-2.5%		
Greater than \$5 million							
CEO/Executive Director	5	8.0%			9.2%		
Top Finance Position	6	4.5%			5.3%		
<b>Mississippi</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	27	1.7%	-8.1%	0.0%	1.6%	7.6%	10.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	1.7%		1.3%	2.5%	6.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	15	2.4%		0.0%	0.5%	5.5%	
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
Greater than \$5 million							
CEO/Executive Director	18	4.1%		1.9%	3.6%	6.1%	
Top Administrative Position	13	5.0%		2.0%	4.0%	6.8%	
Top Finance Position	9	2.9%			3.3%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	5	3.5%			5.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	-0.4%			-0.2%		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	9	0.4%			1.7%		
Top Business Position	7	4.5%			3.7%		
Top Finance Position	7	1.6%			2.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	0.4%			1.4%		
Top Business Position	8	2.7%			1.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	23	2.7%	-3.4%	0.0%	1.5%	5.8%	12.3%
Top Business Position	18	2.4%		1.1%	2.3%	3.3%	
Top Finance Position	13	2.1%		0.7%	2.0%	4.1%	
Greater than \$5 million							
CEO/Executive Director	6	3.4%			2.7%		
Top Business Position	6	4.1%			3.7%		
Top Finance Position	7	0.0%			2.4%		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	50	1.6%	-8.9%	0.0%	2.3%	4.8%	8.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	2.5%	-3.7%	1.3%	3.4%	6.3%	6.9%

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	34	4.4%	-1.1%	1.3%	3.9%	6.7%	11.0%
Top Finance Position	6	1.1%			2.2%		
Greater than \$5 million							
CEO/Executive Director	12	5.8%		1.7%	6.1%	8.6%	
Top Finance Position	6	8.5%			8.6%		
501(c)(07) - Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	10	8.3%		1.4%	6.1%	17.0%	
Top Administrative Position	7	12.7%			10.4%		
Greater than \$5 million							
CEO/Executive Director	7	2.0%			1.5%		
Top Administrative Position	7	2.4%			1.5%		
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
Greater than \$5 million							
CEO/Executive Director	26	3.3%	-2.3%	1.1%	4.0%	7.9%	10.2%
Top Administrative Position	16	4.0%		1.6%	4.7%	7.8%	
Top Finance Position	13	3.6%		0.8%	3.9%	5.3%	
Top Operations Position	8	3.5%			4.3%		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
\$500 thousand or less							
CEO/Executive Director	21	2.4%	-4.1%	0.3%	3.0%	7.5%	10.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	1.8%			1.2%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Missouri</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	20	4.5%	0.0%	1.2%	4.3%	7.7%	10.1%
Top Finance Position	6	7.5%			7.1%		
Greater than \$5 million							
CEO/Executive Director	10	6.8%		2.1%	7.8%	13.1%	
Top Finance Position	8	1.8%			3.3%		
Top Operations Position	6	2.1%			7.1%		
501(c)(15) - Mutual Insurance Company other than Life or Marine							
\$500 thousand or less							
Top Finance Position	5	0.2%			-1.0%		
<b>Montana</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	23	0.4%	-11.5%	-1.5%	1.6%	3.5%	7.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	6.7%			6.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	5.9%		2.1%	4.4%	8.1%	
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
Greater than \$5 million							
CEO/Executive Director	16	8.0%		5.1%	7.5%	10.5%	
Top Administrative Position	11	8.6%		5.3%	8.9%	10.8%	
Top Finance Position	6	8.2%			5.4%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nebraska</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	5	-2.2%			-4.7%		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-4.3%			-5.5%		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	24	6.2%	0.0%	0.4%	4.3%	10.1%	16.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	6.4%		3.1%	6.1%	7.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	12	4.3%		2.0%	3.5%	7.1%	
<b>Nevada</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.1%			1.9%		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	12	5.3%		0.3%	3.5%	11.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.0%			-0.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	2.5%			3.7%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Hampshire</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	19	2.4%		-0.1%	3.1%	5.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	1.0%		-1.1%	1.6%	4.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	9	3.5%			3.9%		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	5	0.2%			-1.2%		
Top Finance Position	5	9.8%			5.8%		
<b>New Jersey</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.5%			1.6%		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	16	4.8%		1.1%	2.3%	9.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	1.5%		-1.3%	2.2%	3.9%	
Top Finance Position	6	-3.2%			-2.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	46	3.3%	-1.6%	0.7%	2.8%	5.9%	9.7%
Top Business Position	15	3.4%		0.5%	3.1%	6.9%	
Top Finance Position	17	4.3%		2.1%	3.8%	7.5%	

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
Greater than \$5 million							
CEO/Executive Director	11	1.7%		-0.3%	1.2%	4.2%	
Top Business Position	8	1.8%			1.5%		
Top Finance Position	8	-0.7%			0.2%		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	39	2.1%	-5.1%	0.0%	1.7%	6.9%	10.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	2.3%	-4.0%	-0.4%	0.6%	4.7%	9.5%
Between \$1 million and \$5 million							
CEO/Executive Director	53	3.9%	-2.6%	0.0%	3.0%	6.8%	13.8%
Top Finance Position	5	-0.4%			2.6%		
Greater than \$5 million							
CEO/Executive Director	13	3.1%		-0.4%	2.3%	7.3%	
Top Finance Position	5	5.2%			6.0%		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	10	1.7%		-2.9%	0.2%	3.4%	
Top Administrative Position	9	2.5%			0.4%		
Top Facilities Position	6	5.9%			4.0%		
Greater than \$5 million							
CEO/Executive Director	23	1.4%	-4.9%	-1.8%	1.1%	5.4%	9.1%
Top Administrative Position	23	1.4%	-4.9%	-1.8%	1.1%	5.4%	9.1%
Top Facilities Position	22	2.3%	-3.3%	-1.0%	2.3%	5.4%	10.7%
Top Finance Position	17	0.8%		-2.8%	2.4%	6.4%	

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Jersey</b>							
501(c)(09) - Voluntary Employees Beneficiary Associations							
Greater than \$5 million							
Top Administrative Position	5	2.8%			3.4%		
501(c)(13) - Cemetery Companies							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	8.9%			7.0%		
<b>New Mexico</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.6%			4.7%		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	18	0.9%		-2.6%	0.0%	6.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	4.2%		1.1%	3.1%	7.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	13	2.5%		0.3%	3.9%	7.0%	
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
Greater than \$5 million							
CEO/Executive Director	10	2.9%		-1.4%	3.0%	7.3%	
Top Administrative Position	9	0.9%			2.8%		



## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees</b>							
\$500 thousand or less							
CEO/Executive Director	10	9.8%		1.4%	10.1%	16.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.7%			4.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	1.9%		-0.5%	0.5%	4.5%	
Greater than \$5 million							
CEO/Executive Director	6	1.9%			4.9%		
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	30	0.6%	-5.3%	-1.3%	0.0%	3.5%	5.4%
Top Business Position	17	3.6%		0.0%	2.4%	6.9%	
Top Finance Position	6	0.5%			0.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	43	3.2%	-1.9%	0.0%	1.6%	4.7%	13.0%
Top Business Position	23	2.6%	-1.0%	1.2%	2.9%	5.0%	5.7%
Top Finance Position	15	2.0%		0.1%	1.4%	3.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	82	2.8%	-1.7%	0.0%	2.2%	5.1%	8.6%
Top Business Position	51	2.5%	-2.3%	-0.3%	1.8%	4.0%	10.5%
Top Finance Position	56	2.6%	-2.1%	0.7%	2.8%	4.8%	10.0%
Top Legal Position	5	5.7%			3.0%		
Greater than \$5 million							
CEO/Executive Director	49	3.1%	-1.8%	1.0%	2.9%	4.2%	9.9%
Top Administrative Position	7	0.3%			2.7%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
Greater than \$5 million							
Top Business Position	14	3.2%		1.4%	3.3%	4.1%	
Top Finance Position	34	1.5%	-5.1%	-0.7%	0.9%	3.8%	7.8%
Top Legal Position	13	1.6%		-2.3%	-0.3%	3.3%	
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	88	1.6%	-6.0%	-1.4%	1.2%	5.0%	9.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	70	5.3%	-3.6%	0.9%	4.7%	9.0%	17.3%
Between \$1 million and \$5 million							
CEO/Executive Director	106	2.7%	-4.5%	-0.2%	2.2%	6.6%	9.8%
Top Finance Position	11	4.0%		0.7%	3.7%	7.2%	
Top Legal Position	6	1.0%			3.2%		
Top Operations Position	6	9.1%			8.0%		
Greater than \$5 million							
CEO/Executive Director	32	4.0%	-5.7%	1.9%	3.4%	6.6%	13.2%
Top Finance Position	17	2.2%		0.0%	3.2%	8.8%	
Top Legal Position	9	2.5%			1.1%		
Top Operations Position	10	3.9%		1.7%	4.5%	6.0%	
Top PR/Communications Position	6	3.9%			3.5%		
Top Technology Position	7	3.7%			4.7%		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	37	3.8%	-1.0%	1.6%	3.2%	5.8%	10.6%
Top Administrative Position	36	4.3%	-0.5%	1.7%	3.3%	6.1%	11.0%

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York</b>							
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
Top Facilities Position	6	8.8%			7.1%		
Top Finance Position	8	6.7%			6.5%		
Greater than \$5 million							
CEO/Executive Director	65	2.8%	-7.2%	-2.1%	2.8%	6.5%	13.7%
Top Administrative Position	65	3.1%	-6.6%	-0.7%	2.8%	6.5%	13.7%
Top Facilities Position	34	2.0%	-7.6%	1.4%	3.3%	6.0%	8.5%
Top Finance Position	48	3.7%	-3.2%	0.5%	2.9%	5.6%	14.6%
<b>501(c)(09) - Voluntary Employees Beneficiary Associations</b>							
Greater than \$5 million							
CEO/Executive Director	8	4.5%			3.6%		
Top Administrative Position	7	6.4%			4.3%		
Top Finance Position	7	4.2%			2.9%		
Top Technology Position	5	3.8%			2.6%		
<b>501(c)(13) - Cemetery Companies</b>							
\$500 thousand or less							
CEO/Executive Director	5	-5.6%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	3.1%			1.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	0.8%		-0.3%	0.8%	2.6%	
Top Administrative Position	6	2.8%			1.0%		
Greater than \$5 million							
CEO/Executive Director	10	5.5%		3.1%	6.6%	10.1%	
Top Finance Position	7	4.3%			5.2%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
<b>501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees</b>							
\$500 thousand or less							
CEO/Executive Director	10	2.7%		0.0%	3.0%	4.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	8	7.2%			5.5%		
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	0.1%			4.1%		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	76	3.3%	-5.4%	0.0%	3.1%	7.4%	12.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	2.7%	-2.9%	0.0%	2.4%	6.8%	12.2%
Between \$1 million and \$5 million							
CEO/Executive Director	36	2.1%	-2.8%	-0.3%	2.4%	6.5%	8.8%
Top Finance Position	6	2.8%			2.0%		
Greater than \$5 million							
CEO/Executive Director	12	3.8%		3.0%	4.8%	6.9%	
Top Finance Position	5	5.9%			4.3%		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	13	0.5%		-5.0%	2.4%	6.2%	
Top Administrative Position	13	1.6%		-4.9%	2.4%	6.2%	
Top Finance Position	5	7.6%			7.9%		
Greater than \$5 million							
CEO/Executive Director	11	3.2%		0.7%	1.9%	6.3%	

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Carolina</b>							
501(c)(07) - Social and Recreational Clubs							
Greater than \$5 million							
Top Administrative Position	11	3.0%		0.7%	1.9%	5.2%	
Top Facilities Position	6	0.0%			1.4%		
Top Finance Position	13	5.8%		2.5%	4.2%	11.6%	
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.3%			3.7%		
Greater than \$5 million							
CEO/Executive Director	15	5.5%		1.3%	7.1%	11.6%	
Top Finance Position	11	5.3%		3.3%	5.5%	6.9%	
Top Operations Position	7	1.5%			4.6%		
<b>North Dakota</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	14	4.3%		0.6%	3.7%	5.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	6.5%		4.5%	5.9%	7.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	11	3.9%		0.3%	2.9%	6.5%	
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
Greater than \$5 million							
CEO/Executive Director	6	11.4%			11.9%		
Top Business Position	5	12.1%			13.7%		
Top Operations Position	7	4.8%			6.3%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>North Dakota</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.5%			4.0%		
<b>Ohio</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	16	7.5%		2.4%	5.0%	10.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.6%			3.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	4.1%		0.5%	2.5%	6.4%	
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	17	4.0%		0.0%	2.9%	4.9%	
Top Business Position	14	0.4%		0.4%	3.5%	5.9%	
Top Finance Position	7	3.4%			2.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	3.9%	-1.4%	-0.1%	2.0%	8.9%	12.5%
Top Business Position	16	2.3%		0.3%	2.6%	3.4%	
Top Finance Position	20	3.8%	-1.5%	1.9%	3.4%	7.2%	11.3%
Between \$1 million and \$5 million							
CEO/Executive Director	31	3.6%	-3.4%	-0.3%	1.3%	9.4%	14.8%
Top Business Position	24	4.1%	-0.2%	1.6%	3.1%	5.6%	7.2%
Top Finance Position	27	3.7%	-1.0%	1.4%	3.1%	5.2%	8.5%

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
Greater than \$5 million							
CEO/Executive Director	12	1.6%		-4.5%	0.3%	9.0%	
Top Finance Position	7	6.1%			5.6%		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	103	2.2%	-8.2%	-0.6%	2.4%	5.3%	10.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	46	3.7%	-4.3%	-0.5%	2.6%	8.5%	13.5%
Between \$1 million and \$5 million							
CEO/Executive Director	73	3.9%	-3.4%	0.3%	3.2%	6.5%	13.4%
Top Finance Position	12	3.1%		0.6%	2.4%	4.8%	
Greater than \$5 million							
CEO/Executive Director	12	6.1%		-1.0%	4.4%	15.3%	
Top Finance Position	9	6.7%			8.2%		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	22	4.3%	-2.3%	-0.1%	3.4%	7.3%	15.7%
Top Administrative Position	18	4.4%		-0.1%	3.4%	7.3%	
Top Facilities Position	5	5.5%			5.3%		
Top Finance Position	7	3.8%			1.4%		
Greater than \$5 million							
CEO/Executive Director	7	4.1%			4.6%		
Top Administrative Position	5	0.9%			1.8%		
Top Facilities Position	6	3.9%			4.6%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
<b>501(c)(08) - Fraternal Beneficiary Societies and Associations</b>							
\$500 thousand or less							
Top Administrative Position	10	1.0%		0.0%	0.0%	0.9%	
Between \$500 thousand and \$1 million							
Top Administrative Position	5	6.5%			0.7%		
<b>501(c)(09) - Voluntary Employees Beneficiary Associations</b>							
Greater than \$5 million							
Top Administrative Position	5	3.0%			3.7%		
<b>501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.</b>							
Greater than \$5 million							
CEO/Executive Director	17	3.5%		0.8%	2.5%	6.4%	
Top Administrative Position	8	2.9%			2.1%		
Top Finance Position	9	3.2%			1.7%		
<b>501(c)(13) - Cemetery Companies</b>							
\$500 thousand or less							
CEO/Executive Director	5	1.8%			2.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.2%			2.5%		
<b>501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds</b>							
\$500 thousand or less							
CEO/Executive Director	12	4.3%		2.5%	4.6%	7.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	5.7%		3.2%	5.1%	8.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	26	3.3%	-5.9%	-3.7%	3.5%	7.0%	13.5%



## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Ohio</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
Top Finance Position	11	-1.0%		-4.6%	-3.1%	3.4%	
Top Operations Position	6	0.8%			4.3%		
Greater than \$5 million							
CEO/Executive Director	24	7.1%	-1.0%	1.9%	6.0%	12.4%	18.0%
Top Finance Position	18	6.6%		1.7%	5.8%	12.6%	
Top Operations Position	9	7.3%			5.7%		
Top Technology Position	7	6.8%			6.4%		
<b>Oklahoma</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.8%			4.3%		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	41	4.2%	-0.1%	0.4%	2.3%	7.5%	11.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	1.8%		-0.8%	0.0%	4.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	13	6.8%		2.1%	4.6%	14.1%	
Greater than \$5 million							
CEO/Executive Director	5	5.7%			5.1%		
Top Finance Position	5	3.5%			3.5%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oklahoma</b>							
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
Greater than \$5 million							
CEO/Executive Director	12	7.2%		2.9%	4.9%	13.5%	
Top Administrative Position	10	8.5%		2.7%	4.5%	14.9%	
Top Finance Position	8	8.5%			8.4%		
Top Operations Position	5	7.9%			8.9%		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	7	3.5%			5.1%		
Top Finance Position	5	8.7%			10.3%		
<b>Oregon</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	7	2.1%			1.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	5.9%			2.3%		
Greater than \$5 million							
CEO/Executive Director	6	2.3%			3.0%		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	38	2.9%	-8.4%	0.4%	3.1%	6.5%	13.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	2.6%	-3.4%	-1.4%	3.2%	5.3%	7.6%
Between \$1 million and \$5 million							
CEO/Executive Director	40	4.4%	-3.2%	0.8%	4.2%	8.3%	12.2%

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oregon</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
Top Finance Position	6	9.5%			9.0%		
501(c)(07) - Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.2%			2.8%		
Top Administrative Position	7	1.4%			2.9%		
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.2%			4.8%		
Greater than \$5 million							
CEO/Executive Director	13	2.3%		1.0%	1.9%	5.3%	
Top Administrative Position	8	1.8%			1.9%		
Top Finance Position	10	0.9%		2.6%	3.6%	6.6%	
<b>Pennsylvania</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	8	2.7%			3.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	4.7%		0.5%	2.5%	9.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	6	8.9%			7.7%		
Greater than \$5 million							
CEO/Executive Director	11	5.4%		1.9%	5.4%	8.4%	
Top Finance Position	5	9.2%			11.9%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	33	2.2%	-2.9%	-0.1%	2.0%	5.5%	9.0%
Top Business Position	14	2.3%		-1.3%	0.8%	6.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	32	1.9%	-3.4%	-0.6%	1.7%	4.3%	8.6%
Top Business Position	14	3.7%		1.4%	2.3%	3.9%	
Top Finance Position	11	3.3%		1.1%	1.9%	3.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	45	2.2%	-1.6%	0.7%	2.4%	4.5%	7.3%
Top Business Position	31	4.3%	-0.1%	1.7%	4.1%	5.8%	8.5%
Top Finance Position	20	1.7%	-0.3%	0.6%	1.7%	3.4%	6.0%
Greater than \$5 million							
CEO/Executive Director	17	4.6%		2.2%	5.2%	7.0%	
Top Business Position	10	5.8%		4.0%	5.3%	7.4%	
Top Finance Position	11	4.8%		0.6%	4.6%	5.8%	
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	87	3.4%	-3.3%	0.0%	2.7%	5.7%	11.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	50	3.4%	-3.4%	-0.6%	2.8%	4.6%	12.5%
Between \$1 million and \$5 million							
CEO/Executive Director	69	5.5%	-4.1%	1.0%	4.1%	9.5%	17.9%
Top Finance Position	7	5.8%			4.9%		
Greater than \$5 million							
CEO/Executive Director	20	1.6%	-13.4%	0.1%	2.5%	3.6%	9.8%

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
Top Finance Position	11	0.7%		-1.8%	4.6%	6.0%	
Top Operations Position	5	6.9%			4.5%		
Top Technology Position	5	3.7%			1.7%		
501(c)(07) - Social and Recreational Clubs							
\$500 thousand or less							
CEO/Executive Director	9	1.5%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	23	4.6%	-7.7%	-2.1%	3.6%	11.3%	18.2%
Top Administrative Position	17	3.0%		-0.5%	3.4%	6.8%	
Top Facilities Position	8	3.1%			2.2%		
Greater than \$5 million							
CEO/Executive Director	14	7.2%		4.0%	8.1%	12.2%	
Top Administrative Position	16	6.5%		2.8%	6.7%	9.9%	
Top Facilities Position	8	7.8%			6.8%		
Top Finance Position	8	3.4%			3.6%		
501(c)(08) - Fraternal Beneficiary Societies and Associations							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.7%			-2.7%		
Greater than \$5 million							
CEO/Executive Director	8	5.2%			3.1%		
Top Finance Position	5	6.4%			2.2%		
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
Greater than \$5 million							
CEO/Executive Director	14	7.8%		4.9%	7.7%	10.4%	

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pennsylvania</b>							
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
Greater than \$5 million							
Top Administrative Position	5	7.6%			7.9%		
501(c)(13) - Cemetery Companies							
\$500 thousand or less							
CEO/Executive Director	5	5.7%			7.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.2%			4.0%		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.8%			1.5%		
Greater than \$5 million							
CEO/Executive Director	7	9.2%			9.5%		
Top Finance Position	5	3.7%			7.6%		
<b>Rhode Island</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	9.8%			8.3%		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	14	2.3%		-0.1%	2.3%	4.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	3.2%		1.5%	4.4%	8.0%	

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Rhode Island</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.7%			4.9%		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
CEO/Executive Director	6	5.6%			5.5%		
<b>South Carolina</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Greater than \$5 million							
CEO/Executive Director	6	9.2%			9.6%		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	25	2.6%	-3.5%	0.0%	1.6%	5.7%	10.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	2.9%		-0.2%	1.1%	4.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	17	1.5%		0.0%	1.6%	5.9%	
Greater than \$5 million							
CEO/Executive Director	7	3.4%			2.8%		
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
Greater than \$5 million							
CEO/Executive Director	13	8.9%		4.3%	6.3%	18.8%	
Top Finance Position	7	6.8%			6.8%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>South Dakota</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	20	1.5%	-4.9%	-0.2%	2.6%	3.5%	6.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	1.4%			1.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	-0.4%		-1.6%	3.1%	5.7%	
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	12	3.5%		-0.3%	2.6%	5.1%	
Top Administrative Position	5	2.6%			4.8%		
Greater than \$5 million							
CEO/Executive Director	17	7.6%		3.3%	5.3%	15.0%	
Top Administrative Position	13	8.0%		3.3%	4.8%	15.0%	
Top Finance Position	8	3.7%			4.4%		
<b>Tennessee</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	6	1.9%			3.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.9%			3.3%		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	7	3.1%			2.1%		
Top Business Position	5	1.5%			3.1%		



## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	12	4.2%		1.2%	5.6%	8.2%	
Top Business Position	7	6.2%			4.8%		
Top Finance Position	6	8.6%			9.9%		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	63	3.8%	-3.1%	0.0%	3.0%	7.6%	14.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	32	3.5%	-1.8%	0.0%	2.7%	7.0%	12.3%
Between \$1 million and \$5 million							
CEO/Executive Director	28	5.2%	-1.7%	0.3%	4.1%	10.1%	16.1%
Greater than \$5 million							
CEO/Executive Director	11	3.3%		2.3%	5.1%	8.1%	
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	1.5%			2.4%		
Top Administrative Position	5	1.9%			2.4%		
Greater than \$5 million							
CEO/Executive Director	8	6.0%			5.5%		
Top Facilities Position	5	3.7%			2.0%		
<b>501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.</b>							
Greater than \$5 million							
CEO/Executive Director	14	4.2%		2.9%	5.8%	8.6%	
Top Administrative Position	9	3.8%			6.0%		
Top Finance Position	10	4.9%		3.5%	5.2%	6.3%	

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tennessee</b>							
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
Greater than \$5 million							
Top Operations Position	9	3.6%			3.1%		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
\$500 thousand or less							
CEO/Executive Director	11	4.5%		-1.5%	1.4%	9.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	7.4%			5.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	19	5.3%		0.8%	3.5%	10.1%	
Top Finance Position	8	-0.8%			-2.1%		
Greater than \$5 million							
CEO/Executive Director	10	6.8%		2.6%	5.9%	9.8%	
Top Finance Position	5	8.6%			5.3%		
Top Operations Position	6	4.7%			5.6%		

## Texas

### 501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees

\$500 thousand or less							
CEO/Executive Director	9	-0.3%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	0.2%			1.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	3.1%		-0.1%	1.4%	9.2%	
Greater than \$5 million							
CEO/Executive Director	10	3.0%		-4.0%	3.3%	8.0%	

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	16	3.1%		0.5%	3.7%	8.2%	
Top Business Position	14	1.1%		1.1%	1.7%	2.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	2.8%		1.2%	2.1%	5.9%	
Top Business Position	6	2.9%			2.1%		
Top Finance Position	5	4.9%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	28	1.8%	-4.7%	-1.8%	2.4%	5.0%	9.3%
Top Business Position	19	0.7%		0.8%	1.4%	2.7%	
Top Finance Position	13	3.9%		0.7%	3.0%	5.5%	
Greater than \$5 million							
CEO/Executive Director	7	6.1%			4.4%		
Top Finance Position	8	2.4%			2.7%		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	158	3.0%	-6.6%	0.0%	2.9%	8.3%	14.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	92	4.3%	-4.8%	0.5%	3.4%	8.6%	15.1%
Between \$1 million and \$5 million							
CEO/Executive Director	123	4.1%	-4.1%	0.0%	4.0%	7.3%	14.9%
Top Finance Position	13	5.3%		2.8%	6.0%	11.4%	
Top Operations Position	7	-1.0%			2.1%		
Greater than \$5 million							
CEO/Executive Director	33	3.6%	-7.5%	1.0%	3.2%	7.2%	13.5%

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
Top Finance Position	18	5.6%		2.1%	4.5%	6.5%	
Top Legal Position	6	4.6%			4.2%		
Top Marketing Position	5	7.1%			14.4%		
Top Operations Position	8	3.6%			5.5%		
Top Technology Position	8	2.6%			3.0%		
501(c)(07) - Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	18	2.9%		0.1%	2.1%	5.3%	
Top Administrative Position	15	2.3%		0.0%	1.1%	4.5%	
Top Finance Position	5	-2.4%			0.2%		
Greater than \$5 million							
CEO/Executive Director	13	1.3%		-1.0%	2.6%	5.0%	
Top Administrative Position	15	3.4%		-0.1%	4.3%	7.8%	
Top Facilities Position	5	6.2%			4.6%		
Top Finance Position	7	1.4%			1.2%		
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
\$500 thousand or less							
CEO/Executive Director	6	5.2%			2.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	2.5%			0.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	5.1%		2.6%	4.5%	8.6%	
Top Administrative Position	9	5.5%			8.4%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Texas</b>							
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
Greater than \$5 million							
CEO/Executive Director	55	6.6%	-0.9%	2.7%	5.8%	9.8%	15.7%
Top Administrative Position	41	6.7%	-0.6%	2.7%	5.8%	9.5%	16.1%
Top Finance Position	24	5.2%	0.9%	3.5%	5.1%	7.1%	9.3%
Top Operations Position	12	5.8%		2.4%	4.4%	9.2%	
Top Technology Position	7	5.9%			7.5%		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
\$500 thousand or less							
CEO/Executive Director	9	1.5%			0.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	0.1%		-2.0%	0.6%	2.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	30	2.0%	-8.4%	-3.0%	1.2%	7.1%	15.7%
Top Finance Position	8	1.7%			0.6%		
Greater than \$5 million							
CEO/Executive Director	36	4.4%	-8.7%	-2.6%	7.7%	10.5%	18.2%
Top Finance Position	26	6.0%	-2.6%	0.3%	5.9%	12.6%	15.6%
Top Human Resources Position	7	10.9%			13.4%		
Top Marketing Position	6	10.0%			10.0%		
Top Operations Position	13	9.7%		6.2%	12.9%	17.5%	

## Utah

### 501(c)(05) - Labor, Agricultural, and Horticultural Organizations

\$500 thousand or less							
CEO/Executive Director	7	5.0%			2.2%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Utah</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	23	1.0%	-9.5%	-1.4%	1.1%	5.7%	10.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	5.5%		1.0%	3.9%	9.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	13	3.1%		-3.7%	4.7%	7.1%	
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	7	7.1%			5.1%		
<b>Vermont</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	20	2.4%	-8.5%	-2.6%	1.2%	5.2%	15.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	6.9%			7.6%		
<b>Virginia</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	7	3.6%			1.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	2.2%			0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	-0.9%			-3.0%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Greater than \$5 million							
CEO/Executive Director	16	2.6%		0.1%	2.4%	4.3%	
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	10	3.2%		1.2%	3.1%	4.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	5.8%			2.9%		
Top Finance Position	5	5.8%			2.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	0.8%			2.1%		
Greater than \$5 million							
CEO/Executive Director	5	0.4%			1.2%		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	57	1.9%	-6.9%	-0.3%	1.9%	5.9%	10.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	49	1.4%	-9.5%	-2.2%	3.0%	5.4%	9.5%
Between \$1 million and \$5 million							
CEO/Executive Director	148	3.2%	-6.2%	-1.2%	3.0%	7.2%	12.2%
Top Administrative Position	6	6.5%			4.4%		
Top Finance Position	18	4.9%		0.3%	5.1%	8.5%	
Top Operations Position	10	8.4%		3.1%	6.1%	13.6%	
Top PR/Communications Position	5	6.2%			5.3%		
Top Technology Position	8	1.2%			2.4%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Virginia</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	69	6.0%	0.0%	1.9%	4.8%	9.1%	17.8%
Top Administrative Position	5	3.7%			3.7%		
Top Business Position	6	6.4%			3.1%		
Top Finance Position	44	4.2%	-4.5%	0.5%	4.7%	9.2%	14.3%
Top Legal Position	18	2.4%		1.0%	3.0%	5.5%	
Top Marketing Position	6	5.7%			3.5%		
Top Operations Position	27	5.1%	-1.7%	1.8%	4.0%	9.7%	14.3%
Top PR/Communications Position	13	7.1%		4.9%	6.8%	11.9%	
Top Technology Position	9	6.9%			4.3%		
501(c)(07) - Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	9	2.0%			0.4%		
Top Administrative Position	6	1.7%			-0.6%		
Greater than \$5 million							
CEO/Executive Director	14	4.4%		-0.3%	3.1%	5.5%	
Top Administrative Position	13	3.1%		-2.7%	1.0%	3.6%	
Top Facilities Position	5	3.8%			2.7%		
Top Finance Position	9	1.1%			2.6%		
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
Greater than \$5 million							
CEO/Executive Director	10	4.6%		1.4%	3.1%	4.2%	
Top Finance Position	5	2.8%			2.5%		



## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
<b>501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees</b>							
\$500 thousand or less							
CEO/Executive Director	5	2.4%			3.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	4.3%		0.5%	3.1%	7.7%	
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
\$500 thousand or less							
CEO/Executive Director	18	3.5%		-1.8%	4.3%	9.6%	
Top Finance Position	5	7.1%			5.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	3.4%		1.3%	3.7%	5.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	25	3.9%	-1.4%	1.9%	3.7%	6.7%	9.4%
Top Business Position	10	3.5%		2.3%	3.1%	6.3%	
Top Finance Position	17	4.5%		0.7%	5.6%	7.3%	
Greater than \$5 million							
CEO/Executive Director	8	3.4%			3.8%		
Top Finance Position	6	4.6%			6.0%		
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	58	3.8%	-5.1%	-0.4%	2.2%	7.1%	15.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	29	5.1%	-2.1%	0.0%	3.6%	8.1%	16.1%
Between \$1 million and \$5 million							
CEO/Executive Director	49	3.3%	-3.2%	0.7%	2.8%	7.1%	9.8%
Top Finance Position	5	3.6%			1.9%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Greater than \$5 million							
CEO/Executive Director	6	3.2%			2.8%		
Top Finance Position	5	2.6%			1.3%		
501(c)(07) - Social and Recreational Clubs							
Between \$1 million and \$5 million							
CEO/Executive Director	10	2.9%		0.7%	1.5%	3.2%	
Top Administrative Position	6	1.0%			1.4%		
Greater than \$5 million							
CEO/Executive Director	5	3.1%			5.7%		
Top Administrative Position	5	2.7%			5.7%		
Top Finance Position	5	3.6%			4.2%		
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
Greater than \$5 million							
CEO/Executive Director	9	7.3%			5.4%		
Top Administrative Position	5	9.2%			7.3%		
Top Finance Position	6	4.6%			2.2%		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Between \$1 million and \$5 million							
CEO/Executive Director	17	3.7%		-0.6%	1.2%	8.3%	
Top Finance Position	5	-1.3%			0.7%		
Greater than \$5 million							
CEO/Executive Director	17	6.0%		0.6%	7.3%	11.4%	
Top Finance Position	7	3.7%			6.2%		
Top Marketing Position	5	3.0%			2.8%		
Top Operations Position	8	6.5%			5.7%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington</b>							
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
Greater than \$5 million							
Top Technology Position	8	4.0%			3.1%		
<b>West Virginia</b>							
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
Top Business Position	5	2.5%			1.7%		
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	32	3.7%	-3.6%	0.0%	1.9%	8.5%	11.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	5.8%		1.3%	4.6%	9.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	10	2.2%		-3.3%	2.4%	7.4%	
<b>Wisconsin</b>							
501(c)(04) - Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	6	2.5%			2.7%		
501(c)(05) - Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	10	3.1%		-0.8%	3.0%	5.5%	
Top Business Position	6	1.2%			2.7%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
<b>501(c)(05) - Labor, Agricultural, and Horticultural Organizations</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	3.3%		3.1%	4.8%	5.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	21	3.4%	0.0%	0.6%	2.4%	7.0%	8.0%
Top Business Position	18	2.8%		2.2%	2.6%	3.8%	
Top Finance Position	11	2.2%		1.4%	2.0%	3.1%	
<b>501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.</b>							
\$500 thousand or less							
CEO/Executive Director	67	5.3%	-2.7%	0.0%	4.2%	7.1%	18.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	3.2%	-3.5%	0.1%	3.5%	5.4%	12.3%
Between \$1 million and \$5 million							
CEO/Executive Director	44	5.0%	-0.3%	1.1%	3.2%	6.9%	15.9%
Greater than \$5 million							
CEO/Executive Director	12	4.3%		1.8%	3.6%	7.4%	
Top Finance Position	5	-1.5%			2.2%		
Top Operations Position	5	5.8%			3.0%		
<b>501(c)(07) - Social and Recreational Clubs</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.9%			2.6%		
Top Administrative Position	6	3.9%			2.1%		
<b>501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.</b>							
Greater than \$5 million							
CEO/Executive Director	17	5.0%		1.6%	7.1%	11.0%	
Top Administrative Position	9	5.7%			6.1%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wisconsin</b>							
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
Greater than \$5 million							
Top Finance Position	6	9.3%			8.6%		
501(c)(14) - State Chartered Credit Unions, Mutual Reserve Funds							
\$500 thousand or less							
CEO/Executive Director	17	3.4%		0.8%	3.2%	7.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	2.9%		0.2%	2.5%	5.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	37	1.5%	-5.2%	-1.0%	2.0%	5.3%	9.7%
Top Finance Position	11	3.5%		-0.5%	3.1%	4.9%	
Top Operations Position	8	-3.6%			-0.2%		
Greater than \$5 million							
CEO/Executive Director	26	6.6%	-1.7%	2.9%	6.3%	9.5%	15.0%
Top Finance Position	17	5.5%		0.4%	4.5%	9.4%	
Top Human Resources Position	6	4.8%			5.0%		
Top Marketing Position	6	3.6%			3.1%		
Top Operations Position	15	9.2%		3.9%	7.7%	14.3%	
Top Technology Position	9	6.4%			6.6%		

## Wyoming

501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.

\$500 thousand or less							
CEO/Executive Director	12	1.6%		0.0%	0.3%	2.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.4%			2.5%		

## Other Subsections Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wyoming</b>							
501(c)(06) - Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
Between \$1 million and \$5 million							
CEO/Executive Director	5	8.3%			4.2%		
501(c)(12) - Benevolent Life Insurance Associations, Mutual Ditch or Irrigation Companies, Mutual or Cooperative Telephone Companies, Etc.							
Greater than \$5 million							
CEO/Executive Director	5	0.9%			2.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Abilene, TX</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	8	-0.3%			0.0%		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.6%			7.0%		
<b>Akron, OH</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.0%			-0.7%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	2.8%			2.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-4.7%			0.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.8%			8.0%		
Greater than \$5 million							
CEO/Executive Director	9	2.1%			6.5%		
<b>Albany-Schenectady-Troy, NY</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	-1.0%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Albany-Schenectady-Troy, NY</b>							
<b>Community Improvement, Capacity Building</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.0%			2.4%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	5	-4.4%			1.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.3%			4.3%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	10	2.7%		0.0%	2.7%	4.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	1.2%			1.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	4.1%		1.8%	4.8%	5.8%	
Greater than \$5 million							
CEO/Executive Director	14	4.9%		1.9%	4.6%	7.2%	
Top Finance Position	8	5.6%			5.3%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	5	-1.2%			-1.4%		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.7%			1.8%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Albany-Schenectady-Troy, NY</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	14	4.0%		-0.2%	0.5%	4.8%	
Top Finance Position	6	3.8%			5.2%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.7%			2.7%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	11	2.9%		0.4%	1.8%	7.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	0.6%			0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	19	4.6%		0.9%	4.1%	7.6%	
Top Finance Position	5	2.9%			3.8%		
Greater than \$5 million							
CEO/Executive Director	20	5.9%	-0.7%	0.1%	5.1%	8.9%	12.8%
Top Finance Position	16	5.3%		0.2%	4.8%	9.9%	
Top Operations Position	6	6.1%			5.5%		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.7%			2.4%		
Greater than \$5 million							
CEO/Executive Director	8	1.7%			1.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Albuquerque, NM</b>							
<b>Arts, Culture and Humanities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.0%			2.3%		
<b>Community Improvement, Capacity Building</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.4%			1.0%		
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	10	1.6%		-0.9%	1.4%	7.6%	
Greater than \$5 million							
CEO/Executive Director	5	5.9%			2.8%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	5	-4.3%			-4.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.4%			6.7%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.4%			8.1%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	6	0.3%			5.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	2.8%			2.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Albuquerque, NM</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	14	-0.5%		-0.5%	0.7%	6.2%	
Greater than \$5 million							
CEO/Executive Director	7	-2.9%			0.0%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	-3.3%			0.0%		
<b>Allentown-Bethlehem-Easton, PA</b>							
Arts, Culture and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	2.4%			1.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	-0.4%			1.9%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	9	4.1%			1.9%		
Greater than \$5 million							
Top Finance Position	5	6.8%			6.4%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	-0.1%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	1.8%			0.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Allentown-Bethlehem-Easton, PA</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.4%			5.7%		
Greater than \$5 million							
CEO/Executive Director	14	4.6%		1.0%	6.7%	9.0%	
Top Finance Position	8	9.0%			8.2%		
<b>Amarillo, TX</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-2.8%			-0.6%		
<b>Anchorage, AK</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-0.1%			0.0%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-0.9%			-2.8%		
Environmental Quality, Protection and Beautification							
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.4%			8.7%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	1.0%			0.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Anchorage, AK</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	9	3.0%			3.2%		
<b>Ann Arbor, MI</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.9%			-0.1%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	7	1.7%			-1.1%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	13.8%			13.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.5%			6.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	2.4%		-5.4%	5.6%	10.0%	
Greater than \$5 million							
CEO/Executive Director	9	5.0%			6.2%		
<b>Appleton-Oshkosh-Neenah, WI</b>							
Arts, Culture and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.5%			7.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Appleton-Oshkosh-Neenah, WI</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	1.0%			1.5%		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.5%			7.9%		
Greater than \$5 million							
CEO/Executive Director	7	2.9%			3.2%		
Top Finance Position	5	3.2%			2.0%		
<b>Asheville, NC</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	8	9.1%			7.3%		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	-2.6%			-3.4%		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.4%			3.8%		
<b>Atlanta, GA</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	7	8.0%			8.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Atlanta,GA</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	15	3.8%		0.0%	4.7%	9.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	8.1%			9.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	20	5.0%	-0.4%	0.0%	5.4%	10.0%	12.7%
Greater than \$5 million							
Top Finance Position	5	10.3%			10.0%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	6	5.7%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	6.2%			6.9%		
<b>Crime, Legal-Related</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-0.1%			-0.9%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	8	0.2%			1.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	0.0%		0.0%	1.3%	3.7%	
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	8	-0.8%			0.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Atlanta,GA</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	1.5%	-13.3%	-4.0%	0.6%	8.1%	15.5%
Between \$1 million and \$5 million							
CEO/Executive Director	40	2.3%	-6.6%	-0.6%	3.0%	6.4%	12.2%
Greater than \$5 million							
CEO/Executive Director	32	6.6%	-5.2%	0.1%	5.8%	13.4%	19.8%
Top Development Position	5	-4.7%			-4.8%		
Top Finance Position	21	4.1%	1.5%	2.2%	3.3%	6.1%	8.6%
Top Operations Position	5	5.2%			5.2%		
Top Technology Position	5	-1.6%			-0.7%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	5	9.0%			9.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.8%			3.0%		
<b>Food, Agriculture and Nutrition</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.0%			1.8%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	6	0.1%			-0.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	0.0%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	3.2%		-0.5%	2.6%	6.4%	



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Atlanta,GA</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	12	5.6%		-1.1%	1.7%	15.4%	
Top Administrative Position	5	9.9%			6.7%		
Top Finance Position	10	7.1%		5.3%	6.3%	11.1%	
Top Operations Position	6	3.2%			5.9%		
<b>Housing, Shelter</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-2.4%			1.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	0.1%		-4.8%	0.8%	4.3%	
Greater than \$5 million							
CEO/Executive Director	6	4.4%			3.5%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	27	1.6%	-9.8%	-1.3%	0.7%	5.4%	11.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	2.1%	-6.9%	-0.3%	0.0%	7.4%	10.7%
Between \$1 million and \$5 million							
CEO/Executive Director	39	3.0%	-7.2%	-0.4%	1.2%	7.9%	14.1%
Top Finance Position	5	2.1%			1.5%		
Greater than \$5 million							
CEO/Executive Director	20	2.3%	-4.7%	-1.1%	1.0%	5.3%	11.8%
Top Finance Position	8	1.4%			2.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Atlanta,GA</b>							
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	8	4.9%			0.0%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	6	0.4%			-1.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.9%			0.7%		
Greater than \$5 million							
CEO/Executive Director	5	1.7%			0.5%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	7	-0.9%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.3%			5.4%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-2.3%			-3.4%		
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.1%			4.1%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	71	-1.1%	-16.0%	-5.4%	0.0%	3.1%	13.1%
Top Finance Position	5	3.8%			2.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Atlanta,GA</b>							
Religion-Related, Spiritual Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	-0.3%			2.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	19	3.3%		-4.8%	3.8%	13.3%	
Top Finance Position	5	7.2%			9.7%		
Greater than \$5 million							
CEO/Executive Director	8	-0.3%			1.3%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	16	1.9%		0.0%	0.0%	4.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	0.7%		-1.3%	0.0%	2.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	6	-1.5%			-3.0%		
Greater than \$5 million							
CEO/Executive Director	5	15.3%			13.7%		
<b>Austin-San Marcos, TX</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	15	3.8%		-1.0%	0.5%	7.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	13	-2.3%		-9.3%	0.0%	5.0%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Austin-San Marcos, TX</b>							
<b>Civil Rights, Social Action, Advocacy</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-1.1%			4.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.5%			1.0%		
<b>Community Improvement, Capacity Building</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.5%			0.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.0%			2.0%		
<b>Crime, Legal-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.1%			-1.9%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	14	4.9%		0.0%	3.3%	6.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.3%			-3.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	29	3.9%	-1.6%	0.9%	4.1%	7.8%	11.0%
Greater than \$5 million							
CEO/Executive Director	14	3.0%		0.0%	2.9%	6.3%	
Top Finance Position	6	2.6%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Austin-San Marcos, TX</b>							
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	7	1.9%			1.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.3%			1.0%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	12	4.5%		-0.6%	4.5%	7.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	10	0.8%		-2.0%	2.4%	6.6%	
Greater than \$5 million							
CEO/Executive Director	10	4.0%		1.4%	5.0%	5.8%	
Top Finance Position	5	4.7%			5.8%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.1%			-0.3%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	14	0.5%		-6.2%	1.4%	5.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	5.1%			2.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	4.7%		0.0%	2.4%	10.8%	
Greater than \$5 million							
CEO/Executive Director	14	4.5%		0.9%	4.6%	11.4%	
Top Finance Position	7	4.4%			4.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Austin-San Marcos, TX</b>							
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	5	12.5%			12.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.6%			0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-3.9%			0.0%		
Philanthropy, Voluntarism and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	6	8.4%			6.4%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	13	-3.7%		-12.5%	0.0%	0.0%	
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.7%			7.7%		
<b>Bakersfield, CA</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	2.6%			6.8%		
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	7.2%			1.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Bakersfield, CA</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.5%			3.4%		
<b>Baltimore, MD</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	14	2.0%		-1.5%	2.6%	6.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	5.7%		2.4%	7.7%	8.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	18	6.0%		1.7%	4.7%	9.9%	
Top Finance Position	5	7.5%			10.1%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	9	2.3%			1.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-0.6%			-1.9%		
Greater than \$5 million							
CEO/Executive Director	5	1.8%			1.5%		
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.3%			3.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Baltimore, MD</b>							
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	12	2.3%		-2.4%	0.6%	5.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	3.2%		2.4%	3.6%	8.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	25	3.2%	-5.2%	0.4%	2.4%	7.5%	12.6%
Greater than \$5 million							
CEO/Executive Director	32	5.6%	0.0%	1.8%	4.6%	9.0%	14.6%
Top Development Position	8	3.2%			3.5%		
Top Finance Position	15	3.1%		1.5%	5.3%	7.2%	
<b>Employment, Job-Related</b>							
Greater than \$5 million							
CEO/Executive Director	5	7.2%			2.9%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	7	2.6%			1.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.2%			6.2%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	7	-3.8%			3.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.5%			5.0%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Baltimore, MD</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	17	-0.1%		-1.4%	0.0%	4.6%	
Top Finance Position	9	3.5%			4.1%		
Top Operations Position	5	3.9%			5.1%		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	6	7.1%			4.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	-2.5%			0.3%		
Greater than \$5 million							
CEO/Executive Director	8	8.2%			7.7%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	20	-2.5%	-14.4%	-2.7%	0.0%	1.3%	2.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	-1.0%		-7.9%	0.0%	3.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	20	3.9%	-3.7%	-0.1%	2.4%	10.6%	13.1%
Greater than \$5 million							
CEO/Executive Director	36	4.4%	-3.5%	0.2%	2.8%	6.7%	13.9%
Top Finance Position	23	4.1%	-3.5%	0.5%	3.4%	6.8%	11.1%
Top Human Resources Position	8	2.0%			1.8%		
Top Operations Position	7	7.0%			6.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Baltimore, MD</b>							
<b>Mental Health, Crisis Intervention</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	10.4%			5.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	7.5%		1.7%	8.6%	15.7%	
Greater than \$5 million							
CEO/Executive Director	7	-0.2%			-0.1%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.3%			0.1%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	5	3.8%			3.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	-0.8%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.3%			5.9%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	5	6.3%			7.5%		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	11	2.1%		-2.0%	0.0%	9.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.0%			5.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Bangor,ME</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.0%			3.9%		
<b>Baton Rouge, LA</b>							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	-2.7%			-0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	0.0%			1.5%		
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	5.6%			5.1%		
<b>Bergen-Passaic</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	9	-0.6%			0.0%		
Greater than \$5 million							
CEO/Executive Director	14	0.5%		-3.8%	2.0%	5.9%	
Top Finance Position	6	2.4%			4.5%		
Health – General and Rehabilitative							
Greater than \$5 million							
Top Finance Position	6	1.3%			1.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Bergen-Passaic</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	-0.4%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	22	3.0%	-5.6%	0.0%	2.8%	7.4%	12.1%
Top Finance Position	6	3.3%			1.9%		
Greater than \$5 million							
CEO/Executive Director	10	3.3%		1.4%	2.8%	6.1%	
Top Finance Position	10	2.5%		-2.4%	1.8%	6.2%	
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	7	1.4%			-0.6%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	0.6%			0.3%		
<b>Billings, MT</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.8%			3.2%		
<b>Biloxi-Gulfport-Pascagoula, MS</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	-1.9%			-2.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Binghamton, NY</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	6	0.7%			2.6%		
Top Finance Position	7	4.3%			5.6%		
<b>Birmingham, AL</b>							
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.4%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-2.0%			-2.4%		
Environmental Quality, Protection and Beautification							
\$500 thousand or less							
CEO/Executive Director	5	-1.0%			-3.6%		
Health – General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	6	9.5%			6.5%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	14	1.5%		0.0%	2.0%	7.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	10	5.2%		1.5%	4.1%	6.1%	
Greater than \$5 million							
CEO/Executive Director	7	4.0%			1.4%		
Top Finance Position	5	4.0%			4.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Birmingham, AL</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	11	-2.3%		-13.7%	-0.3%	8.7%	
<b>Bismarck, ND</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.6%			10.3%		
<b>Bloomington, IN</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	5	6.3%			4.9%		
<b>Bloomington-Normal, IL</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.2%			3.5%		
Greater than \$5 million							
CEO/Executive Director	6	4.1%			3.5%		
<b>Boise City, ID</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	8.0%			8.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Boise City, ID</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	9	2.8%			4.6%		
Top Administrative Position	8	7.5%			8.4%		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-3.8%			-3.7%		
<b>Boston, MA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	49	2.2%	-7.3%	-1.7%	2.5%	5.1%	16.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	3.2%	-3.5%	-1.4%	1.8%	6.4%	10.6%
Between \$1 million and \$5 million							
CEO/Executive Director	41	4.3%	-2.4%	0.0%	3.3%	9.3%	12.6%
Greater than \$5 million							
CEO/Executive Director	17	1.7%		-4.3%	4.3%	7.6%	
Top Finance Position	9	0.9%			2.1%		
Top Technology Position	6	5.6%			3.1%		
Civil Rights, Social Action, Advocacy							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	4.8%			2.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	5.1%		1.3%	3.2%	7.8%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Boston, MA</b>							
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	12	3.2%		-4.5%	0.0%	9.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	14	1.9%		0.4%	3.2%	6.5%	
Top Finance Position	9	0.6%			2.8%		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	10	4.1%		0.2%	2.3%	8.0%	
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	11	1.0%		0.0%	0.0%	1.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	2.0%			3.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	6.3%			5.2%		
Greater than \$5 million							
CEO/Executive Director	7	6.0%			6.8%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	40	3.2%	-7.3%	-2.0%	2.1%	6.5%	15.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	37	2.6%	-4.3%	0.0%	3.0%	6.1%	8.6%



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Boston, MA</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	76	3.3%	-7.1%	-0.3%	3.0%	7.5%	14.5%
Top Finance Position	7	0.5%			0.3%		
Top Operations Position	6	3.8%			4.0%		
Greater than \$5 million							
CEO/Executive Director	87	4.8%	-3.0%	1.1%	3.4%	9.3%	14.5%
Top Administrative Position	7	5.8%			5.1%		
Top Business Position	9	6.3%			5.0%		
Top Development Position	36	6.1%	2.7%	3.4%	5.1%	8.6%	10.9%
Top Finance Position	63	4.2%	-0.9%	1.9%	3.7%	6.8%	11.1%
Top Human Resources Position	6	5.7%			3.7%		
Top Legal Position	6	2.6%			4.3%		
Top Operations Position	25	5.5%	-1.7%	3.0%	4.5%	10.6%	12.0%
Top Program Position	5	5.4%			4.7%		
Top Technology Position	15	2.6%		1.5%	3.8%	4.5%	
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.2%			0.8%		
Greater than \$5 million							
CEO/Executive Director	6	0.3%			-0.6%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	9	3.8%			2.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	2.3%		-0.3%	1.4%	9.2%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Boston, MA</b>							
<b>Environmental Quality, Protection and Beautification</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	16	1.8%		0.6%	1.8%	4.0%	
Greater than \$5 million							
CEO/Executive Director	5	1.3%			5.7%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	6	7.5%			4.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.1%			4.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	2.1%		-3.6%	3.0%	7.1%	
Greater than \$5 million							
CEO/Executive Director	44	4.1%	-7.6%	0.6%	5.2%	9.1%	14.6%
Top Administrative Position	6	5.3%			5.0%		
Top Development Position	5	2.3%			3.4%		
Top Finance Position	37	4.6%	-4.1%	0.5%	4.6%	9.0%	16.6%
Top Human Resources Position	7	5.2%			4.5%		
Top Operations Position	16	5.7%		-0.9%	5.0%	9.5%	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	12	6.4%		0.1%	3.8%	11.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	7.8%			7.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Boston, MA</b>							
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	26	2.5%	-7.0%	-0.9%	2.6%	6.9%	11.0%
Top Finance Position	6	0.4%			2.0%		
Greater than \$5 million							
CEO/Executive Director	15	1.7%		-1.9%	0.6%	4.4%	
Top Finance Position	11	0.6%		-1.8%	0.6%	2.9%	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	24	3.6%	-3.7%	-0.6%	3.1%	5.9%	12.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	4.8%	-10.4%	0.0%	3.8%	14.0%	18.0%
Between \$1 million and \$5 million							
CEO/Executive Director	79	3.7%	-3.6%	0.0%	3.1%	8.2%	11.9%
Top Finance Position	9	0.9%			2.0%		
Greater than \$5 million							
CEO/Executive Director	81	4.1%	-5.0%	1.2%	4.0%	8.8%	13.4%
Top Development Position	11	8.4%		4.6%	7.5%	11.6%	
Top Finance Position	53	4.6%	-4.2%	0.8%	5.3%	8.3%	13.8%
Top Human Resources Position	14	4.6%		-1.9%	4.0%	9.1%	
Top Operations Position	25	2.9%	-8.8%	0.0%	3.1%	7.0%	9.6%
Top Program Position	9	4.5%			4.8%		
Top Technology Position	7	-0.1%			-1.5%		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	7	2.5%			3.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Boston, MA</b>							
<b>International, Foreign Affairs and National Security</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	14	4.0%		0.2%	4.1%	10.4%	
Greater than \$5 million							
CEO/Executive Director	11	3.1%		-1.1%	0.2%	9.2%	
<b>Medical Research</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.2%			0.0%		
Greater than \$5 million							
CEO/Executive Director	7	-0.4%			-2.3%		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	13	3.4%		1.4%	4.4%	6.0%	
Greater than \$5 million							
CEO/Executive Director	10	3.5%		1.2%	5.4%	6.6%	
Top Finance Position	6	4.2%			7.8%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	-0.2%			-0.3%		
Greater than \$5 million							
CEO/Executive Director	7	5.0%			5.1%		
Top Finance Position	6	4.5%			3.6%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	5	10.8%			10.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Boston, MA</b>							
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	8	7.7%			5.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	4.6%			4.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	1.6%		-2.3%	1.2%	5.5%	
Greater than \$5 million							
CEO/Executive Director	5	5.3%			3.5%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	15	0.8%		-2.2%	1.5%	7.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.2%			5.2%		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	8	4.7%			3.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	3.0%		-3.4%	-1.2%	9.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	29	1.7%	-8.1%	-1.4%	1.4%	7.9%	10.8%
Greater than \$5 million							
CEO/Executive Director	12	7.0%		2.8%	5.0%	12.4%	
Top Finance Position	9	4.4%			4.5%		
Top Operations Position	8	5.3%			7.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Boulder-Longmont</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	2.2%			1.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	-0.2%			0.9%		
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	11.4%			10.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	8.0%			9.6%		
Environmental Quality, Protection and Beautification							
\$500 thousand or less							
CEO/Executive Director	5	3.9%			5.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	4.9%		1.9%	3.3%	7.0%	
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	1.4%			1.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	1.3%			2.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.5%			2.7%		
Greater than \$5 million							
CEO/Executive Director	5	-5.2%			-2.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Boulder-Longmont</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	-0.4%			-3.0%		
<b>Bremerton, WA</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	12.2%			14.4%		
<b>Bridgeport-Milford, CT</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	7	6.0%			5.2%		
Top Finance Position	5	5.6%			5.3%		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	8	5.1%			0.6%		
Greater than \$5 million							
CEO/Executive Director	8	2.9%			1.3%		
<b>Brockton, MA</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	5	9.2%			5.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Buffalo-Niagara Falls, NY</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	7	3.4%			0.5%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	8	1.3%			1.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.0%			1.6%		
<b>Educational Institutions and Related Activities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	7.1%			4.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	3.3%			3.5%		
Greater than \$5 million							
CEO/Executive Director	17	3.5%		1.4%	2.8%	6.3%	
Top Administrative Position	5	0.6%			1.4%		
Top Finance Position	12	6.4%		2.0%	5.3%	12.8%	
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	15	4.0%		0.2%	4.2%	8.5%	
Top Administrative Position	5	5.5%			5.3%		
Top Finance Position	13	7.0%		0.1%	5.9%	12.3%	
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.8%			6.7%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Buffalo-Niagara Falls, NY</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	8	-0.4%			-1.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	4.7%		-0.8%	3.3%	9.9%	
Top Finance Position	6	9.5%			10.3%		
Greater than \$5 million							
CEO/Executive Director	15	2.6%		-2.8%	1.4%	7.3%	
Top Finance Position	7	9.4%			11.6%		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	6.7%			6.7%		
Greater than \$5 million							
CEO/Executive Director	8	7.2%			8.2%		
Top Finance Position	5	6.0%			5.6%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	5	-3.3%			-3.6%		
<b>Burlington, VT</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	8	5.2%			3.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Burlington, VT</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.9%			4.8%		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	6.4%			6.9%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	3.0%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	3.9%			2.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	7.0%			5.2%		
Greater than \$5 million							
CEO/Executive Director	5	3.9%			2.0%		
<b>Canton-Massillon, OH</b>							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	3.6%			-0.2%		
<b>Casper, WY</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	-1.1%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Cedar Rapids, IA</b>							
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.7%			2.2%		
Greater than \$5 million							
CEO/Executive Director	7	4.5%			4.2%		
<b>Charleston, WV</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	-5.3%			-4.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.0%			5.5%		
Greater than \$5 million							
CEO/Executive Director	5	1.1%			1.8%		
<b>Charleston-North Charleston, SC</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	9	3.1%			2.0%		
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.7%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	8.0%		1.0%	8.0%	10.7%	
Greater than \$5 million							
CEO/Executive Director	5	5.4%			6.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Charlotte-Gastonia-Rock Hill, NC-SC</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	8	0.5%			4.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-0.2%			-0.3%		
Greater than \$5 million							
CEO/Executive Director	6	2.5%			2.2%		
<b>Community Improvement, Capacity Building</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-0.7%			1.4%		
Greater than \$5 million							
CEO/Executive Director	5	2.7%			1.2%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	5	3.6%			2.1%		
<b>Educational Institutions and Related Activities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	8.0%			11.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	-0.4%		-3.8%	1.6%	3.7%	
Greater than \$5 million							
CEO/Executive Director	16	7.1%		1.4%	9.0%	13.8%	
Top Development Position	5	5.8%			3.3%		
Top Finance Position	7	5.1%			3.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Charlotte-Gastonia-Rock Hill, NC-SC</b>							
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-2.3%			1.0%		
Greater than \$5 million							
Top Finance Position	5	1.5%			0.6%		
<b>Housing, Shelter</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.2%			13.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.3%			2.8%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	16	3.6%		-0.7%	4.3%	8.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	2.7%		-2.3%	0.0%	7.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	21	5.9%	-3.1%	-1.4%	5.5%	12.6%	19.0%
Greater than \$5 million							
CEO/Executive Director	20	2.1%	-12.5%	-2.9%	3.2%	6.8%	12.4%
Top Finance Position	10	7.8%		4.8%	7.7%	10.4%	
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.5%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Charlotte-Gastonia-Rock Hill, NC-SC</b>							
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	7	-2.0%			0.0%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	11	0.2%		-3.3%	-0.5%	1.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.0%			0.0%		
<b>Charlottesville, VA</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.1%			6.9%		
Greater than \$5 million							
CEO/Executive Director	12	4.1%		1.8%	4.2%	7.9%	
Top Finance Position	5	9.2%			8.6%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	7	3.9%			0.9%		
<b>Chattanooga, TN-GA</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	7	-2.6%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Chattanooga, TN-GA</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.7%			3.7%		
Greater than \$5 million							
CEO/Executive Director	5	7.1%			5.5%		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	6	0.1%			0.0%		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.8%			1.6%		
Greater than \$5 million							
CEO/Executive Director	5	2.3%			2.6%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	7.7%			5.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-3.3%			0.0%		
<b>Chicago, IL</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	10	0.0%		-4.6%	-1.2%	0.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	0.0%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
<b>Animal-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-2.9%			0.6%		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	41	1.7%	-4.9%	0.0%	0.8%	5.7%	8.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	5.2%	-3.8%	0.7%	5.2%	8.7%	15.1%
Between \$1 million and \$5 million							
CEO/Executive Director	30	0.8%	-9.9%	-2.8%	2.4%	4.7%	7.2%
Top Finance Position	6	-2.4%			2.3%		
Greater than \$5 million							
CEO/Executive Director	17	5.8%		3.3%	7.5%	9.7%	
Top Development Position	5	6.2%			10.5%		
Top Finance Position	6	8.7%			10.4%		
<b>Civil Rights, Social Action, Advocacy</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	10	7.4%		3.6%	6.3%	12.3%	
Greater than \$5 million							
CEO/Executive Director	5	0.7%			-0.3%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	15	4.6%		0.0%	3.0%	6.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.1%			0.8%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
<b>Community Improvement, Capacity Building</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	25	3.5%	-1.4%	0.0%	3.5%	4.8%	10.8%
Greater than \$5 million							
CEO/Executive Director	11	1.3%		-3.7%	-0.7%	8.8%	
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	7	4.3%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	1.9%			1.3%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	9	2.5%			1.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	21	-0.8%	-10.4%	-4.1%	0.2%	3.7%	5.7%
Greater than \$5 million							
CEO/Executive Director	14	6.2%		2.9%	5.9%	9.2%	
Top Finance Position	10	7.2%		2.4%	4.6%	12.1%	
Top Operations Position	5	5.6%			7.2%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	27	1.6%	-8.5%	-0.9%	1.3%	5.5%	9.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	3.6%	-2.1%	0.0%	2.6%	6.9%	12.6%

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	75	2.9%	-5.3%	-0.3%	2.3%	7.8%	14.7%
Top Administrative Position	5	-1.5%			1.9%		
Greater than \$5 million							
CEO/Executive Director	67	3.1%	-6.7%	-1.4%	2.9%	8.7%	13.3%
Top Development Position	6	1.6%			2.5%		
Top Education Position	9	5.3%			4.8%		
Top Finance Position	38	5.1%	-1.2%	0.8%	3.8%	7.2%	15.0%
Top Marketing Position	7	4.9%			3.7%		
Top Operations Position	13	4.2%		1.5%	3.8%	6.8%	
Top Technology Position	7	4.3%			6.4%		
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	5	-4.9%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	4.3%			5.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	8.1%			6.7%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	8	2.7%			3.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	1.2%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.6%			3.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
<b>Food, Agriculture and Nutrition</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.2%			1.0%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	13	2.9%		0.0%	2.4%	6.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	5.0%			4.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	4.0%		-1.5%	6.2%	8.9%	
Greater than \$5 million							
CEO/Executive Director	37	2.9%	-6.6%	-3.2%	2.4%	7.9%	14.7%
Top Finance Position	21	9.3%	1.2%	4.4%	7.8%	16.4%	19.3%
Top Human Resources Position	6	-0.6%			-0.5%		
Top Operations Position	9	0.7%			2.3%		
Top Technology Position	6	8.4%			6.8%		
<b>Housing, Shelter</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	2.2%			2.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	30	5.6%	-4.0%	0.0%	5.7%	10.6%	19.3%
Greater than \$5 million							
CEO/Executive Director	12	-1.2%		-3.7%	0.6%	2.0%	
Top Finance Position	5	10.0%			14.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	37	-0.3%	-11.5%	-3.4%	0.0%	4.0%	6.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	2.7%	-3.2%	0.0%	2.3%	5.2%	12.0%
Between \$1 million and \$5 million							
CEO/Executive Director	102	2.7%	-5.4%	-0.3%	2.1%	5.5%	12.3%
Top Finance Position	14	-0.4%		-1.0%	0.3%	2.5%	
Greater than \$5 million							
CEO/Executive Director	93	3.5%	-4.5%	-0.8%	3.0%	8.5%	12.7%
Top Development Position	9	6.3%			4.9%		
Top Finance Position	45	4.9%	-2.2%	0.9%	4.3%	9.2%	12.2%
Top Human Resources Position	8	5.4%			6.9%		
Top Operations Position	18	1.1%		-2.0%	1.3%	4.6%	
Top Program Position	5	3.4%			0.7%		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	5	2.3%			2.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.4%			5.3%		
Greater than \$5 million							
CEO/Executive Director	5	6.7%			1.9%		
<b>Medical Research</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.6%			3.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	5	1.4%			2.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	5.7%		0.2%	2.2%	15.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	24	5.4%	-2.3%	-0.3%	2.4%	8.7%	18.0%
Greater than \$5 million							
CEO/Executive Director	10	3.2%		-0.1%	0.8%	5.4%	
Top Finance Position	6	1.8%			1.4%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	12	2.5%		-2.4%	3.4%	6.5%	
Greater than \$5 million							
CEO/Executive Director	10	3.9%		1.1%	2.3%	8.4%	
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	0.9%			1.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	1.2%		-1.5%	3.1%	7.6%	
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	25	0.3%	-9.0%	-2.4%	0.0%	1.3%	9.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	0.0%		-2.3%	0.7%	7.1%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
Religion-Related, Spiritual Development							
Between \$1 million and \$5 million							
CEO/Executive Director	8	5.5%			4.6%		
Greater than \$5 million							
CEO/Executive Director	8	0.6%			0.8%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	12	1.2%		-3.0%	0.0%	5.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	8.5%			11.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	19	2.3%		-2.1%	0.8%	9.0%	
<b>Chico-Paradise, CA</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	7.5%			6.9%		
<b>Cincinnati, OH-KY-IN</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	13	2.5%		-3.6%	5.3%	7.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	6	8.5%			9.3%		
Greater than \$5 million							
CEO/Executive Director	10	10.4%		4.2%	7.6%	17.9%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Cincinnati, OH-KY-IN</b>							
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	6	7.5%			7.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	7.1%			4.1%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	6	3.3%			2.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	1.0%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	5.2%		0.4%	3.8%	10.4%	
Greater than \$5 million							
CEO/Executive Director	13	8.1%		0.1%	6.0%	15.1%	
Top Finance Position	9	7.9%			2.7%		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	9.5%			4.8%		
Greater than \$5 million							
CEO/Executive Director	14	2.7%		-4.3%	2.6%	9.2%	
Top Finance Position	8	2.9%			3.5%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.7%			4.3%		
Greater than \$5 million							
CEO/Executive Director	5	1.9%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Cincinnati, OH-KY-IN</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	13	0.1%		-0.8%	0.0%	2.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	1.5%			-0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	23	1.9%	-10.0%	-0.5%	3.6%	5.5%	11.8%
Greater than \$5 million							
CEO/Executive Director	19	0.8%		-3.5%	2.3%	5.7%	
Top Finance Position	11	3.4%		1.0%	5.0%	6.4%	
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	1.7%			3.1%		
Greater than \$5 million							
CEO/Executive Director	5	4.6%			1.5%		
Top Finance Position	6	5.7%			5.9%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Greater than \$5 million							
CEO/Executive Director	5	4.2%			0.0%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	10	2.3%		0.0%	0.4%	3.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.6%			0.2%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Cleveland, OH</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	18	1.2%		0.0%	1.9%	5.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	2.7%		0.5%	3.4%	7.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	10	3.5%		0.0%	2.8%	8.7%	
Greater than \$5 million							
CEO/Executive Director	9	1.9%			1.0%		
Top Finance Position	7	10.4%			7.5%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	7	5.5%			1.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	7.2%			2.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	5.8%		0.8%	5.6%	12.9%	
Greater than \$5 million							
CEO/Executive Director	8	-1.9%			2.7%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	7	7.4%			8.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	0.3%			0.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Cleveland, OH</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	18	4.5%		-1.1%	3.5%	8.8%	
Top Finance Position	6	1.6%			0.3%		
Greater than \$5 million							
CEO/Executive Director	15	6.7%		2.0%	2.7%	11.3%	
Top Finance Position	10	4.1%		1.0%	4.4%	5.4%	
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	6	-2.1%			0.0%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	8	8.1%			6.8%		
Greater than \$5 million							
CEO/Executive Director	15	1.9%		-0.6%	1.4%	9.6%	
Top Finance Position	9	5.4%			5.8%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	13	2.4%		-3.7%	2.6%	5.4%	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	11	4.4%		0.0%	2.0%	3.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	2.4%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Cleveland, OH</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	27	2.7%	-4.2%	0.0%	0.7%	5.5%	10.9%
Top Finance Position	6	6.4%			5.1%		
Greater than \$5 million							
CEO/Executive Director	20	5.1%	-5.5%	-2.9%	3.1%	12.9%	18.7%
Top Finance Position	16	4.3%		-1.5%	2.3%	6.8%	
Top Operations Position	6	10.6%			8.6%		
<b>Mental Health, Crisis Intervention</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.6%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	4.5%			4.0%		
Greater than \$5 million							
CEO/Executive Director	11	2.6%		-1.3%	1.7%	5.9%	
Top Finance Position	7	2.8%			2.9%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	7	-1.3%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.6%			1.7%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	11	3.1%		-0.4%	2.5%	6.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	5	-1.6%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Cleveland, OH</b>							
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.2%			3.3%		
<b>ColoradoSprings, CO</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	-5.6%			0.0%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	6.3%			6.9%		
Greater than \$5 million							
CEO/Executive Director	6	5.3%			5.0%		
Top Finance Position	5	6.5%			6.5%		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	2.5%			3.7%		
Top Finance Position	5	5.5%			2.5%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	4.9%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.9%			6.9%		
Greater than \$5 million							
CEO/Executive Director	7	9.7%			14.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>ColoradoSprings, CO</b>							
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	12	2.7%		-2.5%	3.0%	8.5%	
Greater than \$5 million							
CEO/Executive Director	10	5.1%		1.0%	4.7%	9.3%	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	17	1.3%		-5.1%	0.0%	4.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	7.6%			5.7%		
<b>Columbia, MO</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	5	3.8%			4.9%		
<b>Columbia, SC</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.7%			2.8%		
Greater than \$5 million							
CEO/Executive Director	5	0.6%			0.0%		
Top Finance Position	5	9.3%			3.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Columbia, SC</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	5.9%			5.3%		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.6%			5.5%		
Greater than \$5 million							
CEO/Executive Director	5	2.5%			4.5%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	-3.5%			0.0%		
<b>Columbus, OH</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	10	4.5%		0.0%	4.1%	8.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	10	3.7%		2.1%	3.4%	4.8%	
Greater than \$5 million							
CEO/Executive Director	6	2.2%			3.1%		
Community Improvement, Capacity Building							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	1.3%		-1.4%	0.5%	6.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.4%			0.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Columbus, OH</b>							
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	10	2.9%		0.0%	2.5%	7.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-1.2%			1.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	0.8%		-7.0%	1.3%	5.6%	
Greater than \$5 million							
CEO/Executive Director	19	3.8%		0.1%	3.1%	6.8%	
Top Finance Position	9	1.2%			0.0%		
<b>Health – General and Rehabilitative</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	8.6%			8.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	4.4%		0.1%	2.1%	4.4%	
Greater than \$5 million							
CEO/Executive Director	5	6.1%			6.6%		
<b>Housing, Shelter</b>							
Greater than \$5 million							
CEO/Executive Director	8	8.9%			7.3%		
Top Finance Position	6	0.4%			2.7%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	14	2.0%		-0.5%	0.0%	10.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	6.1%		2.0%	3.9%	10.2%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Columbus, OH</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	27	4.7%	-1.7%	0.9%	4.0%	7.3%	13.1%
Top Finance Position	6	4.5%			1.8%		
Greater than \$5 million							
CEO/Executive Director	21	3.0%	-9.7%	-1.8%	3.1%	7.8%	14.1%
Top Finance Position	10	8.4%		4.3%	8.5%	12.2%	
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	12	3.8%		1.8%	4.3%	8.2%	
Greater than \$5 million							
CEO/Executive Director	7	4.2%			1.6%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.8%			2.8%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	5	5.9%			5.0%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	8	3.0%			4.5%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Corpus Christi, TX</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.9%			2.4%		
<b>Dallas-Fort Worth, TX</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	20	-0.7%	-9.3%	-4.9%	0.0%	1.5%	10.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	2.3%			2.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	4.8%		0.0%	5.3%	11.5%	
Greater than \$5 million							
CEO/Executive Director	7	3.5%			6.2%		
Top Finance Position	5	-2.6%			-3.5%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	5	4.1%			0.3%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	6	6.0%			3.8%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	16	4.7%		0.8%	1.9%	5.4%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Dallas-Fort Worth, TX</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	4.6%		0.0%	1.0%	5.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	24	4.6%	-2.3%	0.2%	3.0%	5.9%	17.9%
Top Finance Position	5	-2.0%			-2.3%		
Greater than \$5 million							
CEO/Executive Director	36	5.1%	-2.0%	0.2%	3.6%	10.0%	17.4%
Top Administrative Position	9	6.0%			4.7%		
Top Development Position	8	6.8%			6.7%		
Top Finance Position	15	5.0%		1.2%	4.8%	9.8%	
Top Operations Position	7	5.7%			6.4%		
<b>Health – General and Rehabilitative</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	7.7%			3.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	8.2%			9.8%		
Greater than \$5 million							
CEO/Executive Director	11	6.0%		1.8%	7.3%	11.5%	
Top Finance Position	7	4.8%			3.7%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	0.9%			2.4%		
Greater than \$5 million							
CEO/Executive Director	7	2.3%			0.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Dallas-Fort Worth, TX</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	24	0.6%	-12.5%	-9.2%	0.0%	9.0%	15.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	1.4%		-0.4%	1.2%	4.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	33	4.6%	-4.2%	0.2%	4.7%	9.1%	16.7%
Greater than \$5 million							
CEO/Executive Director	13	3.5%		-0.4%	5.0%	7.1%	
Top Finance Position	9	3.7%			2.9%		
Top Operations Position	5	2.8%			2.4%		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	7	3.9%			0.5%		
<b>Mental Health, Crisis Intervention</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	2.2%			1.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-0.9%			0.0%		
Greater than \$5 million							
CEO/Executive Director	5	1.7%			2.1%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	-1.0%			0.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Dallas-Fort Worth, TX</b>							
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	5	-3.3%			-4.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	4.1%			0.7%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	48	1.0%	-11.3%	-3.8%	0.0%	6.2%	17.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	0.2%			-0.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	-0.5%		-5.2%	0.4%	5.7%	
Greater than \$5 million							
CEO/Executive Director	8	6.3%			5.1%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	8	3.9%			0.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.3%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	-0.1%			0.0%		
<b>Davenport-Moline-Rock Island, IA-IL</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	7.2%			7.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Davenport-Moline-Rock Island, IA-IL</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	6	-0.8%			4.0%		
<b>Dayton-Springfield, OH</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	8	6.6%			4.7%		
Greater than \$5 million							
CEO/Executive Director	5	3.8%			-1.1%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	6.3%			5.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.4%			0.0%		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	9	8.3%			8.5%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-1.3%			-3.4%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	5.5%			8.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Dayton-Springfield, OH</b>							
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	7.2%			4.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	3.9%		1.1%	5.3%	6.7%	
Greater than \$5 million							
CEO/Executive Director	14	6.6%		2.0%	4.9%	7.3%	
Top Finance Position	9	2.4%			1.8%		
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	5	3.3%			3.3%		
<b>Denver-Boulder, CO</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	13	4.8%		0.4%	4.5%	10.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	3.1%		-0.1%	1.7%	6.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	14	3.2%		-3.0%	1.8%	7.9%	
Greater than \$5 million							
CEO/Executive Director	6	9.4%			6.9%		
Civil Rights, Social Action, Advocacy							
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.6%			3.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Denver-Boulder, CO</b>							
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	11	3.4%		0.0%	2.7%	8.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.3%			2.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	7.5%			6.3%		
<b>Crime, Legal-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.6%			4.7%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	9	-1.0%			-0.6%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	15	0.7%		-1.5%	2.6%	3.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	2.8%		0.0%	0.3%	6.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	39	3.3%	-5.8%	-0.2%	3.6%	6.6%	9.8%
Greater than \$5 million							
CEO/Executive Director	18	6.3%		2.5%	5.3%	10.2%	
Top Development Position	5	5.1%			5.4%		
Top Education Position	5	0.6%			0.7%		
Top Finance Position	9	7.4%			5.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Denver-Boulder, CO</b>							
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	8	7.3%			5.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	3.8%		0.2%	3.6%	8.9%	
Greater than \$5 million							
CEO/Executive Director	6	6.0%			6.1%		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	20	0.8%	-9.2%	-1.8%	1.6%	5.5%	8.8%
Greater than \$5 million							
CEO/Executive Director	8	9.3%			7.6%		
<b>Housing, Shelter</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.3%			4.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.5%			4.2%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	30	5.4%	-10.2%	0.0%	6.7%	11.2%	18.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	2.8%	-8.1%	-1.5%	3.2%	7.5%	12.5%
Between \$1 million and \$5 million							
CEO/Executive Director	36	5.2%	-1.4%	0.8%	5.0%	9.2%	16.1%



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Denver-Boulder, CO</b>							
<b>Human Services – Multipurpose and Other</b>							
Greater than \$5 million							
CEO/Executive Director	21	5.2%	-2.4%	0.3%	4.3%	6.8%	12.6%
Top Finance Position	10	1.8%		-0.5%	2.9%	4.1%	
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	8	-1.5%			-0.1%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	5	1.6%			1.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	10.2%			7.0%		
Greater than \$5 million							
CEO/Executive Director	7	-0.4%			-2.3%		
Top Finance Position	5	9.4%			9.6%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	7	4.2%			5.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.2%			1.8%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	31	0.0%	-9.2%	-3.2%	0.0%	4.3%	9.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	0.9%			0.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Denver-Boulder, CO</b>							
Religion-Related, Spiritual Development							
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.3%			2.3%		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.7%			3.9%		
<b>Des Moines, IA</b>							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	-3.5%			-0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.7%			5.0%		
Greater than \$5 million							
CEO/Executive Director	5	2.3%			3.8%		
Health – General and Rehabilitative							
Greater than \$5 million							
Top Finance Position	5	0.6%			4.6%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.7%			2.9%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	4.1%			5.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Des Moines, IA</b>							
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.5%			0.9%		
Greater than \$5 million							
CEO/Executive Director	9	5.5%			5.4%		
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.3%			6.1%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	-3.3%			-6.5%		
<b>Detroit, MI</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	15	0.8%		-2.4%	0.0%	4.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	9.0%			6.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	5.9%			5.1%		
Greater than \$5 million							
CEO/Executive Director	6	-0.1%			-0.2%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	6	5.8%			4.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Detroit, MI</b>							
<b>Community Improvement, Capacity Building</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	8.5%			4.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.4%			7.5%		
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	8.3%			9.2%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	9	6.8%			5.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	3.6%		-0.4%	1.9%	6.7%	
Greater than \$5 million							
CEO/Executive Director	12	3.6%		0.6%	5.0%	6.5%	
Top Finance Position	7	4.7%			2.2%		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.9%			8.5%		
Greater than \$5 million							
CEO/Executive Director	12	-1.8%		-8.7%	1.7%	5.5%	
Top Finance Position	9	8.1%			5.1%		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	7	2.7%			3.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Detroit, MI</b>							
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	14	1.6%		-0.9%	2.4%	4.3%	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	16	4.0%		1.2%	3.3%	9.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	1.9%		-2.6%	0.7%	4.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	38	2.0%	-7.5%	-3.6%	0.3%	8.1%	12.2%
Greater than \$5 million							
CEO/Executive Director	44	3.5%	-3.9%	-2.0%	3.2%	8.1%	14.8%
Top Finance Position	21	2.5%	-1.8%	-0.5%	2.3%	6.8%	10.4%
Top Operations Position	10	-0.4%		-0.3%	1.4%	4.9%	
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	-4.9%			-3.4%		
Greater than \$5 million							
CEO/Executive Director	11	8.4%		0.1%	10.3%	15.9%	
Top Finance Position	6	6.5%			6.4%		
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.0%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Detroit, MI</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	12	0.9%		-2.3%	0.0%	5.3%	
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.0%			4.7%		
<b>Duluth-Superior, MN-WI</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	-0.6%			0.3%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.8%			2.8%		
<b>Dutchess County, NY</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	8	-2.1%			-0.2%		
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	7	7.7%			8.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Eau Claire, WI</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	4.9%			2.5%		
<b>El Paso, TX</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-0.9%			-0.4%		
<b>Enid, OK</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-2.6%			-2.6%		
<b>Erie, PA</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	2.4%			2.5%		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	9	5.2%			5.1%		
Greater than \$5 million							
CEO/Executive Director	9	7.3%			2.5%		
Top Finance Position	6	3.1%			2.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Eugene-Springfield, OR</b>							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	2.4%			2.4%		
Environmental Quality, Protection and Beautification							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-2.1%			-1.9%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	5.6%			3.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.5%			4.2%		
Greater than \$5 million							
CEO/Executive Director	6	3.1%			2.9%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	-3.5%			0.7%		
<b>Evansville-Henderson, IN-KY</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	0.4%			1.2%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Fargo-Moorhead, ND-MN</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
Top Finance Position	5	2.7%			0.0%		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.8%			7.6%		
Greater than \$5 million							
CEO/Executive Director	5	5.3%			5.6%		
Top Finance Position	6	5.4%			5.4%		
<b>Fayetteville-Springdale-Rogers, AR</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	-3.7%			-4.2%		
<b>Flagstaff, AZ-UT</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.0%			2.1%		
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.3%			4.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.0%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Flint, MI</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
Top Finance Position	5	1.7%			0.6%		
<b>Fort Lauderdale-Hollywood, FL</b>							
Arts, Culture and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-1.7%			-0.7%		
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.9%			0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	2.4%		-1.0%	0.6%	3.1%	
Greater than \$5 million							
CEO/Executive Director	9	5.9%			3.2%		
Top Finance Position	5	5.7%			5.6%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	7	0.2%			2.5%		
<b>Fort Myers-Cape Coral, FL</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	3.5%			5.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Fort Myers-Cape Coral, FL</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	8	8.2%			4.7%		
<b>Fort Wayne, IN</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	5.3%			4.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.8%			3.4%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	5	0.0%			1.5%		
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	2.5%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	4.2%		-0.4%	3.9%	6.5%	
Greater than \$5 million							
CEO/Executive Director	10	5.3%		0.7%	4.0%	7.3%	
Top Finance Position	6	6.4%			3.2%		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.0%			-0.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Fort Worth, TX</b>							
<b>Arts, Culture and Humanities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	1.7%			0.4%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	5	6.8%			6.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.4%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	2.9%			2.4%		
Greater than \$5 million							
CEO/Executive Director	8	0.8%			1.0%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	9	-3.4%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	-0.4%			-0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	19	4.4%		-1.8%	3.2%	5.8%	
Greater than \$5 million							
CEO/Executive Director	9	2.3%			1.6%		
Top Finance Position	8	7.0%			3.2%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	5	0.1%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Fort Worth, TX</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	30	2.4%	-7.7%	-0.6%	1.4%	5.7%	10.8%
Between \$1 million and \$5 million							
CEO/Executive Director	7	1.0%			-1.2%		
<b>Fresno, CA</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	8	6.0%			4.1%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	3.3%			0.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.7%			3.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	2.1%		-1.7%	0.1%	6.8%	
Greater than \$5 million							
CEO/Executive Director	9	5.3%			5.7%		
Top Finance Position	6	1.2%			-0.2%		
Religion-Related, Spiritual Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.5%			4.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Gary-Hammond-East Chicago, IN</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	4.3%			5.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	3.1%		-0.2%	1.1%	4.0%	
Greater than \$5 million							
CEO/Executive Director	5	3.9%			3.6%		
Top Finance Position	5	6.5%			4.3%		
<b>Grand Forks, ND-MN</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.0%			4.4%		
<b>Grand Rapids-Muskegon-Holland, MI</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	9	6.9%			9.8%		
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.7%			3.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	2.9%			2.8%		
Greater than \$5 million							
CEO/Executive Director	11	1.9%		-0.1%	3.4%	6.3%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Grand Rapids-Muskegon-Holland, MI</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	8	5.3%			4.4%		
Top Finance Position	6	4.6%			1.7%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.4%			0.6%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	17	1.1%		-3.8%	1.7%	4.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	27	5.5%	-0.9%	0.1%	3.0%	10.5%	15.6%
Greater than \$5 million							
CEO/Executive Director	14	3.9%		-2.7%	1.1%	9.9%	
Top Finance Position	5	1.1%			0.4%		
Top Operations Position	6	4.2%			4.5%		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.0%			0.0%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.1%			3.1%		
Greater than \$5 million							
CEO/Executive Director	6	3.2%			1.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Grand Rapids-Muskegon-Holland, MI</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	14	-2.5%		-3.3%	-1.0%	0.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	9	5.8%			5.2%		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.7%			-0.4%		
<b>Green Bay, WI</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	1.2%			1.1%		
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	8	3.4%			2.8%		
Top Finance Position	7	4.5%			2.8%		
<b>Greensboro--Winston-Salem--High Point, NC</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	10	3.1%		0.0%	2.7%	5.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	8	5.7%			5.2%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Greensboro--Winston-Salem--High Point, NC</b>							
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	8	-0.9%			2.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.4%			-0.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	7.5%		1.9%	9.6%	13.7%	
Greater than \$5 million							
CEO/Executive Director	9	3.4%			2.9%		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	6	2.3%			0.9%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	8.9%			9.1%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	16	3.0%		-2.5%	1.6%	8.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	2.4%		-1.1%	0.0%	4.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	18	4.1%		0.5%	4.0%	6.7%	
Greater than \$5 million							
CEO/Executive Director	19	5.5%		0.7%	5.6%	11.2%	
Top Finance Position	11	4.9%		0.8%	4.3%	9.2%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Greensboro--Winston-Salem--High Point, NC</b>							
Mental Health, Crisis Intervention							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	10.5%			11.5%		
Philanthropy, Voluntarism and Grantmaking Foundations							
Greater than \$5 million							
CEO/Executive Director	7	4.8%			3.7%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	9	3.9%			0.0%		
<b>Greenville-Spartanburg-Anderson, SC</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	7	-1.7%			0.0%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	7	1.9%			4.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	7.3%		1.8%	5.4%	11.3%	
Greater than \$5 million							
CEO/Executive Director	6	1.9%			1.0%		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	4.9%			7.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Greenville-Spartanburg-Anderson, SC</b>							
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	5	-5.6%			0.0%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	2.4%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	0.8%			-0.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.5%			4.2%		
Greater than \$5 million							
CEO/Executive Director	6	5.3%			4.7%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	16	1.1%		0.0%	2.0%	6.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.4%			3.6%		
<b>Hagerstown, MD</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	8	6.9%			5.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Harrisburg-Lebanon-Carlisle, PA</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	7	-3.5%			-2.3%		
<b>Crime, Legal-Related</b>							
Greater than \$5 million							
CEO/Executive Director	5	1.7%			0.4%		
<b>Educational Institutions and Related Activities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.8%			3.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	3.1%		0.4%	1.4%	5.5%	
Greater than \$5 million							
CEO/Executive Director	7	4.7%			3.7%		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	10	2.8%		-1.0%	2.5%	6.1%	
Greater than \$5 million							
CEO/Executive Director	6	9.0%			6.1%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	8	1.6%			3.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	8.4%			7.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	5.2%		3.1%	4.6%	7.7%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Harrisburg-Lebanon-Carlisle, PA</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	15	0.5%		-5.5%	4.0%	8.1%	
Top Finance Position	6	2.1%			1.4%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	1.3%			0.8%		
<b>Hartford, CT</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	11	0.8%		0.0%	0.0%	2.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	3.4%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	1.1%		-2.8%	-1.2%	4.8%	
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.9%			2.5%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	12	5.1%		2.2%	3.4%	5.5%	
Greater than \$5 million							
CEO/Executive Director	11	2.0%		-3.0%	2.1%	7.7%	
Top Finance Position	10	3.2%		-0.5%	3.6%	6.2%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Hartford, CT</b>							
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.3%			8.1%		
Greater than \$5 million							
CEO/Executive Director	17	6.5%		1.9%	6.2%	8.9%	
Top Finance Position	10	5.7%		1.1%	5.3%	13.1%	
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	-1.5%			1.6%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	8	2.3%			2.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	5.5%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	24	0.9%	-6.7%	-4.7%	0.0%	4.2%	8.7%
Greater than \$5 million							
CEO/Executive Director	27	2.5%	-3.5%	1.1%	3.4%	5.3%	7.8%
Top Finance Position	18	4.3%		0.6%	2.6%	7.3%	
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	7	3.1%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.4%			1.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Hartford, CT</b>							
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	11	-0.6%		-6.5%	0.1%	4.3%	
Top Finance Position	8	3.7%			4.7%		
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	5	9.8%			2.9%		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.8%			-0.4%		
<b>Hickory-Morganton-Lenoir, NC</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	1.8%			1.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-4.9%			0.6%		
Greater than \$5 million							
CEO/Executive Director	6	0.7%			1.5%		
<b>Honolulu, HI</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	1.9%			2.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Honolulu, HI</b>							
<b>Arts, Culture and Humanities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	6.2%			5.5%		
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.2%			1.9%		
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.2%			0.6%		
Greater than \$5 million							
CEO/Executive Director	6	3.7%			5.0%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	5	1.2%			0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.1%			3.3%		
Greater than \$5 million							
CEO/Executive Director	10	8.8%		4.4%	8.1%	15.1%	
Top Finance Position	6	6.1%			6.3%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	5	5.2%			2.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	7.4%			8.2%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Honolulu, HI</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.1%			1.5%		
Greater than \$5 million							
CEO/Executive Director	10	1.3%		-1.5%	2.1%	3.2%	
Top Finance Position	7	1.4%			-0.2%		
<b>Houston, TX</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	11	-2.9%		-16.1%	0.0%	4.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-1.8%			-2.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	5.7%		1.7%	7.1%	9.9%	
Greater than \$5 million							
CEO/Executive Director	8	8.2%			6.8%		
Top Finance Position	7	8.2%			4.7%		
Crime, Legal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	11.9%			11.3%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	7	-5.8%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	2.0%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Houston, TX</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	21	1.3%	-7.6%	-0.7%	2.9%	4.7%	9.3%
Greater than \$5 million							
CEO/Executive Director	20	4.5%	-3.9%	-0.2%	3.5%	9.0%	14.7%
Top Finance Position	11	5.2%		3.2%	4.3%	8.9%	
<b>Environmental Quality, Protection and Beautification</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.7%			3.0%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	6	0.0%			0.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.8%			0.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	2.3%		0.0%	1.0%	2.2%	
Greater than \$5 million							
CEO/Executive Director	14	3.8%		-1.2%	3.5%	10.4%	
Top Finance Position	12	6.0%		-0.9%	4.3%	10.7%	
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.2%			0.5%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	20	-0.1%	-16.1%	-4.7%	0.0%	4.7%	11.3%

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Houston, TX</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	-1.6%		-5.3%	-3.1%	2.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	34	1.9%	-4.2%	-1.2%	0.9%	5.4%	10.3%
Greater than \$5 million							
CEO/Executive Director	19	3.2%		-3.2%	1.5%	8.9%	
Top Finance Position	10	6.3%		0.3%	3.2%	8.6%	
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	6	-1.5%			0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	6.3%			4.8%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Greater than \$5 million							
CEO/Executive Director	5	3.2%			2.9%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.9%			2.8%		
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.0%			2.7%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	27	-0.5%	-19.0%	-12.1%	1.4%	10.4%	14.5%

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Houston, TX</b>							
Religion-Related, Spiritual Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	3.0%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	1.0%		-2.8%	0.0%	6.3%	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	3.4%			2.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	-2.4%			-0.6%		
<b>Huntington-Ashland, WV-KY-OH</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.3%			3.1%		
Greater than \$5 million							
CEO/Executive Director	5	-0.5%			0.0%		
<b>Huntsville, AL</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	5	6.2%			4.3%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	0.7%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indianapolis, IN</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	12	-0.8%		-4.3%	0.4%	3.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	0.2%		-1.5%	0.3%	3.8%	
Greater than \$5 million							
CEO/Executive Director	9	2.7%			3.2%		
Top Finance Position	7	8.0%			8.8%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	5	4.4%			1.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.1%			5.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	1.0%			-1.2%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	7	-0.9%			0.0%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	9	0.5%			-1.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.3%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	1.8%		-1.1%	2.7%	4.5%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indianapolis, IN</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	21	5.7%	-2.1%	1.3%	3.9%	10.4%	14.1%
Top Development Position	5	6.5%			7.8%		
Top Finance Position	10	7.5%		3.5%	8.8%	12.4%	
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	5	6.0%			4.0%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	7	6.8%			8.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	0.9%			0.0%		
Greater than \$5 million							
CEO/Executive Director	18	4.3%		-0.3%	3.2%	4.9%	
Top Finance Position	14	3.8%		0.8%	2.1%	5.2%	
Top Operations Position	7	5.6%			5.1%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	16	5.4%		-0.2%	4.7%	12.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	2.0%		-3.3%	1.0%	7.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	23	5.9%	-0.8%	1.4%	7.7%	9.0%	12.7%

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indianapolis, IN</b>							
<b>Human Services – Multipurpose and Other</b>							
Greater than \$5 million							
CEO/Executive Director	14	2.8%		0.9%	2.6%	4.8%	
Top Finance Position	8	5.6%			2.8%		
<b>Mental Health, Crisis Intervention</b>							
Greater than \$5 million							
Top Finance Position	5	-2.6%			0.3%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.8%			3.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	4.9%			3.4%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	5	4.7%			4.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.1%			6.4%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	14	5.2%		-0.7%	3.6%	13.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	5.3%			3.5%		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	5	1.4%			0.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indianapolis, IN</b>							
Youth Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	2.9%			4.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	1.1%		-1.7%	0.3%	3.6%	
<b>Jackson, MS</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	7	7.8%			6.0%		
Greater than \$5 million							
CEO/Executive Director	7	6.9%			1.9%		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	9	-3.2%			0.0%		
Top Finance Position	7	5.1%			3.6%		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.6%			0.1%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	2.2%			6.0%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Jacksonville, FL</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	9	-2.8%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.2%			2.6%		
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	11	-0.6%		-3.7%	-0.1%	2.7%	
Greater than \$5 million							
CEO/Executive Director	9	0.6%			0.7%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	11	7.5%		0.0%	4.9%	14.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	-1.2%			0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	4.0%		-0.1%	1.5%	11.3%	
Greater than \$5 million							
CEO/Executive Director	16	4.2%		0.4%	4.6%	12.1%	
Top Finance Position	8	4.2%			1.0%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	15	1.9%		-0.9%	0.8%	4.0%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Janesville-Beloit, WI</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	7.4%			7.8%		
<b>Jersey City, NJ</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-2.8%			-0.5%		
<b>JohnsonCity-Kingsport-Bristol, TN-VA</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	7.0%			11.2%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	1.5%			2.1%		
<b>Johnstown, PA</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.2%			3.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kalamazoo-Battle Creek, MI</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	1.0%			0.0%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	2.3%			0.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.9%			3.5%		
Greater than \$5 million							
CEO/Executive Director	5	0.5%			3.4%		
Top Finance Position	6	1.1%			2.9%		
<b>Kansas City, MO-KS</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	9	2.0%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	1.4%			1.4%		
Greater than \$5 million							
CEO/Executive Director	9	5.3%			5.1%		
Community Improvement, Capacity Building							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.0%			2.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	7.0%			5.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas City, MO-KS</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	7	-2.7%			-0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-1.8%			-3.1%		
Greater than \$5 million							
CEO/Executive Director	5	1.2%			4.7%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	14	4.0%		1.0%	4.2%	5.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.8%			4.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	3.4%		-1.2%	1.4%	7.4%	
Greater than \$5 million							
CEO/Executive Director	12	7.7%		0.9%	3.6%	11.1%	
Top Finance Position	7	2.9%			3.4%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	6	-1.1%			1.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-3.0%			0.6%		
Greater than \$5 million							
CEO/Executive Director	9	5.7%			5.3%		
Top Finance Position	9	3.5%			3.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas City, MO-KS</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	20	5.0%	0.0%	0.9%	4.2%	6.2%	11.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	8.1%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	31	2.5%	-8.9%	-2.5%	3.6%	6.4%	9.8%
Top Finance Position	5	0.5%			1.5%		
Greater than \$5 million							
CEO/Executive Director	17	3.7%		0.3%	4.2%	6.1%	
Top Finance Position	10	3.9%		2.9%	4.4%	7.4%	
Top Operations Position	8	7.3%			3.2%		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.9%			2.4%		
Greater than \$5 million							
CEO/Executive Director	5	9.0%			8.0%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	18	0.1%		-2.8%	0.0%	3.2%	
<b>Youth Development</b>							
Greater than \$5 million							
CEO/Executive Director	5	4.6%			5.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Knoxville, TN</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	7.4%			7.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-0.2%			0.0%		
Health – General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.0%			2.8%		
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	6.7%			5.0%		
Greater than \$5 million							
CEO/Executive Director	7	0.0%			-0.7%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	12	3.6%		-0.9%	5.2%	7.1%	
<b>Lafayette, IN</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.9%			5.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Lafayette, LA</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	4.7%			0.0%		
<b>Lakeland-Winter Haven, FL</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	6	5.1%			5.2%		
Top Finance Position	5	2.6%			5.6%		
<b>Lancaster, PA</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	7	-0.3%			2.8%		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	7	2.4%			1.7%		
Top Finance Position	5	1.4%			3.2%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	-5.6%			-8.5%		
Greater than \$5 million							
CEO/Executive Director	16	6.2%		1.2%	6.4%	10.3%	
Top Finance Position	15	5.8%		2.7%	7.2%	8.2%	
Top Operations Position	7	8.8%			11.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Lancaster, PA</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	1.5%			5.2%		
<b>Lansing-East Lansing, MI</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	1.8%			0.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.3%			2.0%		
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.1%			2.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.0%			2.9%		
Greater than \$5 million							
CEO/Executive Director	5	5.9%			3.3%		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	3.4%			3.1%		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	9	8.5%			7.8%		
Greater than \$5 million							
CEO/Executive Director	7	0.2%			-0.8%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Las Vegas, NV-AZ</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.9%			0.0%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	6	7.0%			7.6%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	2.8%			5.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-1.1%			1.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	5.7%		0.6%	5.7%	9.8%	
Greater than \$5 million							
CEO/Executive Director	9	4.5%			4.5%		
<b>Lawrence, KS</b>							
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-1.0%			-0.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Lawrence-Haverhill, MA-NH</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	6	4.7%			3.0%		
Top Finance Position	5	6.4%			4.8%		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.0%			3.8%		
Greater than \$5 million							
CEO/Executive Director	11	3.6%		0.1%	2.3%	8.7%	
Top Finance Position	7	1.1%			-0.2%		
<b>Lexington, KY</b>							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	-1.4%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	0.8%			1.5%		
Greater than \$5 million							
CEO/Executive Director	6	6.9%			5.5%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	9.2%			9.2%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	8.9%			4.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Lexington, KY</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-2.9%			5.7%		
Greater than \$5 million							
CEO/Executive Director	7	3.9%			2.8%		
<b>Lincoln, NE</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	1.6%			1.6%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	8.0%			5.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	-0.2%		-2.9%	0.2%	5.3%	
<b>Little Rock-North Little Rock, AR</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	6	1.3%			2.0%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	2.9%			0.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.6%			4.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Little Rock-North Little Rock, AR							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	7	1.2%			1.9%		
Los Angeles-Long Beach, CA							
Animal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.4%			0.0%		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	43	0.6%	-11.6%	-4.0%	0.0%	6.8%	14.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	1.6%	-12.8%	-2.5%	2.3%	8.3%	11.4%
Between \$1 million and \$5 million							
CEO/Executive Director	37	4.1%	-5.3%	-1.7%	2.5%	11.4%	17.4%
Greater than \$5 million							
CEO/Executive Director	12	3.4%		-1.8%	5.9%	9.1%	
Top Finance Position	10	7.8%		2.0%	7.9%	12.3%	
Civil Rights, Social Action, Advocacy							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	6.0%			6.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	5.7%		2.0%	5.4%	10.2%	
Greater than \$5 million							
CEO/Executive Director	5	3.8%			3.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Los Angeles-Long Beach, CA</b>							
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	12	-0.1%		-3.8%	0.0%	3.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	0.7%		-1.7%	-0.4%	3.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.2%			0.1%		
Greater than \$5 million							
CEO/Executive Director	8	-0.1%			0.0%		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	6	-2.5%			1.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.2%			3.7%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	8	4.9%			1.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	1.5%		-1.1%	2.2%	7.4%	
Greater than \$5 million							
CEO/Executive Director	5	2.8%			5.2%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	25	1.3%	-7.7%	-1.2%	0.0%	6.5%	9.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	6.0%		0.0%	10.9%	15.1%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	86	3.3%	-5.9%	0.0%	3.0%	8.4%	11.5%
Top Finance Position	7	1.0%			0.0%		
Greater than \$5 million							
CEO/Executive Director	96	5.4%	-3.0%	1.0%	4.6%	11.2%	13.9%
Top Administrative Position	8	4.9%			2.2%		
Top Business Position	5	-3.9%			-4.7%		
Top Development Position	12	6.2%		-0.9%	3.3%	12.8%	
Top Education Position	5	8.1%			10.1%		
Top Facilities Position	5	11.5%			14.1%		
Top Finance Position	41	1.3%	-5.7%	-1.4%	1.7%	3.5%	9.7%
Top Operations Position	15	6.4%		1.2%	5.9%	11.3%	
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	7	-7.8%			-7.8%		
Greater than \$5 million							
CEO/Executive Director	9	-2.9%			-1.9%		
Top Finance Position	6	-4.3%			-4.5%		
Environmental Quality, Protection and Beautification							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.1%			3.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	1.3%		-1.2%	0.5%	7.4%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Health – General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	9	1.0%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	4.3%		0.0%	4.1%	8.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	23	3.2%	-9.1%	-0.1%	3.6%	7.3%	14.7%
Top Finance Position	6	8.2%			5.1%		
Greater than \$5 million							
CEO/Executive Director	32	6.2%	-4.9%	-1.1%	5.2%	14.9%	18.9%
Top Finance Position	30	8.5%	-1.1%	3.5%	8.5%	12.9%	21.1%
Top Human Resources Position	6	8.7%			12.2%		
Top Operations Position	11	6.4%		-2.2%	8.3%	15.0%	
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	6	0.9%			4.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	21	-2.1%	-13.4%	-9.2%	0.0%	0.5%	2.9%
Greater than \$5 million							
CEO/Executive Director	15	4.9%		0.0%	3.1%	8.8%	
Top Finance Position	10	6.4%		-0.3%	7.7%	10.8%	
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	32	1.8%	-9.5%	-5.7%	0.7%	10.8%	15.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	1.5%	-3.8%	0.0%	0.8%	5.2%	8.1%

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Los Angeles-Long Beach, CA</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	68	2.0%	-7.7%	-1.7%	0.5%	5.7%	10.9%
Greater than \$5 million							
CEO/Executive Director	76	4.8%	-5.2%	0.1%	4.5%	9.8%	15.6%
Top Administrative Position	9	3.5%			3.4%		
Top Development Position	8	0.9%			4.0%		
Top Finance Position	38	4.6%	-1.3%	0.0%	4.4%	6.9%	12.4%
Top Human Resources Position	7	5.2%			2.8%		
Top Operations Position	13	4.2%		0.1%	5.1%	7.1%	
Top Program Position	10	6.1%		1.0%	2.5%	6.9%	
<b>International, Foreign Affairs and National Security</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.6%			4.9%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	7	-1.9%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	1.0%		0.0%	0.0%	5.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	20	3.8%	-3.5%	0.0%	2.9%	9.7%	14.5%
Greater than \$5 million							
CEO/Executive Director	20	2.4%	-9.4%	-2.6%	2.9%	7.4%	9.5%
Top Finance Position	17	1.6%		0.3%	4.7%	6.6%	
Top Operations Position	5	-3.5%			-0.1%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Los Angeles-Long Beach, CA</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.7%			0.0%		
Greater than \$5 million							
CEO/Executive Director	9	4.7%			2.9%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	6	-1.0%			0.4%		
Greater than \$5 million							
CEO/Executive Director	7	2.8%			4.6%		
Top Operations Position	5	2.6%			1.2%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	5	-5.2%			-3.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	0.3%			0.0%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	37	-0.2%	-8.2%	-2.7%	0.0%	2.1%	7.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	5.0%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	0.0%		-3.4%	0.0%	2.2%	
Top Finance Position	5	4.2%			2.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Unknown							
\$500 thousand or less							
CEO/Executive Director	5	2.5%			7.3%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	15	3.1%		-3.1%	3.1%	7.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	2.4%		0.0%	2.3%	5.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	27	4.7%	-3.9%	0.0%	4.3%	9.7%	14.3%
Greater than \$5 million							
CEO/Executive Director	8	4.9%			4.0%		
Top Finance Position	5	0.7%			1.2%		
Louisville, KY-IN							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	-1.1%			1.6%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	5	5.6%			6.4%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	12	0.5%		-4.3%	0.6%	5.3%	
Top Finance Position	5	5.8%			4.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Louisville, KY-IN</b>							
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	6	-1.5%			-0.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.6%			3.2%		
Greater than \$5 million							
CEO/Executive Director	5	0.5%			2.0%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	5	4.1%			3.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.2%			5.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	4.3%		0.8%	3.2%	9.0%	
Greater than \$5 million							
CEO/Executive Director	21	5.0%	-4.1%	0.8%	3.5%	10.1%	20.3%
Top Finance Position	13	0.4%		-0.8%	1.0%	4.9%	
<b>Lubbock, TX</b>							
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	5	1.5%			4.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Madison, WI</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	8	3.9%			2.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.0%			0.3%		
<b>Community Improvement, Capacity Building</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.2%			1.1%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	8	-2.3%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	6.3%			3.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	5.8%			5.0%		
<b>Environmental Quality, Protection and Beautification</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.0%			4.2%		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.4%			6.2%		
Greater than \$5 million							
CEO/Executive Director	6	1.5%			0.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Madison, WI</b>							
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.0%			3.0%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	11	0.9%		-1.0%	0.0%	2.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	5.1%		0.0%	6.5%	9.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	22	2.7%	-6.5%	0.3%	3.9%	6.4%	10.2%
Greater than \$5 million							
CEO/Executive Director	6	5.4%			3.7%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	5	4.0%			4.3%		
<b>Manchester, NH</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	3.4%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.8%			3.9%		
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	6.7%			4.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Manchester, NH</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	7	3.8%			6.4%		
Top Finance Position	6	7.2%			7.1%		
Health – General and Rehabilitative							
Greater than \$5 million							
Top Finance Position	6	6.8%			1.8%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.5%			6.2%		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	11	1.5%		-1.0%	4.8%	7.1%	
Greater than \$5 million							
CEO/Executive Director	7	5.6%			6.2%		
<b>Medford-Ashland, OR</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	-0.8%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.7%			3.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Memphis, TN-AR-MS</b>							
<b>Arts, Culture and Humanities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.4%			2.0%		
<b>Diseases, Disorders, Medical Disciplines</b>							
Greater than \$5 million							
CEO/Executive Director	5	3.4%			0.4%		
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	16	1.6%		-1.5%	0.9%	4.4%	
Greater than \$5 million							
CEO/Executive Director	16	2.5%		-1.8%	-0.3%	9.2%	
Top Development Position	6	1.2%			2.9%		
Top Finance Position	7	8.7%			8.9%		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	8	4.3%			5.1%		
Top Finance Position	7	-0.3%			-0.3%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	7	2.4%			1.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	1.9%		-0.2%	2.9%	3.9%	
Greater than \$5 million							
CEO/Executive Director	5	2.5%			0.0%		
Top Finance Position	6	7.1%			5.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Memphis, TN-AR-MS</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	10	2.5%		-0.1%	0.1%	6.4%	
<b>Miami, FL</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	8	2.0%			3.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.0%			2.2%		
Greater than \$5 million							
CEO/Executive Director	5	7.3%			8.1%		
Top Finance Position	5	5.5%			6.4%		
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	-0.4%			3.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	4.7%		0.0%	1.2%	5.5%	
Greater than \$5 million							
CEO/Executive Director	14	4.8%		0.2%	2.7%	11.9%	
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	9	3.0%			4.7%		
Top Administrative Position	6	3.5%			3.6%		
Top Finance Position	7	11.4%			12.1%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Miami, FL</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.1%			2.4%		
Greater than \$5 million							
CEO/Executive Director	11	2.0%		-0.5%	0.1%	4.4%	
Top Finance Position	8	6.0%			5.3%		
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	5	3.1%			3.3%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	7	0.1%			0.0%		
<b>Middlesex-Somerset-Hunterdon, NJ</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	9	1.4%			-0.2%		
Greater than \$5 million							
CEO/Executive Director	8	3.9%			4.0%		
Top Finance Position	7	6.3%			4.2%		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	2.2%			0.2%		
Top Finance Position	5	1.7%			1.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Middlesex-Somerset-Hunterdon, NJ</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	0.9%			2.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	19	2.6%		0.1%	1.6%	3.3%	
Greater than \$5 million							
CEO/Executive Director	15	5.3%		0.8%	6.2%	12.8%	
Top Finance Position	14	5.0%		1.1%	4.1%	8.4%	
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.0%			4.9%		
<b>Milwaukee, WI</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	10	5.8%		2.1%	5.4%	11.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	10	4.7%		0.8%	4.4%	12.9%	
Greater than \$5 million							
CEO/Executive Director	6	0.1%			2.9%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	7	0.6%			-0.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Milwaukee, WI</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.4%			-0.2%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	9	0.1%			0.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	-3.9%			-4.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	2.4%		-0.7%	2.7%	6.6%	
Greater than \$5 million							
CEO/Executive Director	16	5.7%		1.4%	6.3%	11.4%	
Top Finance Position	9	2.8%			4.1%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	6	2.8%			3.5%		
Greater than \$5 million							
CEO/Executive Director	7	2.3%			0.0%		
Top Finance Position	9	5.1%			5.2%		
Top Human Resources Position	6	4.9%			5.8%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.9%			1.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Milwaukee, WI</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	17	8.7%		0.1%	10.6%	14.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	2.8%		-1.0%	0.9%	6.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	19	1.6%		-2.5%	2.5%	6.2%	
Top Finance Position	5	3.6%			4.6%		
Greater than \$5 million							
CEO/Executive Director	27	4.8%	-4.4%	-0.5%	4.4%	10.3%	14.7%
Top Administrative Position	7	4.6%			6.3%		
Top Finance Position	21	4.0%	-7.4%	-1.1%	5.8%	8.5%	13.0%
Top Operations Position	8	6.1%			6.3%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	5	-1.5%			-0.9%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Greater than \$5 million							
CEO/Executive Director	5	2.5%			1.6%		
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.9%			0.7%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	7	0.1%			0.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Milwaukee, WI</b>							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	-0.5%			0.0%		
<b>Minneapolis-St. Paul, MN-WI</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	28	1.8%	-11.5%	-0.3%	1.5%	7.9%	11.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	5.0%	-2.6%	0.3%	4.9%	9.2%	13.3%
Between \$1 million and \$5 million							
CEO/Executive Director	27	6.0%	-0.2%	1.2%	4.3%	9.5%	15.7%
Greater than \$5 million							
CEO/Executive Director	12	5.8%		4.2%	6.4%	8.8%	
Top Finance Position	7	5.8%			3.7%		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	6	4.1%			1.7%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	14	2.4%		0.5%	3.5%	6.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-1.9%			-3.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	3.6%		-0.3%	3.3%	5.6%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minneapolis-St. Paul, MN-WI</b>							
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	6	5.7%			2.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.3%			3.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.7%			0.3%		
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.7%			1.5%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	9	1.7%			0.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	2.5%		-0.1%	1.4%	6.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	45	4.0%	-3.3%	1.2%	3.4%	6.5%	14.0%
Top Finance Position	8	0.5%			2.6%		
Top Operations Position	6	4.2%			3.9%		
Greater than \$5 million							
CEO/Executive Director	40	4.0%	-3.7%	0.0%	4.8%	8.5%	11.1%
Top Finance Position	14	3.5%		-2.8%	5.5%	9.7%	
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.8%			2.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minneapolis-St. Paul, MN-WI</b>							
<b>Employment, Job-Related</b>							
Greater than \$5 million							
CEO/Executive Director	5	3.8%			4.2%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	7	9.9%			7.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	2.2%		0.1%	0.6%	2.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	15	1.1%		-0.7%	1.6%	5.5%	
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	5	-5.0%			-6.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.8%			5.3%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	6	0.5%			-0.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	6.3%		3.3%	4.9%	11.6%	
Greater than \$5 million							
CEO/Executive Director	19	0.1%		-5.0%	1.4%	5.5%	
Top Administrative Position	7	4.7%			5.4%		
Top Finance Position	13	5.2%		-3.9%	6.1%	14.9%	
Top Operations Position	7	2.3%			2.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minneapolis-St. Paul, MN-WI</b>							
<b>Housing, Shelter</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.0%			2.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	3.7%		-1.1%	1.8%	6.9%	
Greater than \$5 million							
CEO/Executive Director	13	9.9%		2.7%	8.5%	13.6%	
Top Finance Position	9	2.5%			0.6%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	38	2.9%	-6.7%	-1.2%	1.7%	8.1%	16.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	3.5%	-2.2%	0.2%	3.7%	6.6%	8.7%
Between \$1 million and \$5 million							
CEO/Executive Director	66	1.5%	-10.6%	-2.2%	2.5%	7.3%	9.9%
Top Finance Position	11	2.0%		-1.8%	3.1%	7.6%	
Greater than \$5 million							
CEO/Executive Director	59	5.3%	-0.9%	1.5%	4.0%	8.7%	14.6%
Top Finance Position	22	5.6%	-6.1%	-3.1%	3.7%	13.8%	20.0%
Top Operations Position	8	1.4%			1.5%		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	6	2.9%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	5.4%			3.2%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minneapolis-St. Paul, MN-WI</b>							
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	8	4.0%			2.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	3.5%		-1.2%	0.2%	5.9%	
Greater than \$5 million							
CEO/Executive Director	12	2.5%		-3.1%	2.4%	7.3%	
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	9	4.5%			1.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	9.1%			7.2%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.6%			2.8%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	10	4.5%		2.1%	3.9%	7.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	8.6%			7.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	5.3%		-0.7%	1.9%	11.4%	
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	26	1.2%	-14.2%	-7.6%	2.4%	12.0%	13.4%

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minneapolis-St. Paul, MN-WI</b>							
Religion-Related, Spiritual Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	5.0%			1.3%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	13	6.0%		3.0%	5.3%	15.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-1.5%			-0.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	2.5%		-4.6%	-0.4%	3.4%	
Top Finance Position	5	9.6%			9.8%		
Greater than \$5 million							
Top Finance Position	5	4.7%			4.1%		
<b>Missoula, MT</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	7.0%			3.1%		
<b>Mobile, AL</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	7.8%			7.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	0.9%			1.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Mobile,AL</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	5	2.0%			1.2%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	-3.1%			-3.1%		
<b>Modesto,CA</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	9.7%			14.5%		
<b>Monmouth-Ocean, NJ</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-1.4%			-3.0%		
Greater than \$5 million							
CEO/Executive Director	7	1.7%			2.7%		
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.9%			2.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	6.6%		0.9%	5.7%	11.4%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Monmouth-Ocean, NJ</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	10	3.7%		-1.1%	5.5%	8.0%	
Top Finance Position	7	3.6%			5.0%		
Mental Health, Crisis Intervention							
Greater than \$5 million							
Top Finance Position	5	3.3%			4.2%		
<b>Montgomery, AL</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	5	2.1%			1.5%		
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	5	3.8%			4.6%		
<b>Nashville, TN</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	7.4%			10.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.4%			1.0%		
Greater than \$5 million							
CEO/Executive Director	7	3.9%			3.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nashville, TN</b>							
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	6	5.5%			3.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.1%			5.6%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	11	4.4%		-0.3%	0.1%	8.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.4%			2.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	3.5%		0.0%	2.3%	4.7%	
Greater than \$5 million							
CEO/Executive Director	18	5.2%		0.9%	5.5%	10.3%	
Top Development Position	5	-3.2%			3.4%		
Top Finance Position	13	3.2%		0.0%	0.7%	5.0%	
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.5%			5.7%		
Greater than \$5 million							
CEO/Executive Director	8	0.9%			1.5%		
Top Finance Position	8	-2.0%			0.1%		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	5	2.9%			3.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nashville, TN</b>							
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.5%			3.8%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	23	1.2%	-4.1%	-1.4%	0.6%	2.7%	5.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	5.3%		1.3%	3.1%	8.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	23	2.4%	-8.0%	-0.8%	1.1%	8.2%	13.9%
Greater than \$5 million							
CEO/Executive Director	13	5.5%		1.5%	4.0%	8.2%	
Top Finance Position	6	1.7%			0.3%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	6	-1.7%			1.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	7.2%			7.5%		
Greater than \$5 million							
Top Operations Position	6	5.2%			6.4%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	31	2.7%	-6.7%	-1.6%	0.0%	5.6%	17.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.4%			7.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nashville, TN</b>							
Religion-Related, Spiritual Development							
Between \$1 million and \$5 million							
CEO/Executive Director	10	1.9%		-2.4%	-0.3%	6.6%	
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	9	1.0%			0.9%		
<b>Nassau-Suffolk, NY</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	22	-2.5%	-16.4%	-7.3%	-0.9%	1.1%	8.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-1.3%			-0.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	1.7%		0.0%	2.0%	4.1%	
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	6	2.2%			0.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.2%			0.2%		
Diseases, Disorders, Medical Disciplines							
Greater than \$5 million							
CEO/Executive Director	6	7.2%			6.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nassau-Suffolk, NY</b>							
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	7	2.4%			2.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	5.6%			3.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	4.3%		0.0%	2.3%	6.4%	
Greater than \$5 million							
CEO/Executive Director	33	4.7%	-3.8%	0.4%	3.5%	7.3%	14.1%
Top Finance Position	16	3.9%		1.0%	2.4%	6.1%	
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	5	-4.3%			-1.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.1%			3.6%		
Greater than \$5 million							
CEO/Executive Director	23	9.0%	1.3%	3.2%	7.7%	12.7%	21.9%
Top Finance Position	16	9.4%		3.9%	7.1%	15.0%	
Top Operations Position	6	13.6%			14.1%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.9%			3.7%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	7	-1.0%			0.0%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nassau-Suffolk, NY</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	3.9%			3.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	29	2.8%	-12.2%	0.0%	1.9%	8.2%	16.1%
Greater than \$5 million							
CEO/Executive Director	28	3.0%	-1.4%	-0.2%	3.8%	5.2%	6.3%
Top Finance Position	22	4.1%	-4.9%	-0.1%	3.3%	6.1%	16.9%
Top Human Resources Position	7	2.7%			0.1%		
Top Operations Position	5	1.1%			3.1%		
Top Program Position	6	4.6%			3.4%		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.8%			4.2%		
Greater than \$5 million							
CEO/Executive Director	10	1.9%		-1.7%	3.2%	4.6%	
Top Finance Position	8	3.7%			3.5%		
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.8%			0.0%		
<b>Youth Development</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	9.8%			9.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Haven-Meriden, CT</b>							
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	6	5.9%			4.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	7.9%			6.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	1.8%		-0.6%	2.9%	5.4%	
Greater than \$5 million							
CEO/Executive Director	19	6.1%		3.5%	7.7%	11.3%	
Top Finance Position	7	3.3%			5.3%		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	12	-0.9%		-0.1%	2.5%	5.8%	
Top Finance Position	5	-1.5%			-4.3%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.9%			1.6%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	6	-1.0%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.8%			4.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.0%			2.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Haven-Meriden, CT</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	13	3.6%		-1.7%	2.0%	6.9%	
Top Finance Position	9	-0.8%			1.4%		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.8%			8.7%		
<b>New London-Norwich, CT-RI</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.3%			5.0%		
Greater than \$5 million							
CEO/Executive Director	6	9.6%			10.2%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	-1.9%			-1.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.0%			4.8%		
Greater than \$5 million							
CEO/Executive Director	6	2.0%			3.6%		
Top Finance Position	5	6.1%			3.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Orleans, LA</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	13	1.8%		-0.8%	1.1%	8.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	10	1.8%		-2.7%	0.0%	2.6%	
Greater than \$5 million							
CEO/Executive Director	5	0.8%			4.3%		
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	4.2%			0.3%		
Greater than \$5 million							
CEO/Executive Director	26	4.7%	-2.9%	0.5%	3.7%	8.1%	14.7%
Top Finance Position	13	6.7%		0.1%	5.9%	10.0%	
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	13	6.3%		2.0%	4.9%	10.2%	
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.1%			2.8%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	13	4.5%		0.0%	2.6%	9.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	17	1.7%		-5.1%	1.0%	6.9%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Orleans, LA</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	15	3.9%		0.0%	2.8%	7.6%	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	-1.5%			0.0%		
<b>New York, NY-NJ</b>							
Animal-Related							
Greater than \$5 million							
CEO/Executive Director	8	5.7%			9.3%		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	97	4.5%	-5.2%	0.0%	2.5%	11.0%	16.1%
Top Finance Position	7	2.3%			3.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	73	4.6%	-2.1%	0.0%	3.9%	10.1%	14.4%
Between \$1 million and \$5 million							
CEO/Executive Director	179	3.5%	-3.3%	0.0%	3.0%	6.6%	12.5%
Top Development Position	7	-0.9%			-1.0%		
Top Finance Position	23	-0.9%	-12.9%	-1.4%	0.0%	3.5%	6.9%
Top Operations Position	6	4.3%			3.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Arts, Culture and Humanities							
Greater than \$5 million							
CEO/Executive Director	79	4.2%	-4.9%	0.0%	3.3%	9.9%	13.3%
Top Administrative Position	19	4.3%		0.3%	4.7%	8.1%	
Top Development Position	22	5.2%	-4.2%	0.9%	5.5%	12.3%	13.7%
Top Finance Position	48	6.0%	-0.1%	2.2%	4.5%	7.9%	13.8%
Top Human Resources Position	5	5.4%			3.9%		
Top Legal Position	7	3.0%			2.8%		
Top Marketing Position	11	1.9%		0.1%	3.8%	5.0%	
Top Operations Position	14	5.5%		1.9%	5.5%	9.2%	
Top PR/Communications Position	8	2.1%			2.9%		
Top Technology Position	11	4.5%		2.3%	2.7%	6.6%	
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	14	6.1%		0.3%	4.4%	11.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	12.1%			13.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	25	3.8%	-1.8%	0.1%	3.5%	5.9%	10.7%
Greater than \$5 million							
CEO/Executive Director	17	4.9%		0.2%	6.9%	10.6%	
Top Development Position	6	2.8%			1.1%		
Top Finance Position	9	7.1%			4.9%		
Top Legal Position	9	3.1%			4.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	25	1.2%	-8.5%	-0.2%	0.0%	4.4%	14.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	2.8%	-6.9%	-1.0%	1.3%	7.1%	12.6%
Between \$1 million and \$5 million							
CEO/Executive Director	45	2.8%	-5.1%	-1.0%	3.0%	5.9%	10.4%
Top Finance Position	10	8.7%		2.8%	7.3%	15.3%	
Top Operations Position	6	4.4%			4.5%		
Greater than \$5 million							
CEO/Executive Director	26	5.9%	-5.0%	0.6%	7.3%	11.8%	15.8%
Top Administrative Position	5	7.6%			6.1%		
Top Finance Position	21	4.0%	-7.1%	-2.8%	4.3%	12.4%	13.8%
Top Legal Position	6	5.8%			6.5%		
Top Operations Position	6	3.3%			4.8%		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	6	3.7%			4.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.2%			-4.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	1.4%		-3.8%	3.2%	4.5%	
Greater than \$5 million							
CEO/Executive Director	15	1.8%		-2.3%	3.0%	6.0%	
Top Finance Position	6	5.3%			5.3%		
Top Legal Position	9	-3.0%			-0.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	11	5.3%		2.3%	6.2%	9.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	4.2%			7.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	22	4.4%	-4.5%	0.8%	5.1%	8.3%	13.0%
Greater than \$5 million							
CEO/Executive Director	23	5.2%	-3.1%	0.7%	4.0%	10.3%	14.3%
Top Finance Position	17	3.8%		-1.4%	3.4%	7.1%	
Top Operations Position	7	1.4%			3.3%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	41	2.3%	-3.8%	0.0%	0.0%	4.5%	10.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	0.0%	-13.0%	-3.7%	1.3%	4.5%	8.7%
Between \$1 million and \$5 million							
CEO/Executive Director	126	3.9%	-5.4%	0.0%	3.6%	9.3%	14.1%
Top Administrative Position	6	6.5%			5.4%		
Top Development Position	5	4.5%			3.0%		
Top Finance Position	20	1.8%	-8.7%	-2.7%	3.3%	7.5%	9.7%
Top Operations Position	9	6.0%			6.5%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	199	4.4%	-3.2%	0.1%	4.3%	8.5%	13.6%
Top Administrative Position	22	1.3%	-9.0%	-3.9%	3.2%	6.0%	9.7%
Top Business Position	7	9.3%			6.0%		
Top Development Position	40	4.4%	-0.5%	0.9%	3.8%	7.1%	13.9%
Top Education Position	11	5.1%		2.4%	5.3%	7.1%	
Top Facilities Position	9	3.2%			1.9%		
Top Finance Position	119	5.4%	-2.7%	1.8%	5.0%	8.2%	16.3%
Top Human Resources Position	9	2.2%			1.5%		
Top Legal Position	10	3.8%		2.7%	3.1%	4.6%	
Top Operations Position	37	4.3%	-5.2%	0.9%	4.8%	10.1%	12.8%
Top Program Position	13	3.2%		0.0%	3.1%	7.1%	
Top Technology Position	27	5.3%	0.3%	1.7%	5.1%	6.9%	11.5%
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	0.2%			-0.3%		
Greater than \$5 million							
CEO/Executive Director	15	6.8%		2.2%	5.2%	10.7%	
Top Finance Position	9	4.3%			3.3%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	11	3.6%		-2.9%	0.1%	8.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.1%			1.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Environmental Quality, Protection and Beautification</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	21	1.9%	-6.3%	-0.3%	1.8%	5.5%	9.0%
Greater than \$5 million							
CEO/Executive Director	9	6.9%			6.8%		
Top Finance Position	5	6.0%			8.2%		
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	5	3.3%			1.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	5.1%		1.4%	2.0%	4.1%	
Greater than \$5 million							
CEO/Executive Director	6	5.5%			5.8%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	15	0.4%		-4.1%	0.0%	0.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	8.4%			6.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	26	4.1%	-3.4%	0.1%	2.8%	9.3%	11.9%

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	83	2.1%	-6.9%	-1.2%	1.5%	5.9%	15.7%
Top Administrative Position	21	3.9%	-5.9%	2.1%	4.1%	5.5%	10.1%
Top Development Position	11	2.7%		0.2%	3.0%	6.4%	
Top Finance Position	64	3.9%	-3.4%	0.3%	2.9%	8.6%	12.1%
Top Human Resources Position	12	0.9%		-1.3%	4.2%	6.4%	
Top Legal Position	10	2.8%		-0.5%	4.4%	8.7%	
Top Operations Position	25	3.3%	-4.8%	-1.6%	2.9%	8.7%	12.5%
Top Program Position	5	2.0%			1.4%		
Top Technology Position	12	2.1%		-0.1%	1.1%	5.4%	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	7	7.0%			2.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	0.6%			0.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	37	3.5%	-5.0%	0.2%	2.4%	8.1%	11.2%
Top Finance Position	9	2.5%			3.0%		
Greater than \$5 million							
CEO/Executive Director	20	5.9%	-3.4%	0.6%	5.5%	9.4%	15.3%
Top Finance Position	12	7.7%		2.5%	5.4%	14.9%	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	36	0.2%	-16.0%	-4.4%	0.9%	5.7%	16.6%

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	49	3.4%	-4.5%	0.0%	3.6%	9.4%	16.5%
Between \$1 million and \$5 million							
CEO/Executive Director	139	2.3%	-5.3%	-1.4%	1.7%	5.2%	12.0%
Top Finance Position	22	5.6%	-3.7%	0.9%	2.4%	9.3%	19.4%
Top Program Position	5	-1.5%			0.0%		
Greater than \$5 million							
CEO/Executive Director	160	3.5%	-5.5%	-0.6%	2.7%	7.9%	14.3%
Top Administrative Position	9	3.0%			4.1%		
Top Development Position	12	1.6%		-0.8%	2.9%	7.2%	
Top Finance Position	95	4.5%	-5.3%	0.7%	3.7%	8.1%	14.4%
Top Human Resources Position	13	5.9%		3.3%	4.5%	8.7%	
Top Legal Position	7	4.2%			3.9%		
Top Operations Position	37	3.7%	-9.5%	-3.0%	2.7%	10.8%	15.9%
Top Program Position	22	3.2%	-4.2%	-2.1%	2.1%	8.5%	14.3%
Top Technology Position	8	1.4%			2.3%		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	13	6.0%		0.0%	0.4%	9.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	5.2%		0.0%	7.0%	10.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	44	2.3%	-13.8%	-1.5%	1.9%	7.0%	19.2%

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>International, Foreign Affairs and National Security</b>							
Greater than \$5 million							
CEO/Executive Director	34	1.4%	-5.6%	-1.3%	1.7%	3.8%	7.3%
Top Development Position	6	2.3%			1.9%		
Top Finance Position	24	3.6%	-3.3%	0.1%	3.4%	8.0%	10.8%
Top Human Resources Position	5	3.4%			2.8%		
Top Operations Position	8	6.4%			4.4%		
<b>Medical Research</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	11	5.7%		0.5%	4.9%	12.5%	
Greater than \$5 million							
CEO/Executive Director	13	3.2%		-0.1%	3.8%	5.5%	
Top Finance Position	11	3.7%		1.6%	4.1%	5.8%	
<b>Mental Health, Crisis Intervention</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	0.6%		-8.4%	1.2%	6.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	29	1.1%	-3.8%	-0.7%	0.7%	3.8%	5.6%
Top Finance Position	11	7.1%		1.8%	6.1%	9.0%	
Greater than \$5 million							
CEO/Executive Director	42	4.4%	-4.0%	-1.1%	3.0%	8.8%	13.7%
Top Administrative Position	6	5.7%			4.2%		
Top Finance Position	29	1.7%	-9.4%	-4.7%	2.0%	5.4%	16.6%
Top Operations Position	13	5.5%		-0.5%	3.7%	10.3%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	8	1.4%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	5.3%		1.1%	5.4%	7.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	19	0.9%		-1.4%	0.6%	4.7%	
Greater than \$5 million							
CEO/Executive Director	22	4.5%	-1.3%	2.0%	4.0%	6.7%	10.8%
Top Finance Position	13	6.9%		3.6%	6.3%	8.5%	
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	8	-2.4%			0.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-1.8%			0.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	4.7%		1.8%	3.7%	9.4%	
Greater than \$5 million							
CEO/Executive Director	12	5.2%		2.4%	5.2%	8.9%	
Top Finance Position	7	3.8%			4.2%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	8	-1.0%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	5.1%		1.7%	3.4%	5.1%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Recreation, Sports, Leisure, Athletics</b>							
Greater than \$5 million							
CEO/Executive Director	9	4.3%			3.1%		
Top Finance Position	8	0.5%			3.7%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	26	4.2%	-7.1%	-0.4%	0.0%	13.4%	20.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	-1.7%		-3.8%	0.0%	2.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	20	0.8%	-5.3%	-1.9%	0.2%	4.7%	10.8%
Greater than \$5 million							
CEO/Executive Director	11	4.6%		1.4%	4.0%	8.4%	
<b>Science and Technology Research Institutes, Services</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.7%			1.2%		
<b>Social Science Research Institutes, Services</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.2%			0.7%		
Greater than \$5 million							
CEO/Executive Director	5	2.3%			3.1%		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	19	3.5%		-4.4%	1.7%	9.3%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Youth Development</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	4.4%		0.0%	1.7%	3.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	36	3.6%	-4.6%	0.0%	2.7%	8.5%	15.1%
Greater than \$5 million							
CEO/Executive Director	20	1.1%	-3.7%	-0.8%	0.7%	2.8%	6.4%
Top Development Position	9	9.8%			9.9%		
Top Finance Position	10	2.3%		-2.4%	-0.5%	3.3%	
<b>Newark, NJ</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	9	1.8%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	5.4%		0.0%	6.4%	9.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	11	4.1%		-0.1%	1.3%	8.3%	
Greater than \$5 million							
CEO/Executive Director	6	-1.1%			0.7%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	7	1.4%			3.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.3%			5.8%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Newark, NJ</b>							
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	6	0.7%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	2.8%			2.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	4.9%		0.5%	3.9%	8.1%	
Greater than \$5 million							
CEO/Executive Director	26	3.5%	-2.2%	0.0%	4.2%	6.3%	9.8%
Top Development Position	9	6.7%			4.9%		
Top Finance Position	9	5.4%			5.0%		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	12	-0.4%		-6.1%	-1.1%	3.0%	
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	10	3.8%		-0.2%	4.5%	5.4%	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	10	2.9%		-1.0%	0.0%	5.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	1.7%		-0.4%	0.6%	3.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	39	3.2%	-2.9%	0.0%	2.2%	8.7%	12.4%
Top Finance Position	8	0.4%			1.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Newark, NJ</b>							
<b>Human Services – Multipurpose and Other</b>							
Greater than \$5 million							
CEO/Executive Director	34	3.8%	-3.0%	0.0%	3.3%	6.8%	11.7%
Top Finance Position	14	2.8%		-2.0%	0.8%	4.6%	
Top Human Resources Position	6	3.7%			0.9%		
Top Operations Position	12	0.0%		-1.0%	1.6%	5.0%	
<b>Mental Health, Crisis Intervention</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.3%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.0%			5.1%		
Greater than \$5 million							
CEO/Executive Director	15	4.1%		0.0%	1.4%	7.3%	
Top Finance Position	10	4.0%		0.0%	3.3%	6.4%	
Top Operations Position	6	-1.3%			-3.0%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	5	-7.1%			-13.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.5%			0.0%		
<b>Norfolk-Virginia Beach-Newport News, VA-NC</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	7	-2.2%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Norfolk-Virginia Beach-Newport News, VA-NC</b>							
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	5	2.1%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	6.6%			6.0%		
Greater than \$5 million							
CEO/Executive Director	7	4.3%			4.5%		
Top Finance Position	6	3.3%			2.1%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	6	-1.1%			-0.7%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	7	1.9%			0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	1.3%		0.3%	2.5%	5.8%	
Greater than \$5 million							
CEO/Executive Director	12	3.7%		-2.4%	4.3%	8.0%	
Top Finance Position	8	4.7%			3.7%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	7	-11.0%			-11.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oakland, CA</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	10	0.0%		-3.6%	-0.9%	1.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	4.5%		0.1%	3.2%	9.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	20	7.0%	-1.6%	1.1%	4.2%	14.2%	19.3%
<b>Civil Rights, Social Action, Advocacy</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	12	5.4%		-1.6%	4.3%	14.0%	
<b>Community Improvement, Capacity Building</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	11	4.4%		1.8%	3.8%	5.8%	
<b>Crime, Legal-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.2%			4.1%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	15	7.2%		1.5%	6.5%	12.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	7.9%			5.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	39	4.2%	-5.4%	-1.2%	3.7%	8.9%	19.2%
Top Finance Position	9	3.9%			1.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oakland, CA</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	29	6.3%	-1.2%	0.0%	5.5%	11.8%	14.1%
Top Finance Position	16	5.8%		2.8%	6.3%	7.6%	
<b>Employment, Job-Related</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.6%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.1%			4.7%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	6	-5.1%			-0.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.2%			2.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	5.3%		-1.2%	3.6%	12.0%	
<b>Food, Agriculture and Nutrition</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-1.2%			-1.5%		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	13	2.7%		-1.4%	0.0%	4.6%	
Greater than \$5 million							
CEO/Executive Director	11	3.6%		-0.1%	1.8%	8.3%	
Top Finance Position	7	2.1%			3.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oakland, CA</b>							
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	-0.3%			2.2%		
Greater than \$5 million							
CEO/Executive Director	9	4.8%			5.4%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	11	2.5%		-0.5%	4.2%	7.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	-5.1%			-1.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	29	4.7%	-2.8%	0.0%	3.4%	9.3%	12.0%
Top Finance Position	7	2.7%			2.9%		
Greater than \$5 million							
CEO/Executive Director	21	4.9%	-0.9%	1.6%	3.8%	5.8%	14.2%
Top Finance Position	10	8.1%		3.0%	7.1%	14.8%	
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	6	2.8%			4.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.0%			3.8%		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	12	3.3%		-1.9%	3.0%	7.6%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oakland, CA</b>							
<b>Mental Health, Crisis Intervention</b>							
Greater than \$5 million							
CEO/Executive Director	8	3.5%			2.0%		
Top Finance Position	5	-0.9%			2.0%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	11	7.0%		1.9%	7.1%	15.0%	
<b>Public, Society Benefit – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.3%			4.5%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	5	-5.6%			-8.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	6.9%			4.0%		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	5	6.0%			1.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	5.7%		1.5%	7.7%	11.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	13	-1.1%		-1.3%	1.1%	3.5%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Odessa-Midland, TX</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	-0.9%			0.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	0.6%			1.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.9%			0.2%		
<b>OklahomaCity, OK</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	3.8%			2.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	2.7%			1.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.4%			3.7%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	7	-2.3%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.5%			2.5%		
Greater than \$5 million							
CEO/Executive Director	10	0.9%		-1.5%	3.2%	4.6%	
Health – General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.6%			4.7%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>OklahomaCity, OK</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	6	1.7%			0.5%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	14	0.8%		-3.9%	-0.2%	7.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	0.6%		-0.3%	0.0%	2.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	19	3.6%		-0.4%	1.5%	5.8%	
Greater than \$5 million							
CEO/Executive Director	5	1.3%			1.5%		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.4%			0.0%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	8	-6.7%			-1.3%		
<b>Olympia, WA</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.7%			2.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Omaha, NE-IA</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	6	2.7%			3.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.3%			4.1%		
Greater than \$5 million							
CEO/Executive Director	6	0.1%			-0.2%		
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	7.0%			5.5%		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	10.4%			10.6%		
Greater than \$5 million							
CEO/Executive Director	5	7.1%			5.4%		
Top Finance Position	5	12.7%			12.9%		
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	11	-1.1%		-3.3%	0.0%	2.9%	
Greater than \$5 million							
CEO/Executive Director	12	2.9%		1.7%	2.8%	3.4%	
Top Finance Position	8	3.7%			4.9%		
<b>Youth Development</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-1.6%			0.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Orange County, CA</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	9	1.7%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.9%			3.0%		
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-2.9%			1.2%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	5	2.6%			1.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	5.9%		0.9%	4.6%	6.7%	
Greater than \$5 million							
CEO/Executive Director	21	2.6%	-4.3%	0.0%	3.0%	4.3%	7.6%
Top Finance Position	12	5.2%		2.3%	5.2%	7.4%	
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.6%			1.4%		
Greater than \$5 million							
CEO/Executive Director	8	7.5%			10.0%		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	5	1.7%			2.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Orange County, CA</b>							
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	12	-0.6%		-5.9%	0.0%	2.5%	
Greater than \$5 million							
CEO/Executive Director	6	4.6%			8.1%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	12	2.7%		-0.8%	0.0%	9.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	2.9%			1.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	29	5.0%	-3.6%	0.2%	5.8%	11.2%	14.1%
Greater than \$5 million							
CEO/Executive Director	18	6.8%		-0.1%	6.6%	11.7%	
Top Finance Position	8	4.8%			4.5%		
Top Operations Position	5	2.4%			0.0%		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-1.7%			-3.4%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	5	8.3%			7.4%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	9	-2.3%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Orange County, CA</b>							
Recreation, Sports, Leisure, Athletics							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	1.1%			0.0%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	26	-0.9%	-10.6%	0.0%	0.0%	0.1%	5.5%
Between \$1 million and \$5 million							
CEO/Executive Director	11	4.6%		0.0%	4.3%	7.3%	
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	10	6.2%		0.7%	4.7%	9.0%	
<b>Orlando, FL</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	7	0.2%			-0.6%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	0.4%			1.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	5.2%			5.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	5.4%		0.4%	2.3%	8.9%	
Greater than \$5 million							
CEO/Executive Director	10	5.0%		1.3%	4.2%	16.1%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Orlando, FL</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	-0.8%			0.0%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.9%			5.3%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	12	-0.2%		-6.3%	0.3%	1.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	18	3.9%		-0.9%	4.9%	8.4%	
Greater than \$5 million							
CEO/Executive Director	17	9.1%		2.0%	5.1%	16.4%	
Top Finance Position	8	4.1%			4.0%		
Top Operations Position	5	4.2%			6.9%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	23	-0.4%	-10.4%	-3.0%	0.0%	3.8%	6.9%
Between \$1 million and \$5 million							
CEO/Executive Director	5	8.8%			5.6%		
<b>Pensacola, FL</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	-1.4%			-2.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Peoria-Pekin, IL</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	6	4.5%			4.3%		
<b>Philadelphia, PA-NJ</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	7	4.0%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	6.0%			4.7%		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	34	2.7%	-4.1%	-0.1%	0.9%	6.8%	11.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	0.8%	-4.4%	-0.9%	1.0%	4.4%	7.8%
Between \$1 million and \$5 million							
CEO/Executive Director	35	5.2%	-2.2%	0.0%	4.1%	10.3%	15.3%
Top Finance Position	5	5.4%			2.0%		
Greater than \$5 million							
CEO/Executive Director	21	6.9%	-0.7%	2.9%	4.5%	11.2%	19.3%
Top Development Position	9	9.0%			9.2%		
Top Finance Position	12	3.8%		-5.5%	5.2%	12.6%	
Top Operations Position	6	-0.1%			2.5%		
Civil Rights, Social Action, Advocacy							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.2%			0.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	12	3.3%		0.0%	3.8%	7.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	4.9%		0.2%	3.6%	7.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	20	5.6%	-0.8%	0.1%	3.7%	7.4%	21.1%
Greater than \$5 million							
CEO/Executive Director	8	7.5%			6.3%		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	7	-1.0%			0.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.8%			3.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.7%			5.2%		
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.3%			2.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	2.8%		0.6%	2.0%	3.8%	
Greater than \$5 million							
CEO/Executive Director	9	2.6%			3.4%		
Top Finance Position	9	1.5%			4.0%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	21	-1.1%	-18.9%	-8.3%	1.1%	2.9%	17.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	-0.7%	-10.2%	-4.6%	-0.4%	4.0%	10.6%
Between \$1 million and \$5 million							
CEO/Executive Director	67	5.5%	-3.3%	1.2%	3.8%	10.9%	17.0%
Top Finance Position	8	1.5%			-0.3%		
Greater than \$5 million							
CEO/Executive Director	91	5.5%	-3.1%	0.5%	4.5%	10.3%	17.4%
Top Administrative Position	8	5.0%			4.2%		
Top Business Position	5	3.7%			3.2%		
Top Development Position	14	4.8%		1.8%	4.4%	6.7%	
Top Finance Position	42	4.4%	-1.8%	1.3%	3.7%	6.3%	13.5%
Top Legal Position	5	1.3%			2.8%		
Top Operations Position	12	7.4%		2.2%	6.0%	15.5%	
Top Technology Position	8	1.9%			2.8%		
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.7%			0.4%		
Greater than \$5 million							
CEO/Executive Director	7	-1.1%			-0.1%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	5	2.2%			-1.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
<b>Environmental Quality, Protection and Beautification</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	-2.2%			-1.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	5.6%		0.5%	3.7%	9.6%	
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	5	0.6%			0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	6.9%			7.6%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	6	2.0%			1.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	-1.4%			0.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	26	2.9%	-3.6%	0.0%	3.6%	5.5%	8.2%
Top Finance Position	5	4.1%			5.4%		
Greater than \$5 million							
CEO/Executive Director	42	3.6%	-3.9%	0.0%	3.3%	6.6%	10.9%
Top Administrative Position	6	-3.7%			-1.6%		
Top Finance Position	21	3.3%	-5.9%	1.9%	4.1%	8.7%	10.3%
Top Human Resources Position	8	5.3%			4.9%		
Top Operations Position	16	3.6%		-1.4%	2.8%	6.5%	
Top Technology Position	5	1.0%			-1.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	8	2.4%			4.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	5.2%			6.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	5.1%		0.0%	1.5%	6.5%	
Greater than \$5 million							
CEO/Executive Director	8	1.0%			0.0%		
Top Finance Position	8	1.0%			0.7%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	40	5.3%	-1.1%	0.0%	3.0%	6.9%	21.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	40	3.2%	-2.4%	0.0%	1.3%	5.3%	10.9%
Between \$1 million and \$5 million							
CEO/Executive Director	64	5.2%	-1.6%	0.9%	4.1%	9.6%	15.5%
Top Finance Position	9	5.0%			5.1%		
Greater than \$5 million							
CEO/Executive Director	81	5.2%	-3.7%	1.1%	5.7%	9.1%	14.1%
Top Administrative Position	5	5.4%			3.9%		
Top Finance Position	39	4.5%	-4.6%	-0.3%	3.8%	9.7%	18.1%
Top Human Resources Position	9	5.0%			2.4%		
Top Marketing Position	5	5.8%			5.6%		
Top Operations Position	13	5.0%		1.5%	5.2%	7.2%	
Top Technology Position	8	4.2%			3.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
<b>International, Foreign Affairs and National Security</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-1.8%			-1.6%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	11	2.5%		0.5%	1.4%	5.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	2.5%			3.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	-0.9%		-0.6%	0.8%	4.2%	
Greater than \$5 million							
CEO/Executive Director	26	3.3%	-5.5%	-0.7%	2.2%	7.0%	16.0%
Top Finance Position	16	4.3%		-0.6%	5.1%	10.3%	
Top Operations Position	8	0.4%			0.0%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.9%			4.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	7.0%		2.9%	5.7%	9.6%	
Greater than \$5 million							
Top Finance Position	5	2.2%			3.0%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
Greater than \$5 million							
CEO/Executive Director	5	1.0%			1.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
Recreation, Sports, Leisure, Athletics							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-7.0%			-2.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	1.4%			0.6%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	14	-1.3%		-3.4%	0.1%	3.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	7	6.6%			2.2%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	7	2.9%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	1.9%			4.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	0.7%			0.8%		
Greater than \$5 million							
CEO/Executive Director	5	4.0%			5.5%		
<b>Phoenix-Mesa, AZ</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	13	2.8%		-3.3%	0.0%	7.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	5.6%			4.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Phoenix-Mesa, AZ</b>							
<b>Arts, Culture and Humanities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	6.7%			6.3%		
<b>Community Improvement, Capacity Building</b>							
Greater than \$5 million							
CEO/Executive Director	5	-4.7%			0.8%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	5	2.7%			9.1%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	10	5.2%		0.7%	5.7%	6.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	-0.4%		-3.7%	0.8%	6.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	41	3.1%	-12.9%	-0.3%	2.8%	9.2%	13.7%
Top Finance Position	6	-0.5%			2.0%		
Greater than \$5 million							
CEO/Executive Director	16	8.0%		1.1%	7.7%	13.8%	
Top Finance Position	5	4.3%			4.8%		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	-0.5%			0.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Phoenix-Mesa, AZ</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	10	5.1%		1.9%	4.6%	8.6%	
Top Finance Position	8	6.2%			5.5%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.4%			3.7%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	18	-0.7%		-2.5%	0.5%	2.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	2.5%		-5.4%	1.9%	12.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	22	4.5%	-3.5%	-0.5%	4.0%	9.5%	13.4%
Top Finance Position	6	5.3%			4.8%		
Greater than \$5 million							
CEO/Executive Director	19	6.5%		2.2%	8.8%	12.3%	
Top Finance Position	13	6.6%		5.4%	6.2%	9.6%	
Top Human Resources Position	5	4.3%			4.8%		
Top Operations Position	5	7.1%			7.0%		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.5%			1.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Phoenix-Mesa, AZ</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	17	-2.9%		-12.8%	0.0%	2.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	-0.5%		-3.9%	-0.5%	5.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	8	-4.7%			0.2%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	7	-1.1%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	-4.6%			-1.8%		
<b>Pittsburgh, PA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	20	5.4%	-3.5%	0.0%	3.4%	9.4%	16.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	7.1%			4.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	3.3%		1.1%	3.2%	5.5%	
Greater than \$5 million							
CEO/Executive Director	9	3.9%			2.6%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	10	5.1%		0.1%	3.4%	11.9%	



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pittsburgh, PA</b>							
<b>Community Improvement, Capacity Building</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	2.4%		-0.6%	0.4%	5.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	13	4.1%		-0.8%	4.5%	7.8%	
Greater than \$5 million							
CEO/Executive Director	5	7.6%			7.3%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	5	-0.4%			0.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	8.7%			9.0%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	6	1.0%			1.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	5.7%		0.5%	2.7%	4.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	28	0.6%	-5.1%	-1.4%	0.9%	4.3%	5.2%
Greater than \$5 million							
CEO/Executive Director	25	3.9%	-3.6%	1.4%	4.6%	7.4%	11.6%
Top Development Position	6	0.6%			-0.4%		
Top Finance Position	14	3.7%		-2.0%	4.3%	9.0%	
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	6	6.8%			4.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pittsburgh, PA</b>							
<b>Environmental Quality, Protection and Beautification</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	4.9%			2.7%		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	14	0.0%		-1.3%	0.8%	4.7%	
Greater than \$5 million							
CEO/Executive Director	19	7.9%		1.9%	7.7%	16.5%	
Top Finance Position	10	3.8%		4.2%	5.1%	6.8%	
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.5%			12.1%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	23	4.2%	-0.3%	0.0%	3.0%	4.8%	16.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	0.0%		-2.9%	1.0%	4.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	54	3.5%	-3.8%	-0.4%	2.3%	8.1%	11.6%
Top Finance Position	17	7.6%		2.9%	6.5%	12.9%	
Greater than \$5 million							
CEO/Executive Director	40	4.4%	-2.2%	-0.1%	3.1%	8.6%	11.0%
Top Finance Position	25	4.8%	-3.5%	0.2%	3.3%	8.0%	14.8%
Top Operations Position	14	9.5%		6.2%	10.0%	12.4%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pittsburgh, PA</b>							
International, Foreign Affairs and National Security							
\$500 thousand or less							
CEO/Executive Director	9	1.1%			2.0%		
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	10	5.0%		2.2%	3.5%	3.8%	
Philanthropy, Voluntarism and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.4%			5.5%		
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.3%			5.2%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	3.4%			1.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.1%			3.0%		
<b>Pittsfield, MA</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.6%			7.4%		
Educational Institutions and Related Activities							
Greater than \$5 million							
Top Finance Position	5	7.6%			7.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pittsfield, MA</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
Top Administrative Position	10	1.6%		-1.3%	-0.2%	4.0%	
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	7.8%			5.9%		
Greater than \$5 million							
CEO/Executive Director	5	4.8%			3.2%		
<b>Portland, ME</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	13	2.7%		-0.5%	3.7%	9.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	1.9%			1.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.5%			0.9%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	5	0.5%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	-2.5%			-0.4%		
<b>Environmental Quality, Protection and Beautification</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	1.4%			1.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Portland, ME</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	10	3.3%		-0.2%	2.5%	4.7%	
Top Finance Position	5	6.8%			9.6%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	5	-5.0%			-1.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.0%			0.8%		
<b>Portland, OR-WA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	15	2.9%		-2.3%	0.0%	10.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	10.9%		6.2%	11.6%	15.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	16	7.4%		0.1%	8.8%	15.1%	
Top Finance Position	5	3.3%			2.2%		
Greater than \$5 million							
CEO/Executive Director	5	11.3%			10.4%		
Civil Rights, Social Action, Advocacy							
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.8%			1.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Portland, OR-WA</b>							
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	9	4.8%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.4%			2.1%		
<b>Crime, Legal-Related</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.2%			6.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.1%			8.7%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	17	4.6%		0.0%	2.5%	10.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	1.1%		-1.1%	1.9%	9.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	34	2.7%	-7.8%	-3.5%	3.0%	7.8%	15.8%
Greater than \$5 million							
CEO/Executive Director	16	7.3%		0.2%	3.6%	14.1%	
Top Finance Position	12	5.2%		1.4%	6.3%	9.9%	
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.8%			1.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Portland, OR-WA</b>							
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	10	0.9%		-2.3%	0.0%	3.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	0.4%			1.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	5.5%		4.0%	5.7%	9.9%	
Greater than \$5 million							
CEO/Executive Director	8	2.5%			3.5%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	6	4.8%			4.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-2.1%			-3.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	4.5%		2.4%	4.8%	10.7%	
Greater than \$5 million							
CEO/Executive Director	9	7.5%			6.5%		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	5	0.2%			0.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	7.3%			5.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	6.7%			5.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Portland, OR-WA</b>							
<b>Housing, Shelter</b>							
Greater than \$5 million							
CEO/Executive Director	7	8.3%			6.6%		
Top Finance Position	5	6.6%			6.5%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	17	5.3%		0.0%	4.0%	12.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	4.2%		0.0%	1.6%	4.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	36	2.9%	-4.1%	-0.4%	3.3%	7.1%	10.3%
Top Finance Position	5	7.1%			7.3%		
Greater than \$5 million							
CEO/Executive Director	23	3.5%	-7.6%	0.2%	5.2%	7.6%	9.6%
Top Finance Position	12	2.9%		-3.8%	5.1%	6.9%	
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.0%			3.8%		
Greater than \$5 million							
CEO/Executive Director	10	8.7%		1.7%	8.3%	10.7%	
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.8%			4.4%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Portland, OR-WA</b>							
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	5	5.3%			3.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	5.6%			1.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.5%			5.4%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	16	5.0%		0.0%	1.5%	13.3%	
<b>Youth Development</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	4.0%			4.5%		
<b>Portsmouth-Dover-Rochester, NH-ME</b>							
<b>Arts, Culture and Humanities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.8%			5.7%		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	6	5.9%			4.2%		
Top Finance Position	6	7.9%			8.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Providence-Fall River-Warwick, RI-MA</b>							
<b>Arts, Culture and Humanities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	10.6%			10.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	0.3%		-2.7%	0.7%	1.8%	
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.4%			1.4%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	6	3.7%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	22	4.5%	-3.2%	-0.3%	2.3%	8.1%	16.1%
Greater than \$5 million							
CEO/Executive Director	17	1.8%		-2.7%	2.6%	5.8%	
Top Business Position	5	7.7%			5.5%		
Top Finance Position	8	5.6%			5.5%		
<b>Environmental Quality, Protection and Beautification</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.9%			3.8%		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	12	5.6%		2.5%	4.6%	8.3%	
Top Administrative Position	8	1.3%			0.6%		
Top Finance Position	14	4.6%		0.3%	3.8%	8.1%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Providence-Fall River-Warwick, RI-MA</b>							
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	7.5%			6.6%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	8	-0.4%			0.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	3.4%			2.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	3.4%		-1.5%	2.7%	5.9%	
Greater than \$5 million							
CEO/Executive Director	24	4.9%	-1.8%	1.4%	4.3%	7.5%	11.3%
Top Finance Position	15	5.0%		3.6%	6.6%	8.1%	
Top Operations Position	8	2.6%			1.4%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	6	-0.7%			0.0%		
Greater than \$5 million							
CEO/Executive Director	7	4.8%			7.5%		
<b>Youth Development</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	1.0%			0.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Raleigh-Durham-Chapel Hill, NC</b>							
<b>Animal-Related</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.2%			1.4%		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	11	2.4%		0.1%	2.0%	3.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	5.1%		1.9%	6.1%	9.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	9	-0.4%			1.1%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	7	1.3%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.2%			5.1%		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	6	2.2%			1.6%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	5	-3.2%			0.0%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	6	-1.9%			2.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Raleigh-Durham-Chapel Hill, NC</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	6.0%			7.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	20	6.7%	0.0%	0.6%	5.6%	10.6%	15.3%
Greater than \$5 million							
CEO/Executive Director	21	2.7%	-8.5%	1.1%	3.1%	6.7%	13.4%
Top Finance Position	8	4.1%			2.0%		
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.9%			1.7%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	6	5.0%			5.2%		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	13	6.0%		1.2%	3.3%	7.5%	
Greater than \$5 million							
CEO/Executive Director	5	3.7%			7.7%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.7%			5.2%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	17	4.6%		0.0%	2.4%	4.5%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Raleigh-Durham-Chapel Hill, NC</b>							
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	0.7%		-1.8%	2.4%	3.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	21	4.8%	-3.9%	0.0%	2.9%	6.6%	16.4%
Greater than \$5 million							
CEO/Executive Director	11	1.9%		-1.9%	3.9%	7.4%	
Top Finance Position	6	9.2%			8.7%		
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.3%			6.3%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	10	6.2%		2.3%	8.1%	11.6%	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	9	0.3%			-1.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.7%			4.5%		
<b>Reading, PA</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.0%			4.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Reading, PA</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	10	5.8%		0.4%	5.5%	11.3%	
<b>Reno, NV</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.4%			4.5%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.0%			5.6%		
<b>Richmond-Petersburg, VA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	8	-0.6%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.9%			7.2%		
Community Improvement, Capacity Building							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	2.7%			3.7%		
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	6.0%			5.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Richmond-Petersburg, VA</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	13	5.8%		2.8%	3.4%	7.4%	
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.2%			2.6%		
Greater than \$5 million							
CEO/Executive Director	10	6.7%		6.3%	8.5%	10.3%	
Top Finance Position	6	5.2%			4.2%		
<b>Housing, Shelter</b>							
Greater than \$5 million							
CEO/Executive Director	5	9.5%			11.6%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	9	-0.3%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	1.7%			0.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	21	2.5%	-8.6%	-0.7%	3.5%	5.3%	12.5%
Greater than \$5 million							
CEO/Executive Director	13	5.4%		1.7%	3.9%	7.6%	
Top Finance Position	7	5.3%			5.8%		
Top Operations Position	5	7.2%			4.4%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Richmond-Petersburg, VA</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	7	0.7%			0.0%		
<b>Riverside-San Bernardino-Ontario, CA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	-2.3%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.0%			4.0%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	9	3.2%			3.4%		
Greater than \$5 million							
CEO/Executive Director	13	2.0%		-4.6%	4.1%	9.2%	
Health – General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	5	-0.7%			1.2%		
Greater than \$5 million							
CEO/Executive Director	5	7.9%			12.0%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.8%			1.2%		
Greater than \$5 million							
CEO/Executive Director	6	5.8%			7.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Riverside-San Bernardino-Ontario, CA</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	8	-1.5%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	4.3%		0.0%	1.8%	12.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	28	3.4%	-2.1%	0.0%	1.2%	5.5%	12.8%
Top Finance Position	6	3.9%			3.0%		
Greater than \$5 million							
CEO/Executive Director	8	4.1%			6.3%		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.0%			2.9%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	5	-0.6%			0.0%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	13	1.1%		-0.9%	2.5%	8.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.2%			1.9%		
<b>Youth Development</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-0.8%			1.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Riverside-San Bernardino-Ontario, CA</b>							
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-1.4%			0.0%		
<b>Roanoke, VA</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	7	13.3%			14.8%		
Top Finance Position	5	10.3%			10.5%		
<b>Rochester, MN</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	6	0.3%			2.5%		
<b>Rochester, NY</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	-1.4%			3.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.1%			-0.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.9%			8.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Rochester, NY</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	5.0%			4.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	3.3%		1.3%	2.7%	8.9%	
Greater than \$5 million							
CEO/Executive Director	15	7.1%		2.9%	5.0%	9.0%	
Top Finance Position	7	6.1%			3.8%		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	9	2.0%			0.5%		
Top Finance Position	6	7.2%			8.2%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	13	6.0%		0.0%	3.7%	13.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	5.2%			4.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	5.7%		2.1%	4.8%	10.3%	
Greater than \$5 million							
CEO/Executive Director	22	4.6%	-0.2%	0.8%	3.3%	10.9%	14.2%
Top Finance Position	10	4.0%		-2.2%	3.4%	7.8%	
Top Operations Position	5	2.4%			0.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Rockford, IL</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.4%			0.7%		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	9.2%			7.0%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	0.7%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	5.2%		1.2%	5.2%	7.9%	
Top Finance Position	5	-2.0%			2.4%		
Greater than \$5 million							
CEO/Executive Director	5	0.4%			-1.0%		
<b>Sacramento, CA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	4.5%			2.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.7%			1.8%		
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.0%			2.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Sacramento, CA</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	17	0.0%		-1.7%	1.5%	2.8%	
Greater than \$5 million							
CEO/Executive Director	13	6.2%		0.0%	5.5%	7.4%	
Top Finance Position	6	8.2%			7.6%		
<b>Environmental Quality, Protection and Beautification</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	3.5%			0.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	4.6%		1.2%	2.5%	5.5%	
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.3%			3.2%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	10	6.1%		0.0%	4.1%	15.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	6.6%			8.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	21	3.2%	-6.6%	-0.4%	1.6%	7.4%	16.1%
Greater than \$5 million							
CEO/Executive Director	16	5.8%		1.5%	4.6%	9.5%	
Top Finance Position	6	3.6%			4.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Sacramento, CA</b>							
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.1%			0.1%		
Public, Society Benefit – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	11.1%			8.2%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	4.0%			0.5%		
Youth Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	5.1%			5.0%		
<b>Saginaw-Bay City-Midland, MI</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	12	5.5%		1.2%	7.4%	10.2%	
<b>Salem, OR</b>							
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-1.1%			-3.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.6%			3.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Salem, OR</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	6	3.1%			1.9%		
<b>Salinas, CA</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.4%			4.0%		
<b>Salt Lake City-Ogden, UT</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	9	6.6%			7.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	1.8%			2.7%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	13	4.3%		-0.8%	1.0%	11.6%	
Greater than \$5 million							
CEO/Executive Director	7	10.9%			4.0%		
Environmental Quality, Protection and Beautification							
\$500 thousand or less							
CEO/Executive Director	6	2.9%			6.9%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Salt Lake City-Ogden, UT</b>							
Health – General and Rehabilitative							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-1.3%			-2.5%		
Greater than \$5 million							
CEO/Executive Director	7	2.2%			0.4%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	10.1%			8.5%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	10	4.3%		0.0%	2.7%	8.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	14	-1.5%		-2.8%	1.0%	2.8%	
Greater than \$5 million							
CEO/Executive Director	6	6.6%			5.1%		
<b>San Antonio, TX</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	3.8%			4.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	4.4%			5.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.5%			4.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Antonio, TX</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.2%			3.4%		
Greater than \$5 million							
CEO/Executive Director	12	4.1%		1.7%	3.5%	6.2%	
Top Administrative Position	5	3.1%			3.4%		
Top Finance Position	8	5.8%			4.5%		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	6.0%			1.6%		
Greater than \$5 million							
CEO/Executive Director	7	4.0%			4.0%		
Top Finance Position	5	3.7%			7.4%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	8	-1.8%			0.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	4.4%		0.0%	4.0%	6.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	18	3.5%		-0.2%	3.5%	7.5%	
Top Finance Position	5	1.6%			1.3%		
Greater than \$5 million							
CEO/Executive Director	15	6.4%		2.6%	3.6%	10.7%	
Top Finance Position	8	4.1%			3.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Antonio, TX</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	13	1.7%		-6.7%	3.0%	5.6%	
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	7	0.3%			0.7%		
<b>San Diego, CA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	10	1.1%		-1.2%	1.5%	6.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	7.6%		1.5%	9.2%	11.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	15	0.5%		-5.1%	0.8%	6.7%	
Greater than \$5 million							
CEO/Executive Director	7	4.7%			1.5%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	8	5.6%			1.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.5%			4.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	34	3.8%	-1.3%	0.1%	2.8%	8.0%	12.0%

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Diego, CA</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	28	1.9%	-8.5%	-5.6%	1.3%	6.3%	15.1%
Top Finance Position	13	4.7%		0.5%	3.3%	7.9%	
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	7	3.9%			1.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.8%			1.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	6.8%		2.0%	4.5%	12.3%	
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	6	5.4%			4.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.8%			4.7%		
Greater than \$5 million							
CEO/Executive Director	13	6.5%		0.0%	9.6%	13.3%	
Top Finance Position	12	5.4%		0.8%	1.6%	8.8%	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	21	4.2%	-8.7%	0.0%	4.7%	10.1%	14.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	-1.0%		-2.9%	0.0%	1.9%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Diego, CA</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	29	4.0%	-4.5%	0.0%	2.4%	10.4%	13.0%
Top Finance Position	5	2.2%			2.0%		
Greater than \$5 million							
CEO/Executive Director	39	5.7%	-4.5%	-0.5%	6.4%	11.8%	15.4%
Top Finance Position	21	3.3%	-4.4%	1.1%	3.7%	8.5%	10.4%
Top Operations Position	11	3.8%		1.6%	4.1%	6.2%	
<b>Mental Health, Crisis Intervention</b>							
Greater than \$5 million							
CEO/Executive Director	5	0.3%			-0.1%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	7	-1.0%			-3.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	5.5%			7.4%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	20	0.4%	-8.5%	-3.8%	0.0%	3.0%	12.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.2%			3.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	6.6%			3.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Diego, CA</b>							
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	5	-1.4%			-3.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	7.2%		0.1%	9.2%	10.3%	
Greater than \$5 million							
CEO/Executive Director	5	-4.1%			-3.5%		
<b>San Francisco-Oakland, CA</b>							
<b>Animal-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	5.2%			3.7%		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	35	2.1%	-9.3%	-3.3%	0.0%	6.4%	15.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	5.3%	-2.4%	0.0%	4.9%	10.4%	16.6%
Between \$1 million and \$5 million							
CEO/Executive Director	40	4.4%	-4.2%	0.0%	3.0%	10.5%	15.1%
Top Finance Position	5	2.5%			1.5%		
Greater than \$5 million							
CEO/Executive Director	17	0.5%		-6.6%	1.1%	5.5%	
Top Development Position	6	4.9%			5.7%		
Top Finance Position	9	7.1%			5.2%		
Top Operations Position	5	2.8%			2.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Francisco-Oakland, CA</b>							
<b>Civil Rights, Social Action, Advocacy</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	3.5%			4.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.7%			1.5%		
Greater than \$5 million							
CEO/Executive Director	7	-3.3%			-4.2%		
<b>Community Improvement, Capacity Building</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	5.0%			3.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	-0.1%		-2.6%	0.9%	3.7%	
Greater than \$5 million							
Top Finance Position	5	8.0%			9.7%		
<b>Crime, Legal-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.5%			5.5%		
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	8.7%			9.4%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	19	-1.1%		-3.7%	0.0%	3.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	7.6%		1.8%	7.8%	12.8%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Francisco-Oakland, CA</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	44	5.9%	-0.4%	0.0%	4.2%	9.7%	16.3%
Greater than \$5 million							
CEO/Executive Director	33	4.8%	-3.7%	1.8%	4.9%	10.1%	12.8%
Top Development Position	18	4.3%		2.9%	4.4%	7.2%	
Top Finance Position	24	5.5%	1.7%	3.1%	3.8%	5.5%	11.7%
Top Operations Position	7	5.0%			3.6%		
Top Technology Position	6	3.6%			4.1%		
<b>Employment, Job-Related</b>							
Greater than \$5 million							
CEO/Executive Director	5	10.9%			10.7%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	12	-1.5%		-6.0%	0.0%	1.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.4%			5.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	5.7%		1.1%	4.5%	9.4%	
Greater than \$5 million							
CEO/Executive Director	10	5.7%		1.7%	4.2%	8.6%	
Top Finance Position	5	7.8%			8.0%		
<b>Health – General and Rehabilitative</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	5.8%			2.9%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Francisco-Oakland, CA</b>							
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	14	6.6%		1.3%	3.0%	14.4%	
Greater than \$5 million							
CEO/Executive Director	9	5.3%			8.2%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.3%			6.7%		
Greater than \$5 million							
CEO/Executive Director	10	8.9%		4.2%	9.0%	11.0%	
Top Finance Position	5	5.7%			8.1%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	17	3.2%		0.0%	0.0%	4.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	3.3%		0.6%	3.0%	6.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	50	2.8%	-9.8%	0.0%	3.6%	7.3%	12.2%
Top Finance Position	9	3.4%			3.6%		
Greater than \$5 million							
CEO/Executive Director	33	7.1%	0.0%	1.7%	6.5%	11.2%	18.7%
Top Finance Position	23	7.1%	0.3%	2.0%	4.8%	10.2%	17.4%
Top Operations Position	5	10.6%			8.1%		
Top Program Position	7	10.1%			10.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Francisco-Oakland, CA</b>							
<b>International, Foreign Affairs and National Security</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.0%			-0.2%		
Greater than \$5 million							
CEO/Executive Director	5	-0.3%			1.0%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	5	-0.3%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	4.0%			3.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	1.8%		-1.8%	4.8%	7.5%	
Greater than \$5 million							
CEO/Executive Director	6	7.8%			7.2%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	13	3.0%		-1.0%	2.1%	7.2%	
Greater than \$5 million							
CEO/Executive Director	6	6.4%			4.0%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	9.1%			5.0%		
Greater than \$5 million							
CEO/Executive Director	8	1.4%			3.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Francisco-Oakland, CA</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	11	5.2%		0.0%	5.8%	12.3%	
Science and Technology Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.9%			0.8%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	8	5.2%			0.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	2.0%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	4.9%		-0.8%	2.7%	10.7%	
Greater than \$5 million							
CEO/Executive Director	7	-0.6%			0.0%		
<b>San Jose, CA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	7.2%			7.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	3.7%		0.0%	1.1%	4.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	11	2.8%		-0.6%	0.3%	8.2%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Jose, CA</b>							
<b>Community Improvement, Capacity Building</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.9%			4.3%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	7	3.2%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	0.7%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	20	3.1%	-5.0%	0.0%	4.0%	7.4%	14.0%
Greater than \$5 million							
CEO/Executive Director	21	5.2%	-8.3%	1.0%	7.0%	10.5%	16.9%
Top Finance Position	6	-1.3%			-0.6%		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	8	7.0%			2.5%		
Top Finance Position	6	4.7%			3.1%		
Top Operations Position	5	6.1%			1.2%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.8%			5.7%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	8	5.0%			2.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Jose, CA</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	19	4.3%		0.0%	2.0%	9.2%	
Greater than \$5 million							
CEO/Executive Director	17	1.5%		-2.7%	1.3%	5.2%	
Top Finance Position	12	5.3%		-1.1%	0.4%	13.9%	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	14	3.0%		0.0%	0.0%	1.7%	
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.0%			7.7%		
<b>San Juan, PR</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	6	-5.1%			-3.7%		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.2%			2.2%		
<b>San LuisObispo-Atascadero-Paso Robles, CA</b>							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	4.1%			5.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Santa Barbara-Santa Maria-Lompoc, CA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	0.6%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.1%			2.3%		
Greater than \$5 million							
CEO/Executive Director	5	-0.6%			0.0%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.6%			4.2%		
Greater than \$5 million							
CEO/Executive Director	8	6.9%			8.1%		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	9	5.6%			11.9%		
Greater than \$5 million							
CEO/Executive Director	6	1.4%			0.8%		
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.9%			7.0%		
<b>Santa Cruz, CA</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	8.6%			6.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Santa Cruz, CA</b>							
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	0.7%			0.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.1%			0.1%		
<b>Santa Fe, NM</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	-2.5%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.3%			7.4%		
Environmental Quality, Protection and Beautification							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.9%			9.9%		
<b>Santa Rosa, CA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	8.2%			9.1%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	7	-2.3%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	-0.2%			1.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Santa Rosa, CA</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.2%			3.0%		
Greater than \$5 million							
CEO/Executive Director	6	-2.9%			-3.3%		
<b>Sarasota-Bradenton, FL</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.0%			5.6%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	7	1.8%			1.2%		
Greater than \$5 million							
CEO/Executive Director	7	6.5%			6.3%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	-2.5%			0.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	7.0%			5.3%		
Greater than \$5 million							
CEO/Executive Director	9	6.6%			5.7%		
Top Finance Position	7	4.9%			6.6%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Savannah, GA</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-1.4%			0.0%		
<b>Scranton--Wilkes-Barre--Hazleton, PA</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	8	3.1%			3.4%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	-0.7%			-1.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	6.0%			6.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.1%			0.0%		
Greater than \$5 million							
CEO/Executive Director	8	2.5%			1.0%		
Top Finance Position	7	0.4%			1.8%		
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	5	1.4%			2.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Seattle-Everett, WA</b>							
<b>Animal-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.2%			0.0%		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	25	3.6%	-4.5%	-1.1%	0.0%	11.5%	16.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	3.1%		1.9%	3.0%	4.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	26	1.8%	-9.3%	-1.1%	1.5%	4.0%	13.5%
Greater than \$5 million							
CEO/Executive Director	7	0.8%			0.2%		
Top Finance Position	5	9.2%			5.4%		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	5	5.3%			4.7%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	6	0.8%			0.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.4%			4.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	8.6%			6.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Seattle-Everett, WA</b>							
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	19	3.4%		0.0%	1.3%	5.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	1.0%		-1.2%	0.9%	4.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	37	6.4%	-0.6%	1.3%	3.1%	12.5%	19.0%
Top Finance Position	6	3.7%			2.5%		
Greater than \$5 million							
CEO/Executive Director	25	8.3%	1.6%	3.1%	6.4%	13.1%	20.1%
Top Development Position	7	4.5%			4.6%		
Top Finance Position	21	6.8%	0.6%	2.6%	7.2%	9.9%	11.4%
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.3%			7.1%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	12	5.7%		1.8%	3.3%	9.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	15	3.1%		-0.6%	3.0%	6.1%	
<b>Food, Agriculture and Nutrition</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	10	6.5%		3.6%	5.5%	7.1%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Seattle-Everett, WA</b>							
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	6	6.4%			3.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	1.6%		-1.8%	0.6%	3.4%	
Greater than \$5 million							
CEO/Executive Director	15	8.4%		4.9%	7.7%	11.1%	
Top Finance Position	15	6.3%		3.1%	6.1%	11.9%	
Top Operations Position	7	9.9%			7.1%		
<b>Housing, Shelter</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.0%			-1.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	7.4%		0.0%	5.8%	15.7%	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	23	4.0%	-8.4%	-0.7%	3.1%	9.5%	18.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	3.0%	-5.0%	0.5%	2.7%	4.4%	13.8%
Between \$1 million and \$5 million							
CEO/Executive Director	45	1.9%	-3.3%	-0.3%	1.1%	4.4%	10.7%

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Seattle-Everett, WA</b>							
<b>Human Services – Multipurpose and Other</b>							
Greater than \$5 million							
CEO/Executive Director	29	3.8%	-5.9%	-0.2%	2.4%	7.5%	15.9%
Top Development Position	5	3.0%			3.2%		
Top Finance Position	18	3.1%		1.3%	3.5%	6.2%	
Top Human Resources Position	7	2.7%			3.0%		
Top Operations Position	5	8.2%			6.5%		
<b>International, Foreign Affairs and National Security</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.3%			1.2%		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.0%			4.0%		
Greater than \$5 million							
CEO/Executive Director	5	0.5%			0.9%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	10.7%			10.9%		
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	12	-1.0%		-5.3%	0.4%	6.7%	
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	16	1.1%		-3.4%	0.0%	4.2%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Seattle-Everett, WA</b>							
Religion-Related, Spiritual Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.6%			4.0%		
Unknown							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.5%			0.2%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	10	1.9%		-6.1%	5.3%	9.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	5.4%			4.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.9%			3.4%		
<b>Shreveport-Bossier City, LA</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-1.3%			-4.6%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	7	-2.3%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Sioux Falls, SD</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	7	-0.9%			-1.6%		
<b>Spokane, WA</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
Top Finance Position	5	-1.4%			0.2%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	2.1%			0.0%		
Greater than \$5 million							
CEO/Executive Director	5	2.7%			1.1%		
<b>Springfield, MA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	8	-0.1%			0.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.3%			1.8%		
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-4.0%			-2.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.5%			1.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Springfield, MA</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	16	4.3%		1.3%	2.2%	5.6%	
Top Development Position	8	10.2%			9.6%		
Top Finance Position	10	3.7%		-0.5%	4.3%	5.9%	
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.0%			0.2%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	10	5.4%		-0.3%	2.2%	4.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.7%			5.8%		
Greater than \$5 million							
CEO/Executive Director	19	5.4%		0.7%	5.1%	10.6%	
Top Finance Position	6	11.8%			12.9%		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	6	1.7%			0.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.4%			5.2%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Springfield, MO</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	1.1%			-1.9%		
<b>St. Louis, MO-IL</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	15	3.5%		0.0%	3.9%	7.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.6%			1.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.1%			1.9%		
Greater than \$5 million							
CEO/Executive Director	6	3.8%			5.6%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	7	1.9%			0.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.3%			2.1%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	8	-0.2%			-0.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	2.5%		1.7%	3.0%	7.1%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>St. Louis, MO-IL</b>							
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	6	0.6%			1.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.8%			2.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	19	2.5%		-2.4%	1.8%	7.2%	
Greater than \$5 million							
CEO/Executive Director	21	4.8%	-0.1%	0.3%	4.3%	6.6%	16.7%
Top Business Position	5	0.8%			3.2%		
Top Finance Position	10	4.0%		2.0%	3.6%	6.4%	
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.8%			2.9%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	5	-1.7%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-0.5%			-0.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.0%			4.4%		
Greater than \$5 million							
CEO/Executive Director	10	2.5%		-1.1%	4.4%	8.6%	
Top Finance Position	10	4.9%		0.7%	4.8%	6.5%	
Top Operations Position	6	11.0%			10.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>St. Louis, MO-IL</b>							
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	5.3%			3.3%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	16	4.0%		0.0%	2.2%	7.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	3.2%		-3.8%	2.6%	12.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	40	4.0%	-4.7%	0.1%	3.4%	9.0%	15.5%
Top Finance Position	9	3.6%			9.4%		
Greater than \$5 million							
CEO/Executive Director	30	3.9%	-4.1%	-0.7%	3.2%	8.0%	11.4%
Top Finance Position	12	-0.1%		-3.7%	1.8%	3.6%	
<b>Mental Health, Crisis Intervention</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.0%			0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	-1.8%			0.4%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	13	5.3%		0.8%	2.1%	7.1%	
<b>Youth Development</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	-2.3%			1.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Stamford, CT</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	7	3.9%			0.0%		
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.0%			0.4%		
Greater than \$5 million							
CEO/Executive Director	8	4.2%			4.4%		
Top Development Position	7	7.0%			5.4%		
Top Finance Position	6	5.7%			4.3%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	8.8%			10.4%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	8	4.5%			4.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.4%			2.2%		
Greater than \$5 million							
CEO/Executive Director	10	2.6%		-0.6%	1.1%	4.3%	
Top Finance Position	7	2.3%			2.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Stockton-Lodi, CA</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.6%			0.0%		
<b>Syracuse, NY</b>							
Arts, Culture and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.9%			3.5%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	7	10.5%			9.0%		
Greater than \$5 million							
CEO/Executive Director	5	1.5%			1.6%		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	8	5.8%			6.8%		
Top Finance Position	6	-1.4%			1.1%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	-1.7%			-2.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	12.4%			14.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	1.3%		-1.5%	1.7%	2.9%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Syracuse, NY</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	11	-0.2%		-0.7%	0.9%	3.1%	
Top Finance Position	10	0.7%		-0.6%	1.2%	4.8%	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	0.5%			-0.7%		
<b>Tacoma, WA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	3.9%			4.7%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-4.3%			-0.1%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	3.2%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	5.5%			3.2%		
<b>Tallahassee, FL</b>							
Arts, Culture and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	5.5%			6.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tallahassee, FL</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	16	3.2%		-0.4%	2.4%	6.6%	
Top Finance Position	5	6.6%			5.2%		
Greater than \$5 million							
CEO/Executive Director	10	1.7%		0.5%	2.0%	4.2%	
Top Finance Position	5	4.3%			3.8%		
Public, Society Benefit – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-0.6%			0.3%		
<b>Tampa-St. Petersburg-Clearwater, FL</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	1.3%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.6%			3.1%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	7	3.3%			0.5%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	7	-2.2%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	8.5%			8.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tampa-St. Petersburg-Clearwater, FL</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	14	3.6%		-1.1%	2.3%	14.6%	
Greater than \$5 million							
CEO/Executive Director	16	3.4%		1.1%	2.9%	7.9%	
Top Finance Position	5	-1.3%			2.5%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	5	2.5%			0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	6.1%		0.9%	4.4%	10.8%	
Greater than \$5 million							
CEO/Executive Director	10	6.3%		0.0%	1.1%	13.6%	
Top Finance Position	7	9.2%			15.8%		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	6	1.5%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.0%			3.4%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	8	1.2%			0.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.4%			2.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	22	1.8%	-6.6%	-3.3%	3.1%	6.4%	9.9%



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tampa-St. Petersburg-Clearwater, FL</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	23	3.7%	-3.9%	-0.8%	2.4%	6.5%	16.8%
Top Finance Position	20	5.6%	-2.7%	0.4%	4.6%	11.2%	13.8%
Top Operations Position	5	4.1%			4.2%		
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.9%			0.0%		
Greater than \$5 million							
CEO/Executive Director	5	-0.6%			0.4%		
Top Operations Position	5	-4.1%			-2.4%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	13	2.7%		0.0%	0.6%	7.8%	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	-0.5%			2.8%		
<b>Toledo, OH</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.8%			0.0%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	5.1%			3.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Toledo, OH</b>							
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	7.3%			9.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	6.2%		2.2%	3.7%	12.4%	
Greater than \$5 million							
CEO/Executive Director	7	6.6%			5.0%		
Top Finance Position	7	2.2%			2.0%		
<b>Topeka, KS</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.3%			6.3%		
<b>Trenton, NJ</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	3.4%			3.0%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.4%			0.9%		
Greater than \$5 million							
CEO/Executive Director	14	7.0%		1.6%	6.7%	9.5%	
Top Development Position	6	1.4%			-0.8%		
Top Finance Position	8	2.8%			0.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Trenton, NJ</b>							
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.6%			5.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	3.8%		-1.0%	0.2%	7.2%	
Greater than \$5 million							
CEO/Executive Director	6	1.0%			0.5%		
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.5%			5.0%		
<b>Tucson, AZ</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	0.8%			0.0%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	4.4%			2.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	0.0%			1.3%		
Greater than \$5 million							
CEO/Executive Director	5	8.5%			7.7%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	5.9%			1.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tucson, AZ</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	10	7.6%		1.7%	7.3%	12.4%	
Greater than \$5 million							
CEO/Executive Director	11	5.2%		-0.7%	2.4%	9.7%	
Top Finance Position	7	6.5%			8.7%		
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	5	4.6%			3.9%		
<b>Tulsa, OK</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	6.9%			12.1%		
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-3.0%			-3.7%		
Health – General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.3%			0.5%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	-3.0%			-2.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.4%			2.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tulsa, OK</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	13	6.1%		2.1%	5.2%	7.4%	
Top Finance Position	5	-1.5%			-1.2%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	29	-1.3%	-16.0%	-13.1%	0.0%	7.8%	13.5%
<b>Tyler, TX</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	9	-8.6%			-7.9%		
<b>Utica-Rome, NY</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	7	3.8%			0.7%		
<b>Vallejo-Fairfield-Napa, CA</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	5.8%			4.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.5%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Vallejo-Fairfield-Napa, CA</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.3%			4.0%		
<b>Ventura, CA</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.1%			-1.6%		
Health – General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	6	3.8%			2.9%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	0.6%			0.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	-3.6%			-3.6%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	1.1%			6.0%		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.9%			2.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Waco, TX</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	9.3%			12.1%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	3.1%			2.4%		
<b>Washington, DC-MD-VA</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	5	7.0%			2.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	1.8%			1.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	9.6%			8.4%		
Greater than \$5 million							
CEO/Executive Director	7	7.5%			10.7%		
Top Operations Position	5	3.1%			0.3%		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	39	3.0%	-5.5%	0.0%	1.6%	9.3%	16.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	33	2.0%	-2.5%	0.0%	1.4%	5.6%	12.5%
Between \$1 million and \$5 million							
CEO/Executive Director	65	2.9%	-3.9%	-0.4%	2.2%	6.3%	11.2%
Top Operations Position	6	4.1%			6.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Arts, Culture and Humanities</b>							
Greater than \$5 million							
CEO/Executive Director	22	4.3%	-5.3%	0.0%	4.1%	8.6%	13.2%
Top Development Position	13	2.9%		1.1%	5.7%	7.5%	
Top Finance Position	15	2.5%		0.6%	2.7%	5.9%	
Top Legal Position	7	3.1%			3.6%		
Top Marketing Position	5	0.9%			0.9%		
Top Technology Position	6	5.4%			5.5%		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	10	2.5%		0.0%	0.4%	7.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	1.9%		-1.3%	1.5%	4.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	47	4.3%	-1.9%	0.0%	4.4%	9.0%	12.3%
Top Finance Position	5	6.0%			4.1%		
Top Legal Position	6	2.6%			3.2%		
Top Operations Position	9	6.7%			6.0%		
Greater than \$5 million							
CEO/Executive Director	24	3.2%	-4.1%	-1.2%	2.0%	9.1%	12.7%
Top Finance Position	13	2.2%		0.8%	3.8%	5.8%	
Top Operations Position	7	-0.3%			-0.5%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	18	3.5%		-1.5%	3.6%	9.0%	



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Community Improvement, Capacity Building</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	1.3%		-4.4%	1.9%	6.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	29	3.4%	-4.7%	0.4%	3.4%	9.3%	11.5%
Greater than \$5 million							
CEO/Executive Director	17	4.0%		0.3%	4.4%	7.6%	
Top Finance Position	8	7.1%			4.3%		
Top Operations Position	5	4.6%			4.9%		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	12	-1.3%		-3.5%	0.0%	2.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	0.2%			-2.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	2.1%		-1.1%	2.6%	5.4%	
Greater than \$5 million							
CEO/Executive Director	9	-0.7%			2.1%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	8	1.2%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	4.3%		0.7%	3.7%	6.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	44	4.1%	-1.3%	0.2%	3.7%	6.2%	11.5%

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
Greater than \$5 million							
CEO/Executive Director	16	2.1%		-1.4%	0.2%	4.8%	
Top Finance Position	12	7.3%		2.1%	6.8%	10.7%	
Top Operations Position	5	0.3%			2.2%		
Top PR/Communications Position	6	3.4%			4.4%		
Top Technology Position	6	6.0%			7.7%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	37	-0.1%	-13.9%	-2.9%	0.0%	4.7%	10.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	44	4.3%	-1.8%	0.6%	3.5%	6.2%	14.3%
Between \$1 million and \$5 million							
CEO/Executive Director	110	3.1%	-3.7%	-0.2%	2.3%	6.3%	11.9%
Top Administrative Position	5	1.8%			1.5%		
Top Finance Position	6	2.3%			4.0%		
Top Operations Position	10	7.4%		3.8%	7.5%	8.8%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	121	3.5%	-3.6%	0.3%	3.3%	7.7%	11.7%
Top Administrative Position	9	3.2%			2.1%		
Top Business Position	8	6.7%			6.9%		
Top Development Position	22	4.6%	-2.0%	0.9%	3.1%	8.7%	11.3%
Top Education Position	8	4.2%			4.4%		
Top Finance Position	72	3.1%	-6.4%	-0.5%	3.0%	6.6%	12.1%
Top Human Resources Position	5	2.7%			3.2%		
Top Legal Position	9	3.3%			5.8%		
Top Operations Position	21	2.5%	-9.3%	-0.2%	2.5%	6.3%	11.9%
Top PR/Communications Position	6	3.2%			3.7%		
Top Program Position	6	-0.9%			-0.6%		
Top Technology Position	14	5.1%		-0.3%	2.2%	11.0%	
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	6	7.1%			5.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	3.1%		-1.4%	0.4%	9.1%	
Greater than \$5 million							
CEO/Executive Director	10	3.2%		-0.4%	1.7%	5.3%	
Top Finance Position	8	11.6%			12.1%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	18	0.7%		-3.5%	0.0%	0.2%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Environmental Quality, Protection and Beautification</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	2.1%		-0.5%	1.5%	4.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	47	0.6%	-10.4%	-4.1%	0.0%	4.3%	9.4%
Top Finance Position	8	-0.3%			-1.1%		
Top Operations Position	5	1.3%			3.8%		
Top Program Position	6	2.5%			2.3%		
Greater than \$5 million							
CEO/Executive Director	30	4.6%	0.1%	2.6%	5.2%	7.4%	10.8%
Top Administrative Position	5	2.1%			1.6%		
Top Development Position	5	8.1%			4.5%		
Top Finance Position	17	4.6%		1.5%	3.0%	7.8%	
Top Legal Position	5	5.3%			6.9%		
Top Operations Position	13	6.4%		2.1%	4.9%	8.6%	
Top PR/Communications Position	5	7.2%			3.6%		
Top Technology Position	7	3.6%			4.4%		
<b>Food, Agriculture and Nutrition</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	10	3.0%		-1.3%	2.0%	4.6%	
Greater than \$5 million							
CEO/Executive Director	9	1.4%			3.8%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	10	-2.1%		-1.9%	0.0%	0.3%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Health – General and Rehabilitative</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	3.3%	-4.8%	0.0%	3.7%	9.7%	11.5%
Between \$1 million and \$5 million							
CEO/Executive Director	44	3.1%	-6.9%	0.4%	2.7%	6.2%	12.8%
Top Finance Position	8	-0.4%			0.8%		
Top Operations Position	8	4.4%			3.1%		
Greater than \$5 million							
CEO/Executive Director	40	6.0%	-1.9%	2.0%	4.8%	9.1%	15.8%
Top Administrative Position	5	13.6%			15.8%		
Top Finance Position	26	6.1%	-3.5%	0.9%	6.2%	9.9%	14.0%
Top Operations Position	13	7.5%		2.5%	7.7%	14.3%	
Top PR/Communications Position	6	3.1%			4.1%		
Top Technology Position	8	3.0%			3.1%		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	10	1.9%		0.0%	1.7%	3.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	2.4%		0.0%	2.0%	4.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	33	3.9%	-1.1%	0.6%	3.8%	6.9%	12.0%
Top Finance Position	5	7.7%			6.3%		
Greater than \$5 million							
CEO/Executive Director	12	1.2%		-2.0%	1.1%	2.7%	
Top Finance Position	5	9.8%			9.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	38	2.8%	-1.9%	0.0%	1.4%	5.7%	10.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	37	3.2%	-5.2%	0.0%	1.9%	8.8%	13.1%
Between \$1 million and \$5 million							
CEO/Executive Director	84	2.0%	-5.3%	-0.9%	2.6%	5.8%	11.3%
Top Finance Position	10	1.8%		-0.3%	3.2%	7.1%	
Greater than \$5 million							
CEO/Executive Director	68	3.0%	-6.6%	-1.8%	2.0%	7.1%	12.3%
Top Finance Position	41	6.1%	-2.6%	1.1%	5.4%	11.1%	17.5%
Top Human Resources Position	10	8.2%		4.4%	7.2%	14.4%	
Top Marketing Position	5	3.7%			3.2%		
Top Operations Position	17	7.4%		0.9%	5.7%	12.0%	
Top Technology Position	5	3.5%			2.5%		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	18	3.5%		0.0%	2.6%	9.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	-0.3%	-7.6%	-3.9%	0.0%	3.8%	6.9%
Between \$1 million and \$5 million							
CEO/Executive Director	79	1.8%	-4.8%	-0.5%	1.9%	5.9%	10.2%
Top Administrative Position	6	2.3%			5.8%		
Top Finance Position	17	3.8%		2.6%	5.6%	8.3%	
Top Operations Position	6	4.1%			3.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>International, Foreign Affairs and National Security</b>							
Greater than \$5 million							
CEO/Executive Director	53	1.9%	-7.3%	-0.8%	2.5%	4.8%	12.1%
Top Development Position	5	3.9%			3.2%		
Top Finance Position	27	2.2%	-6.1%	-1.7%	1.4%	7.1%	10.5%
Top Legal Position	6	6.3%			5.0%		
Top Operations Position	14	5.9%		2.2%	6.3%	8.9%	
Top Program Position	6	2.9%			1.3%		
Top Technology Position	5	2.5%			3.2%		
<b>Medical Research</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	11	2.8%		0.3%	2.8%	3.5%	
Greater than \$5 million							
CEO/Executive Director	11	4.7%		3.1%	4.1%	4.8%	
Top Finance Position	7	0.2%			1.2%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	8	10.2%			11.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	19	5.2%		0.0%	4.7%	10.3%	
Greater than \$5 million							
CEO/Executive Director	16	3.2%		0.0%	1.7%	5.3%	
Top Finance Position	10	1.9%		0.0%	1.6%	3.3%	
Top Operations Position	5	1.8%			3.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Mutual/Membership Benefit Organizations, Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.3%			1.4%		
Greater than \$5 million							
CEO/Executive Director	5	1.7%			3.8%		
Top Finance Position	5	1.0%			3.1%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	8	5.5%			6.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.0%			2.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	20	4.0%	-2.3%	0.0%	4.5%	7.0%	9.3%
Greater than \$5 million							
CEO/Executive Director	14	4.5%		-1.0%	3.5%	9.9%	
Top Finance Position	7	5.5%			5.2%		
Top Operations Position	5	3.2%			-0.7%		
<b>Public Safety, Disaster Preparedness and Relief</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	10	2.7%		0.1%	2.5%	4.8%	
Greater than \$5 million							
CEO/Executive Director	6	1.4%			2.8%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	20	3.8%	-0.8%	0.0%	3.6%	8.8%	10.7%



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Public, Society Benefit – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	5.2%	-2.9%	0.0%	3.2%	8.9%	19.3%
Between \$1 million and \$5 million							
CEO/Executive Director	58	3.8%	-2.5%	0.4%	2.5%	5.7%	13.5%
Top Operations Position	6	-0.1%			0.9%		
Greater than \$5 million							
CEO/Executive Director	40	1.2%	-10.6%	-2.0%	1.7%	5.9%	10.6%
Top Development Position	5	3.6%			4.5%		
Top Finance Position	17	6.5%		2.3%	4.1%	8.8%	
Top Legal Position	7	5.7%			3.2%		
Top Operations Position	8	2.7%			1.5%		
Top PR/Communications Position	5	7.1%			6.7%		
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.4%			4.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	24	3.8%	-7.5%	-0.2%	1.8%	8.3%	18.7%
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	18	-1.8%		-6.1%	0.0%	0.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	1.3%		-0.2%	2.9%	5.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.1%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Religion-Related, Spiritual Development</b>							
Greater than \$5 million							
CEO/Executive Director	8	5.8%			3.2%		
<b>Science and Technology Research Institutes, Services</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	23	1.4%	-4.2%	-0.4%	1.4%	3.8%	6.6%
Greater than \$5 million							
CEO/Executive Director	27	4.6%	-3.2%	0.1%	4.5%	7.9%	14.6%
Top Finance Position	19	5.2%		2.3%	4.2%	7.5%	
Top Operations Position	10	3.0%		2.6%	4.6%	5.7%	
Top Technology Position	8	4.9%			5.0%		
<b>Social Science Research Institutes, Services</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	18	3.1%		0.8%	3.9%	5.3%	
Greater than \$5 million							
CEO/Executive Director	15	3.3%		-0.3%	4.1%	7.3%	
Top Finance Position	11	6.2%		2.3%	5.6%	10.1%	
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	18	4.1%		-0.1%	0.4%	7.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	3.8%		0.0%	3.5%	5.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	21	4.4%	-9.3%	-1.4%	3.4%	11.1%	16.4%

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
Youth Development							
Greater than \$5 million							
CEO/Executive Director	11	6.4%		0.5%	4.6%	10.6%	
Top Operations Position	7	7.5%			1.6%		
<b>Waterbury, CT</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-0.9%			-0.1%		
<b>West Palm Beach-Boca Raton, FL</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	9	3.8%			1.4%		
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	0.5%			-1.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	6.1%		0.4%	4.0%	12.8%	
Greater than \$5 million							
CEO/Executive Director	9	0.9%			1.5%		
Health – General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.4%			7.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>West Palm Beach-Boca Raton, FL</b>							
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.5%			1.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	2.8%		0.8%	2.6%	3.9%	
Greater than \$5 million							
CEO/Executive Director	8	4.7%			5.5%		
Top Finance Position	5	6.6%			5.5%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	-8.5%			-8.1%		
<b>Wichita, KS</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	5	-3.5%			0.9%		
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	9	3.6%			1.6%		
<b>Wilmington, DE-NJ-MD</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	8	6.0%			3.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wilmington, DE-NJ-MD</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	12	4.9%		1.7%	4.3%	7.1%	
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	3.6%			3.7%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	5.1%			4.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	2.3%		-0.9%	0.9%	5.3%	
Greater than \$5 million							
CEO/Executive Director	10	1.4%		-0.3%	0.3%	2.1%	
<b>Wilmington, NC</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	0.9%			3.5%		
<b>Worcester, MA</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	8	2.6%			3.7%		
Top Development Position	5	5.3%			5.7%		
Top Finance Position	5	-3.5%			2.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Worcester, MA</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	8	2.2%			2.2%		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	14	4.8%		-0.9%	2.9%	12.0%	
Greater than \$5 million							
CEO/Executive Director	7	0.3%			3.5%		
Top Finance Position	6	3.3%			2.2%		
<b>Yakima, WA</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	6.0%			3.3%		
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	5	3.6%			10.3%		
<b>York, PA</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	3.4%			2.5%		
Greater than \$5 million							
CEO/Executive Director	8	3.2%			0.7%		
Top Finance Position	6	2.6%			1.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youngstown-Warren, OH							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.8%			4.7%		
Greater than \$5 million							
CEO/Executive Director	5	-0.1%			0.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Akron, OH</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	-0.8%			-1.7%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	2.3%			2.6%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	8	1.4%			2.4%		
<b>Albany-Schenectady-Troy, NY</b>							
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	5	1.8%			2.4%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	17	4.1%		-0.6%	4.0%	6.2%	
Top Finance Position	5	0.0%			3.6%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	7	4.7%			5.6%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	0.0%			0.8%		
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	8	3.8%			1.1%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	5	0.8%			-0.5%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Albany-Schenectady-Troy, NY</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	16	4.1%			-0.6%	1.7%	6.3%
Top Finance Position	5	8.1%				6.2%	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	10	5.4%			1.6%	4.8%	7.5%
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	11	5.6%			-0.2%	1.5%	10.5%
Top Finance Position	6	1.7%				-0.4%	
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	5	4.5%				5.5%	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	-0.6%				2.5%	
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	7	2.3%				1.5%	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	7	0.3%				1.3%	
<b>Albuquerque, NM</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	5	5.5%				6.8%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	11	3.7%			-0.4%	1.2%	11.6%

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Albuquerque, NM</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	14	-1.5%		-2.3%	2.0%		4.2%
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	0.4%			2.0%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	3.1%			0.0%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	3.3%			1.5%		
<b>Allentown-Bethlehem-Easton, PA</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	5	-0.4%			2.7%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	3.9%			1.5%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	12	6.3%		1.8%	5.9%		10.1%
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	1.5%			-2.1%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	3.5%			2.4%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	6.2%			7.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Allentown-Bethlehem-Easton, PA</b>							
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
Top Finance Position	5	7.7%				7.4%	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	1.8%				1.7%	
<b>Amarillo, TX</b>							
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	1.0%				0.0%	
<b>Anchorage, AK</b>							
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	6	3.4%				5.4%	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	3.3%				4.0%	
<b>Ann Arbor, MI</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	9	-0.1%				1.1%	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	2.9%				7.8%	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	7	7.0%				5.8%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Ann Arbor, MI</b>							
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	5.6%				4.6%	
<b>Appleton-Oshkosh-Neenah, WI</b>							
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	4.4%				6.2%	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	2.0%				1.6%	
<b>Asheville, NC</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	6	11.0%				11.2%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	2.3%				1.3%	
<b>Atlanta,GA</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	9	6.2%				2.3%	
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	10	5.6%		0.9%	7.2%	11.5%	
Arts, Culture and Humanities: Museums							
CEO/Executive Director	7	2.5%			1.5%		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	14	6.5%		1.1%	7.2%	9.9%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Atlanta,GA</b>							
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	5	2.8%			3.3%		
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	7	-0.2%			0.5%		
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	6	-4.6%			1.1%		
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	7	3.4%			0.1%		
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	8	4.2%			0.7%		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	61	3.5%	-9.7%	0.0%	4.1%	11.2%	13.8%
Top Administrative Position	6	5.3%			3.5%		
Top Finance Position	15	3.8%		2.6%	3.5%	4.4%	
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	17	2.5%		-2.3%	1.5%	5.7%	
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	5	1.0%			0.0%		
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	5	6.6%			3.6%		
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	10	4.4%		1.9%	6.1%	9.0%	
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	8	3.6%			4.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Atlanta,GA</b>							
Health – General and Rehabilitative: Health Care N.E.C.							
CEO/Executive Director	5	-2.7%			1.0%		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	9	4.2%			3.1%		
Top Operations Position	5	3.1%			6.9%		
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	5	10.3%			15.4%		
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	6	5.3%			8.6%		
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	5	2.2%			0.9%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	8	-0.5%			-1.3%		
Top Finance Position	5	6.2%			5.2%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	7	2.8%			3.4%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	23	5.3%	-3.8%	0.0%	2.1%	11.1%	17.3%
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	29	2.3%	-3.4%	0.0%	1.1%	5.1%	9.3%
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	9	5.0%			1.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Atlanta,GA</b>							
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	18	0.6%		-1.6%	0.0%	7.6%	
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	22	-0.7%	-8.2%	-7.1%	0.0%	4.4%	7.2%
Top Finance Position	5	7.0%			6.4%		
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	5	7.6%			1.6%		
<b>International, Foreign Affairs and National Security: International Development</b>							
CEO/Executive Director	12	5.1%		-0.2%	0.0%	15.7%	
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	5	-4.9%			-4.6%		
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	9	2.5%			3.1%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs</b>							
CEO/Executive Director	5	2.8%			0.8%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations</b>							
CEO/Executive Director	7	-1.2%			-0.1%		
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports</b>							
CEO/Executive Director	5	-4.2%			0.0%		
<b>Religion-Related, Spiritual Development: Christianity</b>							
CEO/Executive Director	82	-0.8%	-15.2%	-6.3%	0.0%	4.0%	13.2%
Top Finance Position	10	4.9%		0.0%	2.1%	9.0%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Atlanta,GA</b>							
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	6	-7.4%			-2.8%		
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	9	5.2%			4.9%		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	5	1.1%			2.0%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	7	5.2%			1.9%		
Youth Development: Youth Development Programs							
CEO/Executive Director	23	3.6%	-1.7%	0.0%	2.7%	6.1%	10.0%
<b>Augusta-Aiken, GA-SC</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	1.5%			0.4%		
<b>Austin-San Marcos, TX</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	8	9.1%			8.6%		
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	6	-3.7%			-2.3%		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	12	-2.1%		-11.6%	0.3%	4.5%	
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	6	1.2%			2.0%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Austin-San Marcos, TX</b>							
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	7	3.5%			0.7%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	7	2.3%			0.5%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	11	2.1%		1.8%	4.0%	5.9%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	27	4.1%	-3.8%	0.2%	3.9%	8.0%	13.1%
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	3.1%			2.8%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	5	0.6%			2.6%		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	8	3.0%			1.6%		
Health – General and Rehabilitative: Public Health							
CEO/Executive Director	5	5.5%			5.9%		
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	11	1.4%		-0.7%	2.8%	5.1%	
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	8	1.5%			2.3%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	9	2.8%			2.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Austin-San Marcos, TX</b>							
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	17	3.6%		0.0%	1.3%	4.2%	
Top Finance Position	5	11.5%			12.5%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	8	0.8%			4.1%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	9	1.8%			0.0%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	6	1.4%			-0.3%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	5	7.2%			6.0%		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	5	8.2%			8.5%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	18	-0.8%		-11.2%	-0.1%	1.6%	
Youth Development: Youth Development Programs							
CEO/Executive Director	9	1.0%			1.4%		
<b>Bakersfield, CA</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	6.4%			6.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Baltimore, MD</b>							
<b>Animal-Related: Animal Protection &amp; Welfare</b>							
CEO/Executive Director	6	1.7%			0.1%		
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	11	4.1%		0.8%	6.8%	8.8%	
<b>Arts, Culture and Humanities: Historical Organizations</b>							
CEO/Executive Director	7	6.3%			2.8%		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	8	2.2%			3.7%		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	8	3.5%			4.5%		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	15	1.2%		-0.9%	1.5%	3.4%	
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	5	1.8%			-1.2%		
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	7	-2.3%			-2.4%		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	44	4.3%	-1.4%	0.7%	3.2%	8.3%	14.4%
Top Development Position	8	3.2%			3.5%		
Top Finance Position	11	4.3%		1.5%	4.0%	7.2%	
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	5	9.9%			9.9%		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	10	2.0%		-1.6%	1.9%	4.0%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Baltimore, MD</b>							
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	5	8.2%			10.2%		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	15	3.9%		0.6%	4.8%	6.8%	
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	-1.1%			-0.3%		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	6	8.3%			8.5%		
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	6	-0.8%			3.0%		
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	8	-0.1%			2.3%		
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	5	7.2%			1.7%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	9	1.2%			1.7%		
Housing, Shelter: Housing Support							
CEO/Executive Director	5	2.7%			2.5%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	6	4.4%			5.5%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	24	0.5%	-13.5%	-1.6%	1.0%	6.6%	13.7%

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Baltimore, MD</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
Top Finance Position	9	4.1%			1.3%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	15	0.2%		-2.0%	0.8%	3.9%	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	8	6.5%			4.6%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	22	2.6%	-5.3%	-2.0%	2.1%	4.8%	10.4%
Top Finance Position	7	2.4%			2.0%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	14	2.1%		-2.6%	2.2%	6.3%	
Top Finance Position	6	4.6%			3.7%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	6	0.6%			-0.7%		
Mental Health, Crisis Intervention: Service and Other							
CEO/Executive Director	5	10.9%			15.4%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	8	4.1%			1.0%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	15	2.3%		-0.7%	0.4%	3.9%	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	2.1%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Baltimore, MD</b>							
Youth Development: Youth Development Programs							
CEO/Executive Director	13	2.6%		-2.1%	3.6%	8.9%	
<b>Bangor, ME</b>							
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	9.3%			5.5%		
<b>Baton Rouge, LA</b>							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	4.3%			3.2%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	3.4%			3.3%		
<b>Bergen-Passaic</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	21	-0.2%	-9.8%	-4.0%	1.9%	6.1%	6.8%
Top Finance Position	6	3.9%			1.8%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	8	-1.2%			0.3%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	2.8%			1.8%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	7	-0.5%			2.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Bergen-Passaic</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	9	4.2%			3.7%		
Top Finance Position	7	6.8%			3.7%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	5.2%			2.4%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	6	1.1%			-0.5%		
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	6	-4.0%			-3.0%		
<b>Birmingham, AL</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	-1.2%			0.0%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	4.0%			0.5%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	6	-0.9%			2.3%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	9	6.7%			5.7%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	13	-2.6%		-16.6%	-0.8%	9.3%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Bismarck, ND</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	2.8%			2.7%		
<b>Bloomington-Normal, IL</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	7.7%			10.2%		
<b>Boise City, ID</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	6.8%			8.2%		
Top Administrative Position	9	6.5%			8.2%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	7.3%			3.8%		
<b>Boston, MA</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	10	0.8%		-2.0%	3.1%	5.2%	
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	16	0.2%		-0.4%	1.1%	4.6%	
Arts, Culture and Humanities: Arts Services							
CEO/Executive Director	5	9.1%			6.7%		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	17	3.2%		-2.7%	1.6%	6.1%	



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Boston, MA</b>							
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
CEO/Executive Director	33	2.3%	-6.4%	-1.7%	1.0%	7.0%	15.3%
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	17	2.9%		-1.4%	3.6%	7.6%	
Top Finance Position	7	1.5%			2.5%		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	34	3.2%	-5.2%	0.0%	3.5%	7.3%	12.5%
Top Finance Position	6	-1.3%			1.5%		
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	5	3.0%			4.3%		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	9	4.3%			4.6%		
<b>Civil Rights, Social Action, Advocacy: Civil Rights, Social Action &amp; Advocacy N.E.C.</b>							
CEO/Executive Director	7	9.2%			10.9%		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	13	0.7%		-5.0%	0.0%	6.9%	
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	5	6.1%			3.2%		
<b>Community Improvement, Capacity Building: Nonprofit Management</b>							
CEO/Executive Director	5	3.8%			3.4%		
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	7	7.9%			9.2%		
<b>Diseases, Disorders, Medical Disciplines: Birth Defects &amp; Genetic Diseases</b>							
CEO/Executive Director	7	6.7%			7.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Boston, MA</b>							
<b>Diseases, Disorders, Medical Disciplines: Cancer</b>							
CEO/Executive Director	6	3.4%			3.4%		
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	7	2.0%			0.0%		
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	10	3.1%		2.4%	4.8%	8.7%	
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	29	4.1%	-4.5%	0.0%	3.9%	8.3%	14.4%
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	121	4.1%	-4.5%	0.2%	3.4%	7.6%	14.5%
Top Business Position	7	6.6%			4.3%		
Top Development Position	22	7.1%	3.2%	3.6%	5.4%	7.1%	13.1%
Top Finance Position	41	5.6%	-0.7%	1.8%	4.0%	10.1%	13.1%
Top Operations Position	21	6.1%	-0.9%	3.0%	5.3%	10.9%	12.6%
Top Program Position	5	3.4%			4.4%		
Top Technology Position	7	2.4%			3.8%		
<b>Educational Institutions and Related Activities: Graduate &amp; Professional Schools</b>							
CEO/Executive Director	6	3.8%			2.5%		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	26	3.0%	-6.3%	-0.7%	1.9%	7.1%	14.1%
Top Development Position	14	4.3%		2.7%	4.6%	9.0%	
Top Finance Position	19	2.8%		1.8%	3.2%	5.9%	
Top Legal Position	5	2.0%			4.3%		
Top Technology Position	7	2.9%			4.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Boston, MA</b>							
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	6	2.5%			1.1%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	25	3.7%	-9.1%	-1.7%	3.2%	11.7%	17.2%
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	11	4.6%		-1.8%	4.0%	10.9%	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	7	4.0%			0.8%		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	19	2.9%		0.5%	3.2%	5.4%	
Environmental Quality, Protection and Beautification : Service and Other							
CEO/Executive Director	14	0.5%		-0.3%	1.5%	3.8%	
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	9	10.0%			11.7%		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	15	4.2%		-1.7%	6.6%	10.9%	
Top Finance Position	11	7.6%		4.4%	5.9%	7.4%	
Top Operations Position	8	4.5%			5.8%		
Health – General and Rehabilitative: Health (General & Financing)							
CEO/Executive Director	7	1.1%			3.0%		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	6	5.8%			6.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Boston, MA</b>							
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	11	3.3%		0.4%	6.0%	8.8%	
Top Finance Position	10	4.9%		-1.1%	7.3%	11.2%	
Top Human Resources Position	5	4.8%			2.9%		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	13	4.4%		-1.2%	5.0%	7.1%	
Top Finance Position	6	4.4%			3.9%		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	7	3.8%			5.0%		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	9	2.6%			1.2%		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	32	3.0%	-3.9%	-0.5%	1.6%	4.6%	12.1%
Top Finance Position	12	0.6%		-0.9%	1.0%	2.9%	
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	10	7.9%		4.3%	7.7%	10.8%	
<b>Housing, Shelter: Service and Other</b>							
CEO/Executive Director	6	0.5%			0.2%		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	7	4.9%			7.4%		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	61	4.4%	-7.2%	1.1%	4.5%	10.8%	13.4%
Top Development Position	8	6.4%			4.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Boston, MA</b>							
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
Top Finance Position	28	2.1%	-6.1%	-1.5%	2.7%	5.9%	13.0%
Top Human Resources Position	5	4.0%			4.4%		
Top Operations Position	8	5.6%			4.3%		
Top Technology Position	5	1.1%			-1.3%		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	56	3.4%	-6.6%	-0.3%	2.5%	7.6%	16.1%
Top Finance Position	7	7.1%			7.3%		
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	7	7.0%			8.1%		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	26	2.6%	-9.5%	0.0%	3.4%	6.0%	9.5%
Top Finance Position	7	4.5%			6.7%		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	34	3.9%	-4.5%	0.0%	3.2%	7.7%	13.3%
Top Finance Position	16	2.9%		0.0%	2.5%	8.0%	
Top Operations Position	8	0.1%			-1.1%		
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	19	5.4%		1.4%	3.4%	11.0%	
Top Finance Position	7	6.9%			7.2%		
Top Operations Position	5	4.0%			2.2%		
<b>International, Foreign Affairs and National Security: International Development</b>							
CEO/Executive Director	15	5.6%		0.0%	0.4%	14.0%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Boston, MA</b>							
International, Foreign Affairs and National Security: International Peace & Security							
CEO/Executive Director	5	-2.2%			-2.4%		
International, Foreign Affairs and National Security: Promotion of International Understanding							
CEO/Executive Director	8	-1.7%			-1.0%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	12	2.1%		0.0%	4.5%	6.1%	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	7	4.1%			4.4%		
Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Charity & Voluntarism Promotion							
CEO/Executive Director	6	2.8%			3.8%		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	9	3.6%			3.4%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	15	5.8%		1.6%	4.5%	7.9%	
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	6	1.3%			0.0%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	11	4.3%		0.7%	2.2%	8.4%	
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	6	-2.8%			2.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Boston, MA</b>							
Social Science Research Institutes, Services: Social Science							
CEO/Executive Director	5	3.2%			0.2%		
Youth Development: Adult & Child Matching Programs							
CEO/Executive Director	8	8.3%			8.9%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	17	2.4%		-2.1%	0.0%	7.8%	
Youth Development: Youth Development Programs							
CEO/Executive Director	27	1.9%	-5.8%	-1.5%	3.4%	5.8%	9.3%
Top Finance Position	7	2.6%			4.1%		
Top Operations Position	7	4.3%			4.8%		
<b>Boulder-Longmont</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	14	7.8%		5.9%	8.6%	12.9%	
Environmental Quality, Protection and Beautification : Environmental Education							
CEO/Executive Director	5	2.8%			7.8%		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	8	3.5%			3.1%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	2.2%			2.8%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	-3.9%			-0.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Bridgeport-Milford, CT</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	9	5.1%				5.2%	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	1.4%				0.9%	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	5	2.2%				-0.1%	
<b>Buffalo-Niagara Falls, NY</b>							
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	7	4.7%				4.0%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	9	3.8%				5.3%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	4.8%				1.4%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	19	3.2%		0.0%		3.5%	5.3%
Top Finance Position	8	7.3%				6.0%	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	2.3%				2.8%	
Top Finance Position	5	8.6%				11.6%	
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
Top Finance Position	5	1.0%				0.1%	



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Buffalo-Niagara Falls, NY</b>							
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	8	6.1%			5.6%		
Top Finance Position	5	10.1%			12.2%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	5	6.5%			6.7%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	14	6.2%		1.1%	6.5%	10.5%	
Top Finance Position	5	10.2%			10.2%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	8	0.7%			0.0%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	12	1.0%		-4.8%	0.9%	5.4%	
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	8	8.2%			8.7%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	7	2.4%			0.0%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	-3.6%			-4.4%		
<b>Burlington, VT</b>							
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	6	3.5%			2.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Burlington, VT</b>							
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	5	1.6%				-3.4%	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	-1.4%				0.0%	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	3.4%				4.5%	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	4.0%				1.2%	
Youth Development: Youth Development Programs							
CEO/Executive Director	6	3.4%				3.7%	
<b>Canton-Massillon, OH</b>							
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	7	4.1%				5.3%	
<b>Cedar Rapids, IA</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	4.1%				2.0%	
<b>Charleston, WV</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	5.5%				3.3%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Charleston-North Charleston, SC</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	9	3.4%			2.7%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	7.2%			8.0%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	9	7.3%			6.8%		
<b>Charlotte-Gastonia-Rock Hill, NC-SC</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	7	2.8%			3.8%		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	7	1.9%			2.8%		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	5	-2.6%			3.0%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	7	1.6%			3.7%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	23	6.1%	0.2%	2.1%	4.9%	11.3%	14.5%
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	3.7%			6.0%		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	3.9%			3.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Charlotte-Gastonia-Rock Hill, NC-SC</b>							
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	8	6.2%			4.2%		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	15	2.4%	-0.1%		3.8%	7.0%	
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	14	3.2%	-2.9%		0.6%	8.2%	
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	7	9.5%			12.9%		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	17	1.3%	-3.1%		1.8%	5.6%	
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	8	4.7%			7.7%		
Top Finance Position	5	6.3%			6.7%		
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	5	-0.1%			-2.1%		
<b>Religion-Related, Spiritual Development: Christianity</b>							
CEO/Executive Director	13	-2.7%	-6.7%		-1.3%	0.0%	
<b>Youth Development: Youth Development Programs</b>							
CEO/Executive Director	5	-2.2%			1.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Charlottesville, VA</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	4.3%			3.1%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	9	7.3%			7.3%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	8	1.9%			0.2%		
<b>Chattanooga, TN-GA</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	12	4.4%		2.6%	4.4%	5.9%	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	8	2.5%			2.3%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	15	2.7%		0.0%	0.0%	2.7%	
<b>Chicago, IL</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	20	-0.2%	-7.8%	-2.4%	0.0%	1.6%	4.7%
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	30	3.5%	-3.6%	-0.1%	2.9%	7.5%	11.0%
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	13	1.4%		-1.1%	0.5%	5.1%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
CEO/Executive Director	8	-1.6%			-1.1%		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	16	1.7%		0.0%	1.9%	3.4%	
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	41	3.2%	-4.8%	0.0%	4.8%	7.7%	9.7%
Top Administrative Position	5	-7.9%			-9.8%		
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	6	10.5%			10.0%		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	10	4.8%		2.2%	3.5%	7.2%	
<b>Civil Rights, Social Action, Advocacy: Service and Other</b>							
CEO/Executive Director	6	6.9%			4.9%		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	26	1.7%	-4.3%	-1.2%	0.9%	3.5%	11.5%
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	10	4.3%		2.0%	4.0%	7.5%	
<b>Community Improvement, Capacity Building: Service and Other</b>							
CEO/Executive Director	8	7.4%			6.8%		
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	12	1.8%		0.0%	0.8%	4.3%	
<b>Crime, Legal-Related: Protection Against Abuse</b>							
CEO/Executive Director	6	0.2%			2.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	10	1.2%		-0.8%	1.5%	4.2%	
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	12	6.1%		2.1%	5.4%	10.4%	
Diseases, Disorders, Medical Disciplines: Nerve, Muscle & Bone Diseases							
CEO/Executive Director	6	1.5%			1.6%		
Diseases, Disorders, Medical Disciplines: Service and Other							
CEO/Executive Director	7	-0.9%			-1.9%		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	9	-4.1%			1.5%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	17	0.9%		-1.6%	1.8%	4.4%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	26	6.1%	-1.3%	-0.1%	5.1%	11.9%	17.8%
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	91	2.7%	-5.1%	0.0%	2.3%	6.9%	13.2%
Top Administrative Position	9	1.2%			3.3%		
Top Education Position	10	2.5%		0.7%	4.9%	8.1%	
Top Finance Position	18	3.8%		0.1%	2.3%	4.6%	
Top Operations Position	7	4.3%			3.8%		
Educational Institutions and Related Activities: Graduate & Professional Schools							
CEO/Executive Director	9	2.7%			0.1%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	16	0.6%		-3.5%	-0.7%	5.0%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
<b>Educational Institutions and Related Activities: Higher Education</b>							
Top Finance Position	10	3.1%		1.2%	2.3%	8.1%	
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	20	5.2%	-0.6%	1.7%	4.3%	8.4%	10.7%
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	13	4.7%		0.8%	4.8%	8.3%	
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	13	0.8%		-0.4%	0.4%	6.2%	
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	9	5.3%			3.7%		
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	7	-0.3%			0.6%		
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	8	6.5%			1.2%		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	14	1.2%		-3.4%	0.2%	7.5%	
Top Finance Position	7	9.9%			12.5%		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	16	3.2%		-4.9%	1.8%	8.5%	
Top Finance Position	5	12.9%			11.5%		
Top Human Resources Position	5	-1.5%			-3.5%		
Top Operations Position	6	1.4%			4.5%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	9	5.8%			6.4%		
<b>Health – General and Rehabilitative: Rehabilitative Care</b>							
CEO/Executive Director	5	8.5%			14.5%		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	14	3.1%		-2.8%	2.4%	10.8%	
Top Finance Position	5	3.7%			4.7%		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	21	5.0%	-1.0%	0.0%	3.3%	10.7%	19.2%
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	12	2.9%		-1.9%	4.1%	7.2%	
<b>Housing, Shelter: Service and Other</b>							
CEO/Executive Director	5	0.5%			0.1%		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	12	2.0%		-0.7%	3.2%	7.1%	
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	77	2.9%	-6.6%	-0.8%	2.1%	6.1%	12.8%
Top Finance Position	15	3.7%		2.0%	5.5%	6.7%	
Top Operations Position	5	1.9%			2.9%		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	52	2.8%	-3.7%	0.0%	2.5%	6.2%	10.4%
Top Finance Position	10	2.6%		-0.5%	1.0%	8.2%	
Top Operations Position	7	1.2%			2.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	31	0.8%	-9.6%	-3.3%	1.8%	6.1%	10.4%
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	49	0.6%	-4.7%	-1.9%	1.9%	4.6%	6.1%
Top Finance Position	14	1.1%		-1.0%	3.2%	5.0%	
Top Operations Position	6	4.5%			3.7%		
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
CEO/Executive Director	11	2.8%		-0.1%	2.2%	6.5%	
<b>Human Services – Multipurpose and Other: Personal Social Services</b>							
CEO/Executive Director	8	4.4%			4.0%		
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	27	5.3%	-5.3%	-0.3%	3.0%	10.7%	19.2%
Top Finance Position	13	5.4%		0.9%	4.3%	10.9%	
<b>Human Services – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	8	3.5%			2.7%		
<b>International, Foreign Affairs and National Security: International Development</b>							
CEO/Executive Director	14	6.1%		0.0%	3.2%	18.8%	
<b>Mental Health, Crisis Intervention: Counseling</b>							
CEO/Executive Director	5	8.0%			1.5%		
<b>Mental Health, Crisis Intervention: Hot Lines &amp; Crisis Intervention</b>							
CEO/Executive Director	6	3.6%			3.0%		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	16	5.4%		-0.6%	4.3%	9.5%	
Top Finance Position	5	5.8%			3.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	14	-0.4%		-1.0%	1.2%	1.9%	
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs</b>							
CEO/Executive Director	5	5.4%			3.0%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations</b>							
CEO/Executive Director	11	1.9%		-1.9%	2.8%	6.7%	
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports</b>							
CEO/Executive Director	15	1.2%		-1.2%	0.9%	8.4%	
<b>Recreation, Sports, Leisure, Athletics: Camps</b>							
CEO/Executive Director	5	7.0%			5.2%		
<b>Religion-Related, Spiritual Development: Christianity</b>							
CEO/Executive Director	37	1.3%	-3.9%	-0.4%	0.0%	2.4%	9.0%
<b>Religion-Related, Spiritual Development: Religion-Related N.E.C.</b>							
CEO/Executive Director	5	-4.8%			0.1%		
<b>Religion-Related, Spiritual Development: Religious Media &amp; Communications</b>							
CEO/Executive Director	6	1.6%			4.4%		
<b>Religion-Related, Spiritual Development: Service and Other</b>							
CEO/Executive Director	5	6.2%			7.7%		
<b>Youth Development: Youth Centers &amp; Clubs</b>							
CEO/Executive Director	8	3.4%			0.5%		
<b>Youth Development: Youth Development Programs</b>							
CEO/Executive Director	29	4.3%	-6.6%	-1.0%	5.4%	11.7%	16.0%

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Chico-Paradise, CA</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	9.5%				9.8%	
<b>Cincinnati, OH-KY-IN</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	6	7.0%				7.1%	
Arts, Culture and Humanities: Museums							
CEO/Executive Director	6	1.1%				1.4%	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	13	4.9%		2.9%	6.2%	9.4%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	7	5.1%			2.9%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	6	2.8%			1.6%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	23	5.6%	-3.0%	0.8%	2.5%	11.2%	16.4%
Top Administrative Position	5	0.2%			-0.6%		
Top Finance Position	6	7.1%			2.3%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	6.3%			4.3%		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	7	8.3%			4.8%		
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	6	-3.2%			-2.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Cincinnati, OH-KY-IN</b>							
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	5	2.1%			0.0%		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	17	2.3%		0.0%	3.8%	5.7%	
Top Finance Position	5	1.8%			2.1%		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	8	-1.9%			1.8%		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	17	1.2%		-2.4%	0.9%	4.1%	
Top Finance Position	5	1.8%			1.5%		
<b>Human Services – Multipurpose and Other: Personal Social Services</b>							
CEO/Executive Director	5	0.1%			0.7%		
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	7	-0.5%			-0.6%		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	8	2.6%			2.3%		
Top Finance Position	6	5.7%			5.9%		
<b>Religion-Related, Spiritual Development: Christianity</b>							
CEO/Executive Director	15	-0.6%		-1.6%	0.0%	2.0%	
<b>Youth Development: Youth Development Programs</b>							
CEO/Executive Director	6	2.8%			3.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Cleveland, OH</b>							
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	10	0.6%		0.1%	1.6%	3.4%	
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	8	5.8%			7.7%		
Top Finance Position	5	8.4%			7.5%		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	17	2.5%		0.0%	1.4%	9.2%	
<b>Community Improvement, Capacity Building: Business &amp; Industry</b>							
CEO/Executive Director	5	-4.7%			1.8%		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	16	9.2%		0.9%	12.8%	17.0%	
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	5	0.1%			0.0%		
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	5	7.7%			8.2%		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	25	3.7%	-5.4%	0.2%	2.4%	7.6%	15.3%
Top Finance Position	6	7.9%			5.4%		
<b>Educational Institutions and Related Activities: Higher Education</b>							
Top Finance Position	5	-3.6%			-1.5%		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	5	4.0%			4.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Cleveland, OH</b>							
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	5	11.3%			9.5%		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	6	4.1%			2.9%		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	5	3.1%			10.2%		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	5	2.7%			2.0%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	13	1.3%		-3.8%	-0.7%	2.9%	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	8	0.3%			0.4%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	12	6.2%		0.1%	2.0%	9.3%	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	5	6.6%			3.1%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	21	0.3%	-5.8%	-2.0%	0.0%	1.8%	4.2%
Top Finance Position	8	6.0%			5.9%		
Top Operations Position	5	11.6%			9.9%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	10	3.6%		-1.4%	3.1%	5.8%	
Top Finance Position	8	5.7%			3.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Cleveland, OH</b>							
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	16	5.1%			-0.3%	3.6%	8.3%
Top Finance Position	7	2.5%				2.9%	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	7	0.1%				0.0%	
Public, Society Benefit – Multipurpose and Other: Leadership Development							
CEO/Executive Director	8	-2.1%				0.0%	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	0.8%				7.0%	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	12	1.7%			-1.2%	2.5%	5.3%
Youth Development: Youth Development Programs							
CEO/Executive Director	7	9.2%				10.3%	
<b>ColoradoSprings, CO</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	10	5.1%			3.0%	5.0%	8.1%
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	8	6.4%				4.2%	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	1.3%				0.2%	



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>ColoradoSprings, CO</b>							
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	5	-2.3%			0.0%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	10	4.0%		-0.2%	5.0%	10.7%	
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions							
CEO/Executive Director	9	2.5%			3.6%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	26	3.2%	-6.0%	-2.6%	0.7%	7.4%	18.2%
Top Finance Position	5	5.9%			4.6%		
Youth Development: Youth Development Programs							
CEO/Executive Director	6	1.4%			2.9%		
<b>Columbia, MO</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	4.4%			3.3%		
<b>Columbia, SC</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	2.7%			3.0%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	8	-0.4%			0.0%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	7	0.3%			0.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Columbus, OH</b>							
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	5	2.1%			3.0%		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	8	4.6%			3.7%		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	7	-3.1%			0.4%		
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	6	-0.3%			2.7%		
<b>Community Improvement, Capacity Building: Nonprofit Management</b>							
CEO/Executive Director	5	1.3%			-0.3%		
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	5	-6.2%			-9.0%		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	17	5.9%		0.1%	5.1%	11.1%	
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	6	0.5%			2.2%		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	10	2.1%		0.0%	1.3%	3.1%	
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	5	-2.0%			1.9%		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	8	6.0%			5.6%		
Top Finance Position	6	3.0%			2.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Columbus, OH</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	19	4.0%			-0.9%	3.3%	10.9%
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	14	6.4%			2.7%	7.4%	12.2%
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	5	-1.4%				0.9%	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	20	3.0%	-9.8%	0.0%	2.6%	6.5%	12.9%
Top Finance Position	5	10.2%			6.4%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	9	4.3%				4.4%	
Top Finance Position	5	1.7%				1.7%	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	7	1.5%				2.9%	
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	5	0.4%				2.1%	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	10	2.1%			-0.3%	0.9%	7.4%
Youth Development: Youth Development Programs							
CEO/Executive Director	5	1.1%				5.0%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Dallas-Fort Worth, TX</b>							
<b>Animal-Related: Animal Protection &amp; Welfare</b>							
CEO/Executive Director	5	11.2%			13.6%		
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
CEO/Executive Director	6	-1.4%			-0.8%		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	9	-1.6%			-3.8%		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	20	5.0%	-2.9%	0.0%	4.3%	7.3%	16.0%
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	5	3.0%			4.0%		
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	6	5.3%			2.5%		
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	9	8.0%			2.7%		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	52	4.9%	-1.8%	0.2%	3.1%	8.0%	18.6%
Top Administrative Position	8	6.5%			7.1%		
Top Development Position	5	6.6%			6.4%		
Top Finance Position	12	4.5%		-0.6%	4.6%	9.6%	
Top Operations Position	7	4.6%			6.4%		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	5	3.2%			1.8%		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	8	3.8%			3.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Dallas-Fort Worth, TX</b>							
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	8	-3.8%			-7.7%		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	7	2.5%			2.0%		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	6	11.6%			11.4%		
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	5	4.4%			5.7%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	11	3.5%		-2.1%	2.4%	11.0%	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	5	-4.4%			0.0%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	19	5.0%		1.9%	5.0%	8.7%	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	15	2.8%		-4.1%	0.0%	10.7%	
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	9	4.2%			1.0%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	12	1.0%		-4.1%	3.6%	8.1%	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	20	0.8%	-12.1%	-2.0%	0.3%	3.7%	7.2%

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Dallas-Fort Worth, TX</b>							
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	7	-1.6%			2.1%		
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	10	5.6%		1.0%	4.3%	13.2%	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	7	-0.7%			0.0%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	12	1.9%		-2.8%	0.2%	7.9%	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	60	1.4%	-12.6%	-3.8%	0.3%	7.1%	15.3%
Top Finance Position	8	-0.8%			0.0%		
Top Operations Position	5	-0.5%			-0.8%		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	5	3.1%			0.0%		
Religion-Related, Spiritual Development: Religious Media & Communications							
CEO/Executive Director	5	-0.3%			6.0%		
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	5	1.7%			1.3%		
Unknown							
CEO/Executive Director	6	0.5%			1.3%		
Youth Development: Youth Development Programs							
CEO/Executive Director	14	4.4%		0.0%	0.4%	7.9%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Danbury, CT</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	2.6%			0.0%		
<b>Davenport-Moline-Rock Island, IA-IL</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	-1.7%			-1.1%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	4.0%			3.0%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	6.1%			5.8%		
<b>Dayton-Springfield, OH</b>							
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	5	5.8%			2.2%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	9	2.3%			3.2%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	5	-3.8%			-3.2%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	11	5.7%		0.7%	2.0%	7.7%	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	9.4%			8.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Dayton-Springfield, OH</b>							
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	5	5.4%			6.1%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	12	4.3%		1.7%	4.4%	7.3%	
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	6	1.1%			1.7%		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	2.2%			2.0%		
<b>Denver-Boulder, CO</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	5	2.1%			0.0%		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	13	4.2%		0.4%	1.3%	13.4%	
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	5	8.2%			2.0%		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	12	5.1%		1.6%	4.0%	8.9%	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	7	3.0%			7.1%		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	5	4.6%			3.1%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	15	3.0%		0.4%	2.7%	6.1%	



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Denver-Boulder, CO</b>							
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	9	3.3%			3.4%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	8	2.6%			3.9%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	45	4.7%	-2.1%	0.1%	4.1%	6.3%	15.2%
Top Business Position	5	-3.1%			-1.7%		
Top Education Position	5	-0.2%			0.7%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	10	1.3%		-3.4%	3.2%	7.9%	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	5	1.0%			0.1%		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	18	4.9%		1.6%	4.7%	9.2%	
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	8	7.2%			8.0%		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	10	4.0%		0.3%	5.1%	5.7%	
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	9	5.0%			4.2%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	22	6.4%	-2.9%	0.8%	8.2%	12.2%	15.1%

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Denver-Boulder, CO</b>							
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	25	4.3%	-8.2%	-1.7%	3.8%	11.9%	17.7%
Top Finance Position	6	3.2%			4.1%		
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	6	3.3%			3.7%		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	21	2.9%	-1.7%	0.9%	3.8%	6.0%	7.5%
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	13	6.4%		1.6%	5.1%	11.6%	
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
CEO/Executive Director	5	6.8%			4.1%		
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	9	4.8%			4.6%		
<b>International, Foreign Affairs and National Security: International Development</b>							
CEO/Executive Director	11	1.3%		0.0%	2.4%	4.8%	
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	10	3.0%		-2.8%	2.8%	5.0%	
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations</b>							
CEO/Executive Director	5	-2.8%			-0.6%		
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports</b>							
CEO/Executive Director	9	4.5%			4.4%		
<b>Religion-Related, Spiritual Development: Christianity</b>							
CEO/Executive Director	36	0.5%	-9.4%	-2.5%	0.8%	4.2%	10.1%

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Denver-Boulder, CO</b>							
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	6	-0.1%			-1.1%		
Unknown							
CEO/Executive Director	7	9.0%			9.9%		
Youth Development: Youth Development Programs							
CEO/Executive Director	11	3.8%		0.0%	2.0%	7.5%	
<b>Des Moines, IA</b>							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	4.3%			4.4%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	7	7.3%			4.1%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	8	3.4%			4.1%		
<b>Detroit, MI</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	7	4.4%			5.1%		
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	8	4.8%			1.8%		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	8	-1.6%			-0.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Detroit, MI</b>							
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	9	2.9%			2.1%		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	9	6.7%			4.8%		
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	7	4.0%			3.6%		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	14	3.0%		-2.9%	1.1%	6.0%	
Top Finance Position	5	5.9%			0.6%		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	6	5.0%			3.5%		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	7	1.3%			6.6%		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	11	1.2%		0.0%	2.2%	4.4%	
Top Administrative Position	6	4.6%			3.4%		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	9	5.2%			3.9%		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	27	2.0%	-6.7%	-3.4%	2.5%	7.7%	10.9%
Top Finance Position	8	3.6%			3.5%		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	15	3.8%		0.5%	3.8%	11.7%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Detroit, MI</b>							
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	5	3.2%			-1.2%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	7	3.1%			3.0%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	18	3.8%		-1.2%	2.9%	5.8%	
Top Finance Position	5	-0.7%			0.5%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	33	2.1%	-7.8%	-2.1%	0.0%	7.8%	14.8%
Top Finance Position	7	1.3%			1.2%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	13	3.6%		-3.4%	1.4%	13.5%	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	9	4.2%			5.2%		
Youth Development: Youth Development Programs							
CEO/Executive Director	7	2.0%			2.0%		
<b>Dutchess County, NY</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	1.3%			3.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Eau Claire, WI</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	2.2%				3.8%	
<b>El Paso,TX</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	1.3%				3.2%	
<b>Erie, PA</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	7.6%				7.6%	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	7.3%				5.1%	
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	3.0%				4.3%	
<b>Eugene-Springfield, OR</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	4.3%				4.3%	
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	8	-2.3%				-1.2%	
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	1.4%				1.5%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Eugene-Springfield, OR</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	7	-2.6%			1.5%		
<b>Evansville-Henderson, IN-KY</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	7	1.1%			1.8%		
<b>Fargo-Moorhead, ND-MN</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	1.7%			2.1%		
<b>Fayetteville-Springdale-Rogers, AR</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	2.8%			2.0%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	5.1%			3.0%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	9	-1.1%			0.0%		
<b>Flagstaff, AZ-UT</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	1.3%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Flagstaff, AZ-UT</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	8.5%			5.3%		
<b>Flint, MI</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	-0.4%			0.0%		
<b>Fort Lauderdale-Hollywood, FL</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	4.5%			5.1%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	8	1.8%			-0.1%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	4.3%			1.4%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	2.7%			2.5%		
<b>Fort Myers-Cape Coral, FL</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	6.0%			7.5%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Fort Wayne, IN</b>							
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	7	0.4%			1.8%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	0.5%			1.4%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	1.5%			3.0%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	5	2.7%			2.4%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	2.6%			3.1%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	5.4%			0.4%		
<b>Fort Worth, TX</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	12	0.8%		-0.4%	0.6%		3.9%
Top Finance Position	5	1.4%			4.1%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	8	1.0%			2.0%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	10	1.8%		-1.0%	0.0%		4.2%

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Fort Worth, TX</b>							
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	5	1.1%			-4.2%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	11	-1.9%		-7.2%	0.0%	4.0%	
Top Finance Position	5	4.5%			0.5%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	10.8%			5.6%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	27	1.6%	-9.3%	-3.9%	1.0%	7.0%	12.3%
Religion-Related, Spiritual Development: Service and Other							
CEO/Executive Director	5	2.1%			1.0%		
<b>Fresno, CA</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	9	3.8%			1.1%		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	9.0%			11.3%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	3.4%			3.8%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	6.6%			5.5%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	2.5%			0.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Fresno, CA</b>							
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	9	3.0%			1.2%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	10	3.4%		-6.0%	1.2%		11.1%
Youth Development: Youth Development Programs							
CEO/Executive Director	5	5.8%			5.3%		
<b>Gary-Hammond-East Chicago, IN</b>							
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	8	0.6%			0.7%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	8	1.3%			1.2%		
<b>Grand Forks, ND-MN</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	7.1%			6.0%		
<b>Grand Rapids-Muskegon-Holland, MI</b>							
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	9	6.4%			1.7%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	12	3.0%		1.0%	3.1%		5.2%

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Grand Rapids-Muskegon-Holland, MI</b>							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	4.9%			7.0%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	3.4%			5.8%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	5	0.1%			2.5%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	13	7.2%		0.0%	6.5%	13.3%	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	5.3%			2.0%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	9	-1.0%			-0.7%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	19	4.5%		0.0%	2.6%	9.7%	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	0.3%			0.7%		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	5	2.2%			-0.3%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	18	-1.1%		-1.2%	0.0%	3.7%	
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	5	5.0%			1.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Grand Rapids-Muskegon-Holland, MI</b>							
Youth Development: Youth Development Programs							
CEO/Executive Director	6	7.5%				7.6%	
<b>Greensboro--Winston-Salem--High Point, NC</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	6	5.7%				5.6%	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	7	3.4%				3.9%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	6	0.0%				3.5%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	9	2.5%				3.2%	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	7.4%				3.9%	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	8	2.8%				0.9%	
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	7	6.3%				5.8%	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	9	2.6%				3.3%	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	7.9%				9.5%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Greensboro--Winston-Salem--High Point, NC</b>							
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	8	0.3%			0.5%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	19	4.1%		0.0%	1.8%	7.6%	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	13	4.5%		0.0%	4.8%	10.4%	
Top Finance Position	6	6.8%			9.2%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	7	6.4%			5.4%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	10	1.9%		-0.3%	0.0%	2.3%	
<b>Greenville-Spartanburg-Anderson, SC</b>							
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	5	-2.2%			0.0%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	9	2.7%			2.2%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	2.6%			0.4%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	9	2.3%			4.4%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	9	2.7%			3.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Greenville-Spartanburg-Anderson, SC</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	19	1.7%		-0.7%	2.5%	6.7%	
<b>Hagerstown, MD</b>							
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	5.6%			4.3%		
<b>Harrisburg-Lebanon-Carlisle, PA</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	4.0%			0.8%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	3.2%			2.3%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	7	5.6%			2.7%		
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	5	-0.5%			0.5%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	6.1%			3.5%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	6	0.1%			1.2%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	10	5.3%	3.1%		3.9%	8.0%	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	8	0.1%			-0.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Harrisburg-Lebanon-Carlisle, PA</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	-7.7%			-4.8%		
<b>Hartford, CT</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	7	1.5%			1.1%		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	6	2.2%			2.9%		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	9	0.2%			0.0%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	6	0.5%			0.0%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	15	3.1%		-0.3%	1.9%		7.5%
Top Finance Position	7	4.3%			4.2%		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	5	-4.9%			-3.7%		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	6	1.1%			5.8%		
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	5	4.6%			5.4%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	5	-0.8%			4.6%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Hartford, CT</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	16	0.2%			-1.3%	2.3%	4.9%
Top Finance Position	8	3.1%				2.6%	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	17	3.9%			-0.6%	0.0%	5.9%
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	5	3.4%				2.8%	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	17	2.1%			-3.3%	3.4%	5.6%
Top Finance Position	5	2.2%				0.7%	
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	14	-0.1%			-4.9%	1.6%	3.6%
Top Finance Position	7	4.1%				5.7%	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	8	2.1%				1.6%	
Youth Development: Youth Development Programs							
CEO/Executive Director	6	4.5%				1.8%	
<b>Hickory-Morganton-Lenoir, NC</b>							
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	1.8%				1.5%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Honolulu, HI</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	7	2.1%			0.1%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	3.4%			2.6%		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	6	-2.2%			0.0%		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	7	9.6%			11.4%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	5	5.5%			5.9%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	8	5.4%			3.1%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	11	3.8%		-0.2%	1.0%	6.9%	
Top Operations Position	5	3.3%			4.7%		
Unknown							
CEO/Executive Director	5	4.2%			4.4%		
<b>Houston, TX</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	12	5.6%		-0.2%	4.7%	9.6%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Houston, TX</b>							
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	9	0.7%			-0.2%		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	11	1.0%		-3.7%	1.4%	6.3%	
<b>Educational Institutions and Related Activities: Educational Services</b>							
Top Finance Position	5	2.6%			0.5%		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	35	3.0%	-6.2%	-0.4%	2.9%	4.8%	13.4%
Top Finance Position	6	4.9%			4.3%		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	5	0.5%			2.5%		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	6	3.8%			0.5%		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	6	5.7%			3.5%		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	5	3.7%			1.9%		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	6	4.7%			5.2%		
Top Finance Position	5	5.1%			4.2%		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	14	2.3%		-2.3%	1.1%	11.0%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Houston, TX</b>							
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	19	3.4%		-3.4%	1.2%	10.2%	
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	8	4.0%			3.2%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	12	1.0%		-2.2%	1.1%	3.0%	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	22	-0.3%	-10.9%	-3.4%	-0.2%	3.9%	5.8%
Top Finance Position	5	7.4%			5.8%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	-4.1%			-6.3%		
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	7	-1.6%			-5.7%		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	5	3.8%			4.8%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	9	2.6%			1.6%		
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	5	4.1%			3.7%		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	5	8.5%			2.9%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	7	4.0%			2.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Houston, TX</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	34	0.0%	-16.1%	-7.7%	0.3%	5.8%	15.0%
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	6	-1.4%			-0.2%		
Youth Development: Youth Development Programs							
CEO/Executive Director	13	1.8%		0.0%	1.2%	5.8%	
<b>Huntsville, AL</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	8.3%			10.4%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	-0.8%			-2.9%		
<b>Indianapolis, IN</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	1.9%			0.1%		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	9	-0.1%			0.0%		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	5	-0.2%			0.1%		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	12	3.1%		0.0%	3.2%	5.6%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Indianapolis, IN</b>							
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	11	0.6%			-3.1%	1.0%	3.5%
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	-0.7%			-1.7%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	17	4.4%			1.1%	2.7%	8.2%
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	1.8%			2.0%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	10	2.5%			-2.0%	3.0%	4.6%
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	6	7.0%			2.8%		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	7	6.6%			7.0%		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	6	5.4%			3.2%		
Top Finance Position	6	2.3%			0.0%		
Health – General and Rehabilitative: Public Health							
CEO/Executive Director	7	4.2%			1.3%		
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	7	2.4%			3.1%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	6	-1.8%			0.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Indianapolis, IN</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	17	4.5%		1.4%	6.0%	7.8%	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	14	3.5%		-2.0%	2.0%	7.5%	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	7	7.0%			8.7%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	16	6.1%		0.8%	4.0%	10.1%	
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	5	2.3%			2.6%		
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	5	6.2%			5.5%		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	8	4.9%			3.7%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	3.5%			5.1%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	19	4.7%		-0.6%	4.0%	11.9%	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	11	-1.5%		-4.8%	0.0%	0.8%	
Youth Development: Youth Development Programs							
CEO/Executive Director	7	6.5%			5.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Jackson,MS</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	9.4%			6.4%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	2.2%			4.2%		
<b>Jacksonville, FL</b>							
Arts, Culture and Humanities: Museums							
CEO/Executive Director	5	-0.3%			3.4%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	14	-3.6%		-8.1%	-2.9%		0.5%
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	8	7.0%			10.3%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	2.3%			2.5%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	5	0.0%			0.8%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	13	4.9%		0.0%	3.8%		14.7%
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	5	1.9%			13.4%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	16	1.2%		-2.3%	2.0%		6.2%



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Jersey City, NJ</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	0.7%			0.0%		
<b>JohnsonCity-Kingsport-Bristol, TN-VA</b>							
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	6	3.0%			-0.3%		
<b>Johnstown, PA</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	-1.8%			-0.3%		
<b>Kalamazoo-Battle Creek, MI</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	1.1%			0.6%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	4.1%			3.1%		
<b>Kansas City, MO-KS</b>							
Arts, Culture and Humanities: Museums							
CEO/Executive Director	7	7.1%			5.9%		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	12	3.1%		0.7%	4.8%	6.8%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	11	3.4%		0.0%	0.1%	5.8%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Kansas City, MO-KS</b>							
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	9	-1.4%			-3.1%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	8	8.2%			5.2%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	20	2.0%	-4.4%	-2.5%	1.3%	4.5%	9.2%
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	8.5%			11.0%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	5	-0.4%			0.5%		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	5	-0.3%			-0.6%		
Top Finance Position	5	4.2%			6.1%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	5	2.6%			1.6%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	17	1.8%		-2.8%	1.6%	5.7%	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	11	4.6%		0.0%	3.3%	8.3%	
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	15	6.5%		2.0%	4.5%	9.0%	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	12	4.0%		-2.3%	4.1%	7.4%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Kansas City, MO-KS</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	9	4.6%			4.6%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	5.3%			5.9%		
Top Finance Position	5	3.8%			3.1%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	8	7.1%			5.5%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	7	7.3%			4.7%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	20	1.1%	-6.0%	-1.7%	0.7%	3.9%	13.4%
Youth Development: Youth Development Programs							
CEO/Executive Director	8	6.2%			4.5%		
<b>Knoxville, TN</b>							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	11.6%			9.8%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	-0.9%			-1.0%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	15	4.3%		-0.9%	5.5%	7.9%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Lakeland-Winter Haven, FL</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	4.2%				4.3%	
<b>Lancaster, PA</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	-2.3%				2.8%	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	-1.0%				3.1%	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	0.8%				2.3%	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	11	7.3%		3.7%	6.9%		10.3%
Top Finance Position	10	5.7%		2.5%	5.4%		9.9%
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	-4.5%				0.7%	
<b>Lansing-East Lansing, MI</b>							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	9	4.5%				2.6%	
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	7	3.1%				3.1%	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	8.5%				7.0%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Lansing-East Lansing, MI</b>							
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	-0.2%			2.0%		
<b>Las Vegas, NV-AZ</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	2.7%			0.0%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	10	2.9%		0.0%	2.5%	8.2%	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	5	3.9%			2.9%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	9	6.1%			6.8%		
<b>Lawrence, KS</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	-5.0%			-3.1%		
<b>Lawrence-Haverhill, MA-NH</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	8	-1.6%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Lexington, KY</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	5.8%				4.0%	
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	6	7.7%				8.5%	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	-5.1%				0.0%	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	-4.9%				-4.2%	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	8.9%				2.5%	
<b>Lincoln, NE</b>							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	9.3%				8.2%	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	6.1%				4.8%	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	3.5%				2.8%	
<b>Little Rock-North Little Rock, AR</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	3.5%				2.0%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Little Rock-North Little Rock, AR</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	6.5%			4.1%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	7.0%			8.8%		
<b>Los Angeles-Long Beach, CA</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	9	3.3%			2.2%		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	26	0.8%	-12.1%	-4.9%	1.7%	7.9%	13.5%
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	5	1.3%			2.0%		
Arts, Culture and Humanities: Humanities							
CEO/Executive Director	5	4.0%			4.6%		
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	10	2.3%		0.0%	3.3%	5.9%	
Top Finance Position	6	3.5%			3.1%		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	14	4.1%		-1.0%	0.0%	8.6%	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	43	2.4%	-8.0%	-3.9%	1.1%	9.0%	16.1%
Arts, Culture and Humanities: Service and Other							
CEO/Executive Director	7	4.3%			2.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Los Angeles-Long Beach, CA</b>							
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	10	7.6%		3.9%	7.9%	11.5%	
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action & Advocacy N.E.C.							
CEO/Executive Director	6	4.0%			5.0%		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	5	-3.6%			-1.2%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	16	0.5%		-4.1%	-0.2%	5.2%	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	7	-1.0%			-0.1%		
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	6	-0.9%			2.0%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	5	0.7%			0.2%		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	6	-1.3%			0.4%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	10	5.0%		1.8%	5.6%	9.7%	
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	15	2.8%		0.0%	2.6%	4.6%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	21	0.9%	-7.2%	-3.8%	0.6%	5.2%	11.3%



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Los Angeles-Long Beach, CA</b>							
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	122	4.7%	-4.6%	0.0%	4.1%	10.3%	15.0%
Top Development Position	8	8.5%			8.5%		
Top Education Position	5	7.8%			10.1%		
Top Finance Position	22	0.6%	-5.6%	-2.1%	0.0%	3.5%	10.2%
Top Operations Position	13	5.1%		0.0%	5.8%	7.5%	
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	17	5.7%		1.7%	6.3%	8.7%	
Top Administrative Position	5	6.9%			6.4%		
Top Finance Position	12	2.4%		-0.3%	1.8%	4.0%	
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	24	5.5%	-0.3%	0.0%	2.9%	10.9%	16.3%
Top Finance Position	7	1.1%			0.3%		
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	13	3.8%		0.0%	1.9%	11.5%	
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	12	-7.4%		-17.3%	-4.1%	0.0%	
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	5	-3.4%			-3.0%		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	10	1.6%		-1.5%	0.5%	5.6%	
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	5	5.2%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Los Angeles-Long Beach, CA</b>							
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	5	-0.6%			0.2%		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	27	4.6%	-6.7%	-1.3%	3.3%	13.9%	16.7%
Top Finance Position	21	5.9%	-2.0%	0.0%	5.7%	14.0%	16.2%
Top Operations Position	8	5.1%			8.7%		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	6	6.0%			6.4%		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	10	7.1%		-0.3%	3.3%	15.8%	
Top Finance Position	8	10.2%			8.6%		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	6	-5.2%			-4.0%		
<b>Health – General and Rehabilitative: Rehabilitative Care</b>							
CEO/Executive Director	5	9.0%			11.8%		
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
CEO/Executive Director	5	5.9%			9.1%		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	9	4.9%			3.6%		
Top Finance Position	5	10.4%			10.6%		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	21	1.9%	-3.4%	-0.1%	1.7%	5.2%	9.1%
Top Finance Position	7	9.1%			9.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Los Angeles-Long Beach, CA</b>							
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	6	1.0%			1.3%		
<b>Housing, Shelter: Service and Other</b>							
CEO/Executive Director	6	6.7%			4.9%		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	9	-2.8%			0.0%		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	58	3.1%	-5.0%	0.0%	1.6%	9.1%	12.9%
Top Finance Position	13	4.1%		2.8%	3.6%	5.7%	
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	51	4.1%	-7.7%	-3.7%	2.3%	10.3%	18.6%
Top Administrative Position	5	6.2%			6.7%		
Top Finance Position	15	4.7%		1.5%	5.0%	9.8%	
Top Operations Position	6	-1.3%			-0.7%		
Top Program Position	6	-0.7%			-2.3%		
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	7	0.2%			0.0%		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	21	5.1%	-0.1%	0.2%	4.2%	10.0%	16.5%
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	30	0.9%	-9.8%	-3.5%	2.4%	6.1%	11.6%
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
CEO/Executive Director	5	1.4%			1.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	8	3.4%			4.5%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	16	1.0%		0.0%	0.9%	4.5%	
Top Finance Position	6	1.1%			1.8%		
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	9	5.7%			3.3%		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	5	-13.0%			-16.7%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	25	4.1%	-6.6%	0.0%	3.9%	8.8%	13.3%
Top Finance Position	14	3.1%		0.3%	5.3%	7.8%	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	22	2.1%	-9.4%	-2.0%	0.7%	8.1%	11.3%
Top Finance Position	6	1.6%			1.2%		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	10	1.8%		-1.6%	0.9%	2.9%	
Public, Society Benefit – Multipurpose and Other: Public & Societal Benefit N.E.C.							
CEO/Executive Director	8	3.7%			0.0%		
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	5	3.6%			4.6%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	9	-4.0%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Los Angeles-Long Beach, CA</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	37	0.1%	-8.6%	-3.8%	0.0%	2.8%	7.2%
Top Finance Position	7	2.9%			0.0%		
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	5	5.1%			3.8%		
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	7	-1.7%			0.0%		
Unknown							
CEO/Executive Director	14	2.9%		0.3%	3.8%	6.8%	
Youth Development: Scouting							
CEO/Executive Director	6	0.5%			2.0%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	21	3.4%	-4.6%	0.0%	0.9%	7.6%	11.1%
Youth Development: Youth Development Programs							
CEO/Executive Director	34	5.0%	-5.4%	0.1%	4.0%	7.9%	19.3%
<b>Louisville, KY-IN</b>							
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	5	5.1%			4.3%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	-0.8%			1.2%		
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	6	3.1%			1.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Louisville, KY-IN</b>							
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	5	2.6%			3.5%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	15	3.6%		0.9%	4.1%	5.9%	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	11	4.1%		0.5%	1.4%	8.1%	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	13	6.7%		2.1%	6.3%	11.7%	
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	5	7.3%			7.3%		
<b>Lubbock, TX</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	1.5%			4.3%		
<b>Madison, WI</b>							
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	8	2.2%			2.4%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	5.5%			4.1%		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	13	0.8%		-0.9%	1.9%	4.2%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Madison, WI</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	18	3.0%		0.3%	3.3%	6.8%	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	12	3.6%		-0.3%	3.3%	10.4%	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	7	2.7%			3.8%		
<b>Manchester, NH</b>							
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	5	-0.9%			0.6%		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	5	4.3%			3.0%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	2.1%			1.9%		
Top Finance Position	5	5.3%			4.9%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	0.6%			3.0%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	2.6%			5.1%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	6.4%			6.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Melbourne-Titusville-Palm Bay, FL</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	-0.8%			0.1%		
<b>Memphis, TN-AR-MS</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	21	2.4%	-4.2%	-1.2%	0.5%	4.8%	11.1%
Top Finance Position	6	6.9%			7.7%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	9	3.8%			3.6%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	5	1.0%			0.5%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	9	1.6%			0.0%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	15	5.2%		-0.1%	2.0%	11.2%	
Youth Development: Youth Development Programs							
CEO/Executive Director	6	4.5%			0.9%		
<b>Miami, FL</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	5	5.5%			1.1%		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	5	-3.8%			-4.7%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Miami, FL</b>							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	1.4%			0.0%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	21	3.8%	-1.9%	0.0%	1.8%	5.2%	13.0%
Top Finance Position	5	4.1%			2.0%		
Top Operations Position	5	6.2%			7.5%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	6	6.2%			9.1%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	5	2.2%			2.8%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	6	1.2%			0.3%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	8.3%			4.9%		
Top Finance Position	5	8.1%			5.0%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	4.8%			3.9%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	6.1%			3.8%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	7	3.3%			3.3%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	0.3%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Miami, FL</b>							
Youth Development: Youth Development Programs							
CEO/Executive Director	5	12.2%			11.4%		
<b>Middlesex-Somerset-Hunterdon, NJ</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	10	2.3%		0.1%	2.1%	4.2%	
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	5	1.3%			2.2%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	7	5.8%			4.0%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	8	5.1%			3.5%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	1.9%			1.0%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	5	-0.9%			1.6%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	17	3.3%		0.0%	2.0%	10.2%	
Top Finance Position	5	3.6%			1.4%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	5.3%			1.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Milwaukee, WI</b>							
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	9	5.8%			10.2%		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	7	6.9%			10.5%		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	7	0.8%			0.5%		
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	6	1.7%			1.4%		
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	7	3.7%			2.8%		
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	5	4.9%			10.3%		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	23	2.3%	-3.4%	-0.7%	1.4%	6.9%	12.5%
Top Finance Position	6	0.6%			4.0%		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	6	-0.5%			0.9%		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	5	3.0%			4.2%		
<b>Health – General and Rehabilitative: Hospitals</b>							
Top Human Resources Position	5	5.7%			6.3%		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	20	5.2%	-4.3%	-0.6%	3.1%	12.4%	14.8%

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Milwaukee, WI</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
Top Finance Position	6	6.8%			5.9%		
Top Operations Position	5	5.0%			4.5%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	5.0%			3.0%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	9	2.9%			4.3%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	21	3.8%	-2.5%	-1.0%	2.9%	8.2%	10.9%
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	5	5.4%			4.8%		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	5	8.2%			8.5%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	7	10.0%			12.5%		
Top Finance Position	6	-2.0%			-4.2%		
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	5	-3.4%			-1.3%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	5	1.8%			-0.2%		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	6	2.8%			3.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Milwaukee, WI</b>							
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	-0.1%			-0.1%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	9	1.8%			5.0%		
<b>Minneapolis-St. Paul, MN-WI</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	30	4.3%	-2.9%	-0.2%	3.7%	8.7%	14.5%
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	5	2.3%			1.6%		
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	13	6.1%		2.1%	9.0%	9.6%	
Arts, Culture and Humanities: Museums							
CEO/Executive Director	5	11.4%			9.4%		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	26	3.6%	-3.2%	0.6%	3.6%	9.5%	11.0%
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	5	0.1%			0.0%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	16	1.8%		-0.6%	2.5%	4.2%	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	6	3.4%			3.0%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	9	6.0%			5.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Minneapolis-St. Paul, MN-WI</b>							
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	5	3.3%			5.0%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	6	4.3%			5.7%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	63	4.1%	-3.6%	0.0%	4.0%	8.3%	14.6%
Top Finance Position	7	0.5%			6.0%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	10	3.0%		0.5%	2.0%	6.5%	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	13	2.8%		0.5%	5.3%	6.0%	
Top Finance Position	6	1.1%			3.7%		
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	5	0.7%			0.0%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	6	1.0%			0.3%		
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	7	1.4%			0.0%		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	15	2.5%		-0.6%	0.5%	3.9%	
Environmental Quality, Protection and Beautification : Service and Other							
CEO/Executive Director	8	8.3%			5.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Minneapolis-St. Paul, MN-WI</b>							
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	8	4.3%			4.9%		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	10	1.6%		-1.0%	1.3%	3.1%	
Top Finance Position	6	4.2%			4.3%		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	5	-0.4%			4.7%		
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	9	4.6%			5.5%		
Top Administrative Position	8	4.4%			4.2%		
Health – General and Rehabilitative: Public Health							
CEO/Executive Director	5	2.6%			0.7%		
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	5	1.7%			3.5%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	17	8.1%		2.0%	7.0%	14.6%	
Top Finance Position	7	3.7%			2.8%		
Housing, Shelter: Housing Support							
CEO/Executive Director	6	6.0%			4.4%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	9	4.6%			3.7%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	50	3.3%	-7.4%	-1.1%	2.7%	8.5%	15.1%

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Minneapolis-St. Paul, MN-WI</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
Top Finance Position	15	3.8%			-3.9%	2.5%	12.2%
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	33	2.0%	-4.7%	0.0%	2.4%	5.7%	8.8%
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	7	4.0%			3.2%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	21	5.4%	-1.7%	0.5%	3.7%	8.6%	12.5%
Top Finance Position	5	6.0%			5.1%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	42	3.9%	-2.4%	0.1%	3.7%	7.9%	10.1%
Top Finance Position	7	5.0%			1.7%		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	9	3.0%			7.2%		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	6	6.3%			3.7%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	11	0.8%		-0.7%	0.6%	2.9%	
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	7	-1.1%			4.6%		
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	11	5.0%		-1.8%	2.0%	10.4%	



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Minneapolis-St. Paul, MN-WI</b>							
International, Foreign Affairs and National Security: International Human Rights							
CEO/Executive Director	5	-1.3%			1.8%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	14	5.4%		-0.9%	4.7%	9.1%	
Top Finance Position	5	6.1%			6.0%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	15	1.3%		-0.6%	0.3%	3.1%	
Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs							
CEO/Executive Director	5	6.5%			1.8%		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	10	7.2%		2.1%	4.3%	11.4%	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	13	5.3%		1.9%	3.9%	10.5%	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	30	3.7%	-8.7%	-0.3%	2.5%	12.0%	13.5%
Youth Development: Youth Development Programs							
CEO/Executive Director	24	2.1%	-6.9%	-2.3%	0.6%	5.7%	17.9%
<b>Missoula, MT</b>							
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	6	-0.1%			1.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Mobile, AL</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	6.1%			4.8%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	5	4.9%			4.3%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	1.4%			1.3%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	5	-1.7%			0.0%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	8	-1.6%			0.0%		
<b>Monmouth-Ocean, NJ</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	11	1.8%		-1.4%	2.5%	7.7%	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	3.5%			3.5%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	3.0%			0.6%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	5.3%			5.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Monmouth-Ocean, NJ</b>							
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	5	2.4%				3.1%	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	-1.6%				0.0%	
<b>Monroe, LA</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	-8.7%				-4.8%	
<b>Montgomery, AL</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	0.3%				0.1%	
<b>Naples, FL</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	0.8%				-0.9%	
<b>Nashville, TN</b>							
Arts, Culture and Humanities: Museums							
CEO/Executive Director	8	1.1%				0.7%	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	5	11.8%				13.8%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	5	5.1%				5.5%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
Nashville, TN							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	9	3.9%			0.0%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	20	3.8%	-0.2%	1.0%	2.8%	6.8%	11.0%
Top Finance Position	9	3.9%			2.5%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	5.0%			3.9%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	7	7.9%			5.5%		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	6	1.2%			3.0%		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	7	3.7%			4.8%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	12	1.1%		-2.5%	5.6%	7.3%	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	25	2.0%	-4.0%	-0.9%	1.6%	5.4%	9.4%
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	14	3.7%		1.2%	3.5%	5.1%	
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	6	4.1%			2.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Nashville, TN</b>							
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	13	3.3%			0.0%	0.4%	4.7%
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	8	7.3%			2.6%		
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	6	-0.1%			0.0%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	7.1%			9.8%		
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	7	1.0%			0.3%		
Mental Health, Crisis Intervention: Counseling							
CEO/Executive Director	5	-0.2%			3.8%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	5	7.7%			6.4%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	39	2.3%	-7.8%	-4.7%	0.0%	7.2%	18.0%
Youth Development: Youth Development Programs							
CEO/Executive Director	7	1.9%			0.9%		
<b>Nassau-Suffolk, NY</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	-0.5%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
Nassau-Suffolk, NY							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	9	-3.4%			-2.1%		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	9	3.3%			1.2%		
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	5	-2.5%			-0.8%		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	11	3.7%		1.3%	2.5%	5.7%	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	9	-5.6%			-5.0%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	6	2.5%			0.4%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	8	4.5%			2.8%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	32	4.9%	-4.6%	0.0%	3.2%	10.1%	16.7%
Top Administrative Position	5	7.7%			4.9%		
Top Finance Position	12	5.6%		1.2%	3.2%	9.2%	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	10	6.1%		4.2%	5.8%	8.4%	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	8	1.8%			2.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Nassau-Suffolk, NY</b>							
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	5	-2.5%			-2.5%		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	14	9.2%		3.5%	8.1%	12.7%	
Top Finance Position	9	11.0%			8.7%		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	6	1.5%			2.2%		
Top Finance Position	6	4.0%			3.1%		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	6	3.0%			0.4%		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	5	0.6%			2.7%		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	12	-1.0%		-0.9%	0.0%	1.5%	
Top Finance Position	6	2.2%			1.9%		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	24	4.2%	-6.4%	-0.3%	3.7%	7.4%	17.8%
Top Finance Position	5	1.0%			-0.2%		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	6	-2.6%			0.5%		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	13	3.2%		0.0%	3.9%	5.2%	
Top Finance Position	5	9.3%			9.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Nassau-Suffolk, NY</b>							
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	14	3.4%		-0.2%	3.0%	7.6%	
Top Finance Position	7	2.9%			1.9%		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	12	2.8%		-0.3%	3.9%	5.6%	
Top Finance Position	7	4.0%			5.0%		
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	5	1.2%			2.9%		
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports</b>							
CEO/Executive Director	5	4.8%			7.7%		
<b>Youth Development: Youth Centers &amp; Clubs</b>							
CEO/Executive Director	5	2.6%			6.3%		
<b>New Haven-Meriden, CT</b>							
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	5	6.5%			2.3%		
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	6	4.1%			4.2%		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	28	5.8%	-3.0%	3.1%	5.7%	10.2%	15.7%
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	6	4.0%			5.9%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New Haven-Meriden, CT</b>							
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	5	2.5%				1.6%	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	10	3.9%		0.6%	3.4%	4.8%	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	1.5%			0.5%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	-0.1%			1.1%		
Top Finance Position	5	-2.1%			1.0%		
<b>New London-Norwich, CT-RI</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	9.1%			12.6%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	-0.5%			1.0%		
<b>New Orleans, LA</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	11	-0.4%		-5.2%	0.0%	6.2%	
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	5	-0.7%			1.1%		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	5	0.6%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New Orleans, LA</b>							
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	5	3.0%			5.0%		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	24	4.2%	-2.3%	0.3%	2.1%	7.8%	14.9%
Top Finance Position	8	6.9%			6.8%		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	7	4.5%			3.0%		
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	5	5.8%			2.6%		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	5	2.6%			1.7%		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	12	5.4%		2.3%	5.7%	11.0%	
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	8	4.9%			4.8%		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	11	3.9%		-2.4%	0.0%	8.7%	
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	5	0.5%			0.1%		
<b>Religion-Related, Spiritual Development: Christianity</b>							
CEO/Executive Director	6	1.2%			0.0%		
<b>Youth Development: Youth Development Programs</b>							
CEO/Executive Director	5	2.9%			2.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Animal-Related: Animal Protection &amp; Welfare</b>							
CEO/Executive Director	9	2.5%			8.6%		
<b>Animal-Related: Wildlife Preservation &amp; Protection</b>							
CEO/Executive Director	5	3.8%			4.7%		
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	97	3.9%	-3.0%	0.0%	3.8%	8.3%	12.0%
Top Administrative Position	7	-0.2%			0.2%		
Top Finance Position	11	2.5%		0.7%	2.0%	4.7%	
Top Operations Position	5	1.4%			0.4%		
<b>Arts, Culture and Humanities: Arts Services</b>							
CEO/Executive Director	19	4.1%		1.0%	2.4%	8.4%	
Top Finance Position	6	2.9%			2.7%		
<b>Arts, Culture and Humanities: Arts, Culture &amp; Humanities N.E.C.</b>							
CEO/Executive Director	18	3.4%		0.0%	4.1%	5.6%	
Top Finance Position	5	4.1%			2.8%		
<b>Arts, Culture and Humanities: Historical Organizations</b>							
CEO/Executive Director	19	4.4%		0.1%	4.0%	9.7%	
Top Finance Position	6	2.1%			-0.5%		
<b>Arts, Culture and Humanities: Humanities</b>							
CEO/Executive Director	11	9.0%		3.7%	5.9%	13.6%	
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
CEO/Executive Director	37	4.8%	-0.6%	0.6%	2.5%	7.4%	15.5%
Top Finance Position	7	-3.0%			-2.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	40	5.2%	-4.4%	0.4%	4.9%	11.1%	15.3%
Top Finance Position	13	4.3%		3.1%	5.1%	7.4%	
Top Legal Position	5	1.4%			2.8%		
Top Operations Position	5	7.6%			6.1%		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	144	3.1%	-4.5%	-1.0%	1.6%	6.3%	14.9%
Top Administrative Position	8	4.6%			3.3%		
Top Development Position	15	1.5%		-1.0%	0.8%	6.3%	
Top Finance Position	24	6.3%	-1.4%	2.3%	4.5%	9.5%	17.3%
Top Marketing Position	6	2.6%			4.1%		
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	25	5.3%	-3.9%	1.8%	3.2%	10.6%	15.6%
Top Finance Position	7	1.7%			0.0%		
<b>Arts, Culture and Humanities: Visual Arts</b>							
CEO/Executive Director	18	3.6%		0.0%	2.5%	7.9%	
<b>Civil Rights, Social Action, Advocacy: Civil Liberties</b>							
CEO/Executive Director	8	6.1%			6.5%		
Top Legal Position	5	3.3%			4.1%		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	33	5.4%	-2.3%	0.2%	5.7%	11.4%	15.0%
Top Finance Position	7	8.7%			8.0%		
Top Operations Position	5	-3.7%			-3.8%		
<b>Civil Rights, Social Action, Advocacy: Civil Rights, Social Action &amp; Advocacy N.E.C.</b>							
CEO/Executive Director	11	6.3%		1.8%	3.6%	9.1%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Civil Rights, Social Action, Advocacy: Service and Other</b>							
CEO/Executive Director	6	3.8%			4.1%		
<b>Community Improvement, Capacity Building: Business &amp; Industry</b>							
CEO/Executive Director	17	1.7%		0.4%	0.9%	8.0%	
Top Finance Position	6	7.7%			5.8%		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	50	4.0%	-4.2%	0.0%	3.4%	8.6%	13.2%
Top Finance Position	10	9.6%		2.3%	10.7%	16.3%	
Top Operations Position	5	4.2%			5.2%		
<b>Community Improvement, Capacity Building: Community Improvement &amp; Capacity Building N.E.C.</b>							
CEO/Executive Director	6	2.3%			-0.1%		
<b>Community Improvement, Capacity Building: Community Service Clubs</b>							
CEO/Executive Director	5	0.3%			-1.4%		
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	26	3.7%	-5.4%	-0.1%	1.7%	5.6%	16.7%
Top Finance Position	8	3.7%			3.0%		
<b>Community Improvement, Capacity Building: Service and Other</b>							
CEO/Executive Director	14	1.9%		-5.0%	1.8%	10.6%	
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	20	2.4%	-6.8%	-2.0%	3.2%	5.5%	9.0%
Top Finance Position	5	5.6%			4.1%		
Top Legal Position	10	0.7%		-0.3%	1.2%	3.6%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Crime, Legal-Related: Protection Against Abuse</b>							
CEO/Executive Director	6	1.9%			-0.8%		
<b>Diseases, Disorders, Medical Disciplines: Birth Defects &amp; Genetic Diseases</b>							
CEO/Executive Director	5	7.2%			10.8%		
Top Finance Position	5	2.8%			2.7%		
<b>Diseases, Disorders, Medical Disciplines: Cancer</b>							
CEO/Executive Director	9	7.0%			6.2%		
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	5	4.8%			5.7%		
Top Finance Position	6	5.8%			4.8%		
<b>Diseases, Disorders, Medical Disciplines: Medical Disciplines</b>							
CEO/Executive Director	7	4.2%			2.2%		
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	26	5.6%	0.1%	1.3%	4.9%	9.6%	12.9%
Top Finance Position	5	5.6%			4.6%		
<b>Educational Institutions and Related Activities: Adult Education</b>							
CEO/Executive Director	10	3.2%		0.0%	1.3%	4.5%	
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	24	3.0%	-4.9%	0.0%	1.5%	7.6%	13.0%
Top Finance Position	7	4.6%			5.9%		
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	35	2.1%	-9.5%	0.0%	2.8%	6.7%	11.4%
Top Finance Position	8	-0.9%			3.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	215	4.7%	-3.5%	0.0%	4.6%	9.0%	14.4%
Top Administrative Position	12	4.8%		2.1%	4.5%	6.9%	
Top Business Position	7	5.6%			6.0%		
Top Development Position	25	4.2%	-0.5%	1.7%	4.0%	6.9%	11.4%
Top Education Position	8	3.9%			5.8%		
Top Facilities Position	8	3.7%			3.2%		
Top Finance Position	74	5.6%	-2.9%	2.4%	5.0%	8.8%	14.7%
Top Operations Position	28	5.4%	-4.1%	0.6%	6.9%	10.8%	13.5%
Top Program Position	6	3.7%			2.5%		
Top Technology Position	16	7.0%		3.7%	5.9%	9.8%	
<b>Educational Institutions and Related Activities: Graduate &amp; Professional Schools</b>							
CEO/Executive Director	8	5.4%			4.3%		
Top Finance Position	8	9.4%			9.8%		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	33	1.6%	-5.3%	-2.2%	0.9%	4.4%	10.2%
Top Administrative Position	8	3.6%			2.8%		
Top Development Position	11	4.1%		0.5%	1.2%	8.6%	
Top Finance Position	22	4.0%	-4.8%	-0.8%	3.6%	7.2%	17.0%
Top Human Resources Position	5	2.5%			2.1%		
Top Technology Position	6	2.2%			2.1%		
<b>Educational Institutions and Related Activities: Libraries</b>							
CEO/Executive Director	6	5.5%			3.3%		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	41	2.0%	-9.5%	0.0%	2.0%	7.4%	11.5%
Top Finance Position	11	2.5%		-0.9%	1.9%	6.4%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	23	3.1%	-1.6%	0.0%	2.3%	5.6%	10.3%
Top Finance Position	5	5.2%			6.1%		
<b>Educational Institutions and Related Activities: Vocational &amp; Technical Schools</b>							
CEO/Executive Director	5	1.4%			1.0%		
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	16	3.0%		-3.0%	3.6%	9.2%	
Top Finance Position	7	4.8%			3.3%		
<b>Environmental Quality, Protection and Beautification : Botanical, Horticultural &amp; Landscape Services</b>							
CEO/Executive Director	8	0.7%			-0.1%		
<b>Environmental Quality, Protection and Beautification : Environmental Beautification</b>							
CEO/Executive Director	5	4.9%			0.0%		
<b>Environmental Quality, Protection and Beautification : Environmental Education</b>							
CEO/Executive Director	6	1.2%			0.6%		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	12	3.5%		1.4%	5.3%	7.8%	
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	11	4.0%		0.0%	3.1%	8.2%	
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	14	3.4%		-2.1%	1.6%	4.9%	
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	22	2.4%	-7.5%	-0.9%	3.0%	7.8%	11.0%



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
Top Finance Position	11	-0.3%		-3.2%	0.3%	2.5%	
Top Operations Position	6	1.3%			-1.1%		
<b>Health – General and Rehabilitative: Health (General &amp; Financing)</b>							
CEO/Executive Director	10	1.0%		-3.0%	1.3%	4.7%	
<b>Health – General and Rehabilitative: Health Care N.E.C.</b>							
CEO/Executive Director	7	3.0%			2.6%		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	15	1.5%		-0.8%	0.7%	3.1%	
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	21	3.6%	-3.0%	-0.4%	2.0%	7.3%	16.6%
Top Finance Position	17	4.2%		2.4%	4.5%	10.4%	
Top Human Resources Position	5	1.1%			4.5%		
Top Operations Position	8	0.2%			1.8%		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	17	-0.3%		-3.1%	0.0%	4.7%	
Top Administrative Position	18	3.8%		1.8%	3.8%	5.5%	
Top Finance Position	19	6.8%		0.9%	2.5%	11.2%	
Top Operations Position	6	7.2%			8.5%		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	12	5.4%		0.0%	6.1%	11.0%	
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
CEO/Executive Director	6	0.3%			0.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	19	5.7%		0.2%	2.2%	14.8%	
Top Development Position	5	-0.5%			-0.3%		
Top Finance Position	6	5.4%			3.4%		
<b>Housing, Shelter: Housing &amp; Shelter N.E.C.</b>							
CEO/Executive Director	7	4.5%			2.4%		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	40	4.9%	-5.6%	-1.4%	2.8%	9.3%	18.6%
Top Finance Position	13	4.7%		2.4%	3.0%	9.4%	
Top Operations Position	5	4.9%			3.4%		
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	5	7.8%			6.2%		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	15	3.2%		-0.3%	2.1%	7.7%	
Top Finance Position	5	8.3%			5.6%		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	122	1.5%	-8.4%	-1.2%	1.7%	5.2%	10.8%
Top Finance Position	41	2.9%	-6.5%	0.0%	2.0%	6.2%	13.3%
Top Human Resources Position	5	3.5%			3.3%		
Top Operations Position	13	1.6%		-1.2%	2.3%	3.7%	
Top Program Position	7	0.5%			-1.8%		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	74	3.0%	-6.2%	-1.4%	2.5%	7.9%	12.8%
Top Finance Position	17	5.4%		2.3%	4.1%	10.9%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
Top Operations Position	6	0.8%			-0.6%		
Top Program Position	7	3.7%			0.0%		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	29	3.2%	-5.5%	-0.3%	2.8%	8.9%	14.2%
Top Finance Position	8	1.9%			2.6%		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	88	4.4%	-4.5%	-1.0%	2.7%	10.1%	17.1%
Top Development Position	6	2.8%			2.2%		
Top Finance Position	27	7.7%	0.3%	2.6%	5.2%	14.2%	18.1%
Top Operations Position	10	6.5%		3.0%	9.9%	12.2%	
Top Program Position	8	1.9%			0.4%		
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
CEO/Executive Director	28	3.0%	-4.7%	-0.3%	1.2%	7.2%	12.3%
Top Finance Position	10	3.7%		1.9%	4.4%	7.9%	
<b>Human Services – Multipurpose and Other: Personal Social Services</b>							
CEO/Executive Director	7	-4.2%			-1.3%		
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	22	3.3%	-3.7%	-0.4%	1.5%	6.4%	15.0%
Top Administrative Position	5	1.6%			5.3%		
Top Finance Position	15	5.0%		-0.2%	2.3%	7.8%	
Top Operations Position	6	6.5%			6.1%		
<b>Human Services – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	10	0.0%		-1.1%	1.4%	2.2%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>International, Foreign Affairs and National Security: International Development</b>							
CEO/Executive Director	31	3.8%	-5.6%	-1.1%	2.3%	7.8%	19.1%
Top Finance Position	15	2.8%		-0.3%	2.9%	7.0%	
Top Operations Position	5	8.0%			6.0%		
<b>International, Foreign Affairs and National Security: International Human Rights</b>							
CEO/Executive Director	16	0.2%		-6.8%	-0.7%	4.0%	
<b>International, Foreign Affairs and National Security: International Peace &amp; Security</b>							
CEO/Executive Director	14	7.4%		0.0%	5.2%	12.6%	
<b>International, Foreign Affairs and National Security: Promotion of International Understanding</b>							
CEO/Executive Director	17	-0.1%		-0.6%	2.5%	5.0%	
Top Administrative Position	5	-2.3%			0.0%		
Top Finance Position	5	6.5%			4.9%		
<b>International, Foreign Affairs and National Security: Service and Other</b>							
CEO/Executive Director	22	2.6%	-3.3%	0.0%	2.3%	5.2%	7.2%
Top Finance Position	8	5.5%			4.9%		
<b>Medical Research: Cancer Research</b>							
CEO/Executive Director	8	4.2%			3.6%		
<b>Medical Research: Service and Other</b>							
CEO/Executive Director	6	8.8%			8.5%		
<b>Medical Research: Specifically Named Diseases Research</b>							
CEO/Executive Director	5	4.0%			6.1%		
<b>Mental Health, Crisis Intervention: Mental Health &amp; Crisis Intervention N.E.C.</b>							
CEO/Executive Director	8	3.1%			7.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Mental Health, Crisis Intervention: Mental Health Associations</b>							
CEO/Executive Director	6	2.9%			2.0%		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	38	2.5%	-6.1%	-1.3%	0.6%	7.3%	12.9%
Top Administrative Position	5	1.9%			-2.2%		
Top Finance Position	20	2.0%	-6.4%	-1.9%	0.8%	5.4%	16.6%
Top Operations Position	7	6.4%			6.2%		
<b>Mental Health, Crisis Intervention: Service and Other</b>							
CEO/Executive Director	6	-1.8%			1.6%		
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	22	4.2%	-1.2%	-0.4%	2.4%	5.7%	15.0%
Top Finance Position	10	3.3%		-5.7%	3.8%	8.9%	
Top Operations Position	6	8.4%			4.1%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Federated Giving Programs</b>							
CEO/Executive Director	5	4.4%			4.3%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Charity &amp; Voluntarism Promotion</b>							
CEO/Executive Director	9	4.3%			4.8%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Voluntarism &amp; Grantmaking Foundations N.E.C.</b>							
CEO/Executive Director	8	1.9%			1.0%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Private Grantmaking Foundations</b>							
CEO/Executive Director	10	5.4%		0.6%	6.1%	8.4%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations</b>							
CEO/Executive Director	17	3.3%			-0.2%	2.8%	7.0%
Top Finance Position	5	6.1%				7.2%	
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other</b>							
CEO/Executive Director	10	1.4%			-0.5%	2.9%	5.1%
<b>Public, Society Benefit – Multipurpose and Other: Government &amp; Public Administration</b>							
CEO/Executive Director	8	5.2%				1.9%	
<b>Public, Society Benefit – Multipurpose and Other: Leadership Development</b>							
CEO/Executive Director	8	1.4%				4.2%	
<b>Public, Society Benefit – Multipurpose and Other: Public &amp; Societal Benefit N.E.C.</b>							
CEO/Executive Director	7	2.6%				3.7%	
Top Finance Position	5	2.8%				4.2%	
<b>Public, Society Benefit – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	8	7.2%				5.2%	
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports</b>							
CEO/Executive Director	9	-0.4%				0.0%	
<b>Recreation, Sports, Leisure, Athletics: Camps</b>							
CEO/Executive Director	9	6.0%				3.8%	
<b>Recreation, Sports, Leisure, Athletics: Physical Fitness &amp; Community Recreational Facilities</b>							
CEO/Executive Director	7	4.2%				1.7%	
Top Finance Position	5	-1.9%				3.0%	
<b>Religion-Related, Spiritual Development: Christianity</b>							
CEO/Executive Director	21	3.7%	-5.9%	0.0%	0.0%	0.0%	10.6% 18.6%

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
Religion-Related, Spiritual Development: Judaism							
CEO/Executive Director	27	2.0%	-6.6%	-1.0%	1.3%	4.6%	12.3%
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	7	1.2%			-3.7%		
Social Science Research Institutes, Services: Social Science							
CEO/Executive Director	9	-0.4%			-0.1%		
Youth Development: Service and Other							
CEO/Executive Director	8	4.6%			6.9%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	12	1.8%		-0.1%	1.1%	4.1%	
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	13	0.7%		-1.6%	0.0%	2.5%	
Youth Development: Youth Development Programs							
CEO/Executive Director	47	4.5%	-4.9%	0.0%	2.7%	8.9%	17.3%
<b>Newark, NJ</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	11	2.3%		-1.1%	0.6%	5.0%	
Arts, Culture and Humanities: Museums							
CEO/Executive Director	5	6.1%			6.4%		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	13	0.5%		0.0%	0.0%	7.0%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	5	1.0%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Newark, NJ</b>							
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	6	1.4%			1.8%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	41	3.6%	-0.8%	0.0%	2.9%	6.4%	9.6%
Top Business Position	6	2.6%			3.8%		
Top Development Position	6	8.5%			6.4%		
Top Finance Position	6	4.3%			4.9%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	4.2%			4.0%		
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	6	-5.4%			-2.9%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	10	4.3%		1.2%	3.4%	5.3%	
Housing, Shelter: Temporary Housing							
CEO/Executive Director	7	4.3%			4.1%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	21	1.7%	-3.6%	0.4%	2.7%	3.6%	7.2%
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	21	2.3%	-2.1%	-1.0%	0.6%	5.7%	10.4%
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	10	6.8%		2.4%	6.3%	11.9%	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	25	5.2%	-0.9%	0.0%	3.9%	9.2%	13.4%



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Newark, NJ</b>							
Human Services – Multipurpose and Other: Human Services							
Top Finance Position	8	2.5%			1.0%		
Top Operations Position	7	0.6%			0.5%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	12	2.6%		-0.9%	1.5%	7.4%	
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	11	4.5%		0.7%	5.1%	8.6%	
Top Finance Position	7	3.5%			2.6%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	11	6.1%		0.1%	2.3%	9.1%	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	8	-0.2%			0.9%		
<b>Newburgh-Middletown, NY</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	4.9%			4.3%		
<b>Norfolk-Virginia Beach-Newport News, VA-NC</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	12	4.9%		2.4%	4.1%	8.0%	
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	-1.1%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Norfolk-Virginia Beach-Newport News, VA-NC</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	9	3.4%			3.8%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	0.2%			-0.7%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	11	-6.7%		-14.7%	-8.5%	0.3%	
<b>Oakland, CA</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	8	5.4%			6.7%		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	11	6.0%		0.9%	3.6%	18.6%	
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	8	3.6%			2.3%		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	5	4.1%			0.0%		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	15	4.1%		-2.4%	3.8%	9.7%	
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	8	5.5%			8.2%		
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	6	5.9%			5.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Oakland, CA</b>							
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	6	3.4%			3.5%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	5	4.6%			4.1%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	11	6.4%		2.2%	5.1%	10.7%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	7	8.8%			10.1%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	41	6.6%	-3.2%	2.0%	6.0%	12.2%	19.9%
Top Finance Position	14	2.4%		0.2%	2.9%	5.3%	
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	5.1%			3.8%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	16	4.0%		-0.1%	4.2%	8.1%	
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	6	0.3%			0.0%		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	12	6.0%		2.8%	4.7%	10.1%	
Environmental Quality, Protection and Beautification : Service and Other							
CEO/Executive Director	9	2.4%			1.7%		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	7	4.4%			4.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Oakland, CA</b>							
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	5	7.8%			9.2%		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	6	7.1%			7.0%		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	13	3.1%		-3.3%	4.5%	8.3%	
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	16	0.0%		-0.5%	1.4%	4.1%	
Top Finance Position	5	8.5%			6.7%		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	18	4.9%		0.0%	3.8%	7.8%	
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	11	6.4%		2.7%	4.2%	10.0%	
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	10	-1.9%		-2.2%	1.1%	5.1%	
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	8	7.9%			8.4%		
<b>International, Foreign Affairs and National Security: International Development</b>							
CEO/Executive Director	13	2.7%		-1.5%	0.0%	8.3%	
<b>Mental Health, Crisis Intervention: Hot Lines &amp; Crisis Intervention</b>							
CEO/Executive Director	5	6.5%			6.4%		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	12	1.1%		-0.1%	3.6%	6.6%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Oakland, CA</b>							
Mental Health, Crisis Intervention: Mental Health Treatment							
Top Finance Position	5	3.5%			2.0%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	5	-1.8%			-3.6%		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	5	10.7%			7.1%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	13	1.9%		-0.7%	2.1%	5.2%	
Science and Technology Research Institutes, Services: Service and Other							
CEO/Executive Director	5	6.5%			6.2%		
Unknown							
CEO/Executive Director	9	5.9%			10.9%		
Youth Development: Scouting							
CEO/Executive Director	5	7.2%			1.6%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	7	0.9%			2.1%		
Youth Development: Youth Development Programs							
CEO/Executive Director	13	3.2%		0.0%	3.5%	7.7%	
<b>Ocala, FL</b>							
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	6.8%			4.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Odessa-Midland, TX</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	2.8%				3.7%	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	5	1.7%				1.6%	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	2.1%				1.7%	
<b>OklahomaCity, OK</b>							
Arts, Culture and Humanities: Museums							
CEO/Executive Director	5	2.5%				-0.2%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	15	-0.4%		-1.0%		2.4%	2.8%
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	2.1%				0.6%	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	13	3.8%		0.0%		3.0%	7.2%
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	4.4%				1.5%	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	13	0.0%		-1.2%		-0.5%	4.0%
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	0.1%				0.0%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>OklahomaCity, OK</b>							
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	5	-1.9%			-0.7%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	2.2%			4.8%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	9	-5.8%			0.0%		
<b>Omaha, NE-IA</b>							
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	9	6.2%			1.3%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	7	8.8%			5.5%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	4.4%			3.7%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	8	4.5%			2.8%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	7	4.6%			0.0%		
<b>Orange County, CA</b>							
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	12	2.0%		-0.6%	1.7%	7.5%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Orange County, CA</b>							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	6	5.5%			6.5%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	20	2.9%	-4.4%	-0.3%	2.0%	4.2%	12.0%
Top Finance Position	7	4.6%			6.2%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	3.9%			3.3%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	6.9%			5.2%		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	6.5%			4.1%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	10	3.2%		0.5%	6.4%	10.9%	
Housing, Shelter: Housing Support							
CEO/Executive Director	6	-0.9%			-0.4%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	6	1.4%			2.8%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	21	5.0%	-0.4%	0.0%	4.8%	9.6%	14.4%
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	15	5.9%		1.3%	4.2%	10.2%	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	11	3.2%		-3.3%	6.7%	10.7%	



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Orange County, CA</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	12	3.5%		-0.8%	1.4%	6.6%	
Top Finance Position	6	3.9%			2.3%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	6.4%			7.1%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	11	0.9%		-3.1%	0.1%	8.3%	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	32	1.4%	-7.5%	0.0%	0.0%	4.4%	15.3%
Top Finance Position	7	-0.3%			0.0%		
Unknown							
CEO/Executive Director	5	-2.7%			-5.3%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	7	4.7%			1.2%		
Youth Development: Youth Development Programs							
CEO/Executive Director	10	5.2%		0.0%	1.6%	5.0%	
<b>Orlando,FL</b>							
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	5	6.2%			2.3%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	2.8%			2.0%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	15	3.3%		0.0%	2.0%	7.1%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Orlando,FL</b>							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	3.3%			2.6%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	5	5.1%			3.8%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	14	3.4%		0.8%	2.1%	5.5%	
Top Finance Position	5	4.1%			4.7%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	10	5.6%		2.8%	5.6%	6.6%	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	8	4.2%			0.2%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	8.1%			11.9%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	7.3%			4.2%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	21	1.2%	-7.6%	-2.7%	0.6%	5.8%	11.9%
Religion-Related, Spiritual Development: Religion-Related N.E.C.							
CEO/Executive Director	5	0.7%			3.2%		
<b>Pensacola, FL</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	-2.1%			-3.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Peoria-Pekin, IL</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	4.3%			-1.0%		
<b>Philadelphia, PA-NJ</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	16	6.2%		-0.1%	6.3%	10.9%	
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	31	3.0%	-4.6%	-0.2%	2.1%	7.8%	14.7%
Arts, Culture and Humanities: Arts, Culture & Humanities N.E.C.							
CEO/Executive Director	7	8.1%			9.5%		
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	10	3.2%		0.0%	1.8%	4.2%	
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	11	4.4%		0.3%	4.1%	7.5%	
Arts, Culture and Humanities: Museums							
CEO/Executive Director	16	4.4%		0.6%	3.2%	7.0%	
Top Finance Position	5	3.1%			7.7%		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	27	3.6%	-3.9%	-0.3%	2.7%	9.2%	11.5%
Arts, Culture and Humanities: Visual Arts							
CEO/Executive Director	7	-3.0%			0.0%		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	9	2.2%			0.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	6	6.5%			8.1%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	28	4.0%	-1.3%	0.3%	3.7%	6.7%	9.0%
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	9	4.5%			4.0%		
Crime, Legal-Related: Crime Prevention							
CEO/Executive Director	6	5.1%			3.0%		
Crime, Legal-Related: Legal Services							
CEO/Executive Director	9	2.1%			3.5%		
Diseases, Disorders, Medical Disciplines: Cancer							
CEO/Executive Director	10	2.3%		-0.1%	1.6%	3.2%	
Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs							
CEO/Executive Director	5	5.1%			2.8%		
Diseases, Disorders, Medical Disciplines: Medical Disciplines							
CEO/Executive Director	5	2.4%			1.6%		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	6	-3.2%			1.4%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	13	3.9%		-0.6%	3.5%	11.2%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	19	3.7%		-0.3%	3.5%	5.2%	
Top Finance Position	5	-0.6%			-1.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	112	5.4%	-4.5%	0.4%	4.9%	10.5%	17.1%
Top Business Position	5	3.7%			3.2%		
Top Development Position	8	5.1%			5.2%		
Top Education Position	5	6.6%			5.0%		
Top Finance Position	23	6.2%	-0.3%	2.8%	4.0%	9.4%	16.6%
Top Operations Position	8	6.9%			6.0%		
<b>Educational Institutions and Related Activities: Graduate &amp; Professional Schools</b>							
CEO/Executive Director	6	7.5%			4.7%		
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	16	1.6%		-2.3%	2.1%	4.1%	
Top Administrative Position	6	-0.4%			1.4%		
Top Development Position	5	2.3%			2.3%		
Top Finance Position	15	2.0%		-0.2%	3.5%	4.2%	
<b>Educational Institutions and Related Activities: Libraries</b>							
CEO/Executive Director	10	1.3%		-0.4%	1.1%	4.4%	
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	11	-2.4%		-3.4%	0.2%	2.5%	
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	9	6.2%			6.4%		
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	8	3.2%			1.8%		
<b>Environmental Quality, Protection and Beautification : Environmental Education</b>							
CEO/Executive Director	5	5.0%			2.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	11	1.4%		-2.2%	0.4%	5.8%	
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	11	4.7%		0.2%	2.3%	10.0%	
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	11	5.0%		1.0%	4.4%	7.8%	
Top Finance Position	7	3.7%			3.0%		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	12	0.1%		-0.7%	0.0%	1.4%	
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	13	4.8%		-0.4%	4.6%	9.0%	
Top Operations Position	5	0.7%			2.0%		
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	15	2.7%		0.0%	1.8%	7.0%	
Top Administrative Position	5	-4.1%			-1.6%		
Top Finance Position	6	5.3%			5.0%		
<b>Health – General and Rehabilitative: Reproductive Health Care</b>							
CEO/Executive Director	6	6.4%			5.7%		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	12	0.1%		-6.2%	2.4%	4.7%	
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	26	3.8%	-3.4%	0.0%	2.1%	6.4%	11.7%
Top Finance Position	5	4.4%			1.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	7	3.8%			0.9%		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	5	3.9%			7.9%		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	61	6.2%	-2.3%	0.7%	4.7%	10.9%	15.8%
Top Finance Position	12	4.8%		-0.5%	4.1%	11.1%	
Top Operations Position	5	6.6%			7.2%		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	43	3.6%	-2.0%	0.0%	2.6%	6.9%	13.2%
Top Finance Position	7	2.5%			3.1%		
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	5	9.9%			11.0%		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	25	3.9%	-4.3%	0.0%	3.6%	6.1%	13.4%
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	40	4.2%	-4.1%	-1.3%	3.2%	9.0%	14.7%
Top Finance Position	10	3.1%		-2.8%	1.5%	5.8%	
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
CEO/Executive Director	7	4.2%			1.2%		
<b>Human Services – Multipurpose and Other: Personal Social Services</b>							
CEO/Executive Director	7	2.4%			1.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	28	6.2%	2.5%	3.4%	6.2%	8.6%	11.3%
Top Finance Position	11	6.4%		2.1%	4.7%	9.1%	
<b>Human Services – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	9	2.4%			1.4%		
<b>International, Foreign Affairs and National Security: International Development</b>							
CEO/Executive Director	5	2.2%			0.0%		
<b>International, Foreign Affairs and National Security: Promotion of International Understanding</b>							
CEO/Executive Director	5	-5.4%			0.0%		
<b>Mental Health, Crisis Intervention: Hot Lines &amp; Crisis Intervention</b>							
CEO/Executive Director	5	5.5%			4.8%		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	26	2.0%	-5.5%	-0.7%	0.7%	4.1%	12.1%
Top Finance Position	12	3.2%		-2.1%	1.3%	10.0%	
Top Operations Position	6	-1.2%			0.3%		
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	17	3.1%		0.2%	4.1%	7.4%	
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Voluntarism &amp; Grantmaking Foundations N.E.C.</b>							
CEO/Executive Director	5	-0.4%			0.0%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations</b>							
CEO/Executive Director	7	7.5%			6.4%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	5	0.5%			1.2%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	1.6%			-1.1%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	21	1.5%	-3.8%	-2.1%	0.8%	5.4%	10.3%
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	7	5.6%			2.4%		
Youth Development: Youth Development Programs							
CEO/Executive Director	15	2.1%		0.4%	2.0%	5.5%	
<b>Phoenix-Mesa, AZ</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	-3.3%			0.0%		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	7	3.0%			3.4%		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	12	3.7%		0.1%	2.4%	8.8%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	6	0.5%			1.3%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	6	7.0%			6.6%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	0.1%			-4.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Phoenix-Mesa, AZ</b>							
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	51	3.9%	-8.7%	-0.4%	2.9%	10.2%	19.0%
Top Administrative Position	6	1.9%			0.1%		
Top Finance Position	7	1.7%			2.7%		
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	8	4.2%			6.3%		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	6	3.5%			2.2%		
Top Finance Position	5	4.2%			3.0%		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	5	6.6%			7.3%		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	21	4.0%	-3.7%	0.0%	3.0%	9.8%	11.8%
Top Finance Position	5	5.8%			5.4%		
Top Operations Position	5	8.3%			7.0%		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	13	4.0%		2.8%	5.1%	11.3%	
Top Finance Position	5	7.9%			8.7%		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	7	2.2%			0.0%		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	14	7.2%		0.2%	5.9%	12.4%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Phoenix-Mesa, AZ</b>							
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	5	3.6%			0.0%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	6	7.0%			6.2%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	29	-3.9%	-18.3%	-12.6%	-0.5%	3.1%	7.3%
Youth Development: Youth Development Programs							
CEO/Executive Director	6	-5.8%			-2.7%		
<b>Pittsburgh, PA</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	11	7.8%		1.9%	8.4%	13.2%	
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	5	8.7%			2.4%		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	6	4.9%			3.2%		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	22	3.0%	-2.9%	0.5%	2.4%	4.7%	7.0%
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	15	0.9%		-1.8%	0.0%	2.3%	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	12	5.7%		0.0%	4.4%	7.9%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Pittsburgh, PA</b>							
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	9	4.7%			1.9%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	25	3.3%	-6.0%	-0.1%	4.1%	6.1%	10.2%
Top Finance Position	8	5.6%			7.6%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	8	1.4%			4.4%		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	13	1.3%		0.0%	2.3%	4.4%	
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	5	-1.4%			-0.2%		
Employment, Job-Related: Employment Preparation & Procurement							
CEO/Executive Director	6	5.2%			3.9%		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	11	3.5%		0.5%	2.8%	5.0%	
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	6	2.7%			5.2%		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	10	3.3%		-0.2%	3.7%	5.8%	
Top Finance Position	6	-0.1%			2.1%		
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	5	13.3%			18.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Pittsburgh, PA</b>							
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	6	1.9%			0.5%		
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	8	4.8%			4.0%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	6	5.2%			2.9%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	33	4.6%	-4.2%	0.0%	3.0%	8.1%	15.9%
Top Finance Position	13	5.8%		0.6%	6.7%	9.6%	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	21	3.4%	-3.9%	0.0%	3.7%	8.1%	15.9%
Top Operations Position	5	3.9%			6.1%		
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	5	3.7%			3.0%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	16	1.0%		-0.1%	1.4%	3.2%	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	29	4.3%	-4.2%	0.0%	4.7%	8.7%	13.5%
Top Finance Position	9	11.1%			12.9%		
Top Operations Position	7	6.6%			2.6%		
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	6	3.4%			0.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Pittsburgh, PA</b>							
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	6	0.7%			-0.1%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	17	2.5%		-0.6%	0.1%	5.3%	
Top Finance Position	8	4.4%			3.8%		
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	6	-2.8%			-1.7%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	7	3.8%			2.0%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	8	7.9%			3.7%		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	5	-1.1%			2.8%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	12	3.2%		-4.1%	3.1%	8.0%	
Youth Development: Youth Development Programs							
CEO/Executive Director	7	7.7%			7.9%		
<b>Pittsfield, MA</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	5.4%			4.9%		
Health – General and Rehabilitative: Nursing							
Top Administrative Position	10	1.6%		-1.3%	-0.2%	4.0%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Portland, ME</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	6	-0.4%			-0.3%		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	7	1.7%			-0.5%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	-0.8%			1.1%		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	9	-0.3%			0.2%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	6	3.7%			3.0%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	4.6%			1.8%		
Recreation, Sports, Leisure, Athletics: Camps							
CEO/Executive Director	5	0.0%			0.4%		
<b>Portland, OR-WA</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	1.2%			-1.6%		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	12	7.4%		0.1%	5.8%	13.2%	
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	9	6.6%			9.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Portland, OR-WA</b>							
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	15	5.7%		-1.3%	6.1%	14.6%	
<b>Civil Rights, Social Action, Advocacy: Service and Other</b>							
CEO/Executive Director	6	4.9%			4.3%		
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	9	1.1%			0.5%		
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	8	4.5%			4.5%		
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	11	8.2%		3.5%	9.1%	14.7%	
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	45	2.2%	-10.2%	-2.5%	1.9%	7.5%	15.5%
Top Finance Position	5	5.0%			2.9%		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	7	3.3%			2.9%		
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	8	3.2%			3.2%		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	23	1.6%	-6.3%	-3.7%	2.5%	6.1%	9.9%
Top Finance Position	6	4.0%			1.8%		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	6	3.2%			-1.0%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Portland, OR-WA</b>							
<b>Health – General and Rehabilitative: Nursing</b>							
CEO/Executive Director	5	1.6%			6.5%		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	7	4.1%			3.5%		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	14	5.7%		1.0%	5.2%	8.6%	
Top Finance Position	5	4.7%			3.0%		
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	5	4.6%			3.1%		
<b>Housing, Shelter: Service and Other</b>							
CEO/Executive Director	5	4.1%			6.6%		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	23	5.1%	-0.5%	0.4%	4.5%	10.1%	14.6%
Top Finance Position	5	6.4%			5.4%		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	17	1.4%		-3.9%	1.9%	6.1%	
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	9	4.2%			3.3%		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	11	1.7%		-3.4%	3.0%	6.9%	
<b>Human Services – Multipurpose and Other: Personal Social Services</b>							
CEO/Executive Director	7	9.9%			5.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Portland, OR-WA</b>							
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	13	4.3%		1.6%	4.6%	6.1%	
<b>International, Foreign Affairs and National Security: International Development</b>							
CEO/Executive Director	6	4.5%			1.7%		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	11	6.0%		0.9%	3.8%	10.1%	
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	6	10.2%			9.3%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations</b>							
CEO/Executive Director	6	5.8%			2.9%		
<b>Public, Society Benefit – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	6	4.0%			2.2%		
<b>Recreation, Sports, Leisure, Athletics: Physical Fitness &amp; Community Recreational Facilities</b>							
CEO/Executive Director	5	9.7%			10.5%		
<b>Religion-Related, Spiritual Development: Christianity</b>							
CEO/Executive Director	18	0.6%		-3.4%	0.0%	4.9%	
<b>Unknown</b>							
CEO/Executive Director	9	-0.5%			0.0%		
<b>Youth Development: Youth Development Programs</b>							
CEO/Executive Director	10	5.4%		2.4%	4.0%	7.9%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Portsmouth-Dover-Rochester, NH-ME</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	3.3%				7.4%	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	2.5%				2.8%	
<b>Providence-Fall River-Warwick, RI-MA</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	5	-2.8%				1.4%	
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	8	7.2%				5.8%	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	5	5.5%				1.9%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	5	4.1%				4.8%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	6	9.4%				8.6%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	22	2.2%	-3.6%	-2.0%	1.0%	3.6%	15.3%
Top Finance Position	6	4.6%				2.7%	
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	8	0.8%				0.3%	
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	6	5.7%				5.1%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Providence-Fall River-Warwick, RI-MA</b>							
<b>Health – General and Rehabilitative: Nursing</b>							
Top Administrative Position	9	1.0%			-0.7%		
Top Finance Position	5	7.8%			8.9%		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	7	7.5%			6.6%		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	16	4.3%		-0.8%	3.4%	6.3%	
Top Finance Position	5	0.1%			-1.2%		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	7	-0.4%			0.9%		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	8	5.8%			6.1%		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	17	3.8%		-0.8%	3.7%	7.8%	
Top Finance Position	6	7.1%			8.2%		
Top Operations Position	5	4.1%			2.5%		
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	7	2.5%			0.0%		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	6	1.8%			1.5%		
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	6	4.3%			4.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Providence-Fall River-Warwick, RI-MA</b>							
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	7	1.7%			1.5%		
<b>Raleigh-Durham-Chapel Hill, NC</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	6	5.3%			4.3%		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	6	3.7%			2.5%		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	5	6.8%			4.0%		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	14	1.8%		0.0%	3.0%	5.8%	
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	8	6.9%			5.9%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	10	2.8%		3.8%	4.6%	6.2%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	21	4.6%	-3.0%	0.4%	2.5%	12.1%	15.4%
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	2.9%			5.5%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	10	4.5%		-1.2%	5.8%	8.9%	
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	6	4.8%			4.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Raleigh-Durham-Chapel Hill, NC</b>							
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	7	2.0%			5.1%		
Food, Agriculture and Nutrition: Food Programs							
CEO/Executive Director	7	8.0%			10.0%		
Health – General and Rehabilitative: Health Support							
CEO/Executive Director	6	3.9%			3.1%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	8	8.4%			7.7%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	15	2.9%		-1.6%	1.6%	3.3%	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	8	6.7%			4.9%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	7	0.1%			2.4%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	8	1.2%			1.8%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	9	7.1%			7.3%		
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	6	4.7%			1.3%		
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	5	4.0%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Raleigh-Durham-Chapel Hill, NC</b>							
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	7	1.1%			3.0%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	12	5.8%		0.5%	5.8%	10.5%	
Youth Development: Youth Development Programs							
CEO/Executive Director	12	-0.6%		-2.7%	-0.9%	3.0%	
<b>Reading, PA</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	4.3%			3.5%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	5	1.7%			1.2%		
<b>Reno, NV</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	3.7%			2.2%		
<b>Richmond-Petersburg, VA</b>							
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	5	5.4%			6.9%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	9	7.2%			4.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Richmond-Petersburg, VA</b>							
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	6	6.5%			6.9%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	5	7.7%			2.7%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	8	0.7%			-0.3%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	10	4.3%		1.2%	3.9%	9.0%	
Human Services – Multipurpose and Other: Emergency Assistance							
CEO/Executive Director	6	0.8%			0.0%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	12	3.0%		1.5%	4.6%	6.1%	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	9.4%			9.7%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	-2.6%			0.2%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	8	1.4%			0.3%		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	1.2%			4.8%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Riverside-San Bernardino-Ontario, CA</b>							
<b>Animal-Related: Animal Protection &amp; Welfare</b>							
CEO/Executive Director	5	-0.6%			0.0%		
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	7	1.3%			4.0%		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	5	5.7%			2.7%		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	19	2.7%		-0.2%	3.4%	10.5%	
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	5	9.2%			12.0%		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	11	6.3%		0.6%	4.9%	10.7%	
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	5	4.5%			1.4%		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	9	2.8%			1.3%		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	15	-1.6%		-8.9%	-0.4%	3.4%	
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	7	5.4%			3.6%		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	14	5.2%		0.0%	6.4%	9.8%	
Top Finance Position	6	6.3%			7.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Riverside-San Bernardino-Ontario, CA</b>							
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	13	5.6%		1.0%	3.9%	10.7%	
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	6	4.0%			2.2%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	6	-1.2%			0.7%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	16	-1.1%		-7.8%	0.8%	3.6%	
Youth Development: Youth Development Programs							
CEO/Executive Director	5	0.1%			3.2%		
<b>Roanoke, VA</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	10.9%			9.5%		
<b>Rochester, MN</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	1.6%			2.1%		
<b>Rochester, NY</b>							
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	5	3.4%			1.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Rochester, NY</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	18	5.5%		1.3%	5.0%	9.3%	
Top Finance Position	5	7.4%			3.8%		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	5	5.0%			3.0%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	7	1.8%			1.5%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	10	6.7%		1.3%	4.1%	12.6%	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	11	6.2%		3.4%	4.0%	8.1%	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	19	4.0%		1.7%	4.1%	9.6%	
Top Finance Position	7	-0.3%			-0.1%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	4.9%			2.9%		
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	5	7.8%			6.4%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	6	8.5%			11.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Rockford, IL</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	8	0.8%			0.6%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	7	5.2%			6.8%		
<b>Sacramento, CA</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	5	4.5%			2.3%		
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	5	5.1%			4.6%		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	6	3.9%			2.3%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	7	2.8%			1.3%		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	-0.6%			2.5%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	18	1.8%		-0.9%	0.7%	5.3%	
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	15	5.3%		0.3%	2.5%	6.9%	
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	6	-3.6%			0.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Sacramento, CA</b>							
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	5	4.4%			4.7%		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	12	5.1%		0.0%	4.0%	10.7%	
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	16	3.5%		-0.3%	3.5%	6.8%	
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	5	3.4%			-0.1%		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	8	2.2%			3.2%		
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	6	3.6%			1.0%		
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	7	-2.5%			-2.8%		
<b>Religion-Related, Spiritual Development: Christianity</b>							
CEO/Executive Director	9	2.1%			0.0%		
<b>Unknown</b>							
CEO/Executive Director	6	10.2%			8.5%		
<b>Youth Development: Youth Development Programs</b>							
CEO/Executive Director	5	5.8%			5.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Saginaw-Bay City-Midland, MI</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	2.5%				0.0%	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	6	3.9%				8.2%	
<b>Salem, OR</b>							
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	0.3%				0.7%	
<b>Salt Lake City-Ogden, UT</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	7	5.5%				6.2%	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	7	8.9%				8.8%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	16	5.3%		-0.2%		3.2%	12.2%
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	5	1.3%				4.1%	
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	7.3%				7.3%	
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	5	6.0%				0.5%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Salt Lake City-Ogden, UT</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	3.1%			2.7%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	-1.1%			-1.6%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	7	3.1%			0.0%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	8	2.2%			2.2%		
Youth Development: Youth Development Programs							
CEO/Executive Director	5	5.0%			1.2%		
<b>San Antonio, TX</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	6	-0.2%			3.4%		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	9	5.6%			2.9%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	14	4.3%		1.5%	3.3%		5.5%
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	5	4.3%			2.0%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	15	6.3%		0.5%	4.5%		12.1%

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>San Antonio, TX</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
Top Finance Position	5	4.5%			4.4%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	12	6.1%		2.9%	5.2%	8.4%	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	14	2.1%		0.0%	2.0%	5.4%	
Top Finance Position	5	5.5%			4.1%		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	5	7.2%			4.6%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	14	2.5%		0.2%	3.1%	5.6%	
Youth Development: Youth Development Programs							
CEO/Executive Director	8	0.3%			-0.1%		
<b>San Diego, CA</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	9	2.6%			2.9%		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	12	5.7%		0.4%	5.1%	9.1%	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	11	0.8%		-4.1%	1.7%	9.3%	



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>San Diego, CA</b>							
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	5	-0.2%			2.0%		
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	7	0.6%			-0.9%		
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	8	6.0%			2.6%		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	45	4.1%	-5.3%	-0.6%	2.4%	9.4%	16.1%
Top Finance Position	10	4.4%		1.3%	3.6%	7.4%	
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	11	-1.4%		-8.8%	-0.2%	2.0%	
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	14	3.6%		-0.1%	1.8%	4.9%	
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	12	5.3%		1.5%	6.2%	10.9%	
Top Finance Position	9	9.6%			6.4%		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	5	1.8%			2.3%		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	6	2.9%			1.9%		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	26	5.1%	-2.6%	0.0%	4.9%	10.3%	13.7%

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>San Diego, CA</b>							
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
Top Finance Position	10	3.4%		1.3%	3.0%	6.6%	
Top Operations Position	5	4.2%			5.4%		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	17	5.6%		0.0%	6.4%	13.0%	
Top Finance Position	6	1.5%			2.7%		
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	6	-1.5%			0.0%		
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	9	5.4%			6.9%		
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	20	3.2%	-4.6%	-2.3%	2.1%	8.7%	11.1%
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
CEO/Executive Director	5	5.1%			1.1%		
<b>Human Services – Multipurpose and Other: Personal Social Services</b>							
CEO/Executive Director	5	3.9%			0.0%		
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	11	4.1%		-0.1%	1.8%	12.2%	
Top Finance Position	5	3.5%			8.5%		
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	7	1.0%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>San Diego, CA</b>							
Public, Society Benefit – Multipurpose and Other: Service and Other							
CEO/Executive Director	5	2.7%			2.5%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	7	9.8%			10.2%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	27	1.2%	-7.3%	-1.0%	0.0%	4.1%	12.8%
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	6	2.7%			1.4%		
Youth Development: Youth Development Programs							
CEO/Executive Director	13	3.6%		-3.5%	7.5%	10.7%	
<b>San Francisco-Oakland, CA</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	5	-1.0%			0.0%		
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	5	9.3%			10.2%		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	39	4.5%	-6.6%	0.0%	4.8%	10.0%	15.5%
Arts, Culture and Humanities: Historical Organizations							
CEO/Executive Director	5	-1.0%			0.0%		
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	13	3.5%		-5.0%	2.1%	10.8%	
Arts, Culture and Humanities: Museums							
CEO/Executive Director	8	1.5%			2.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>San Francisco-Oakland, CA</b>							
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	33	2.2%	-6.9%	-3.0%	1.7%	5.5%	15.8%
Top Finance Position	5	6.5%			3.1%		
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	6	0.1%			0.0%		
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	12	1.6%		-0.1%	4.1%	5.4%	
<b>Community Improvement, Capacity Building: Community &amp; Neighborhood Development</b>							
CEO/Executive Director	9	0.7%			1.0%		
<b>Community Improvement, Capacity Building: Economic Development</b>							
CEO/Executive Director	5	9.2%			9.0%		
<b>Community Improvement, Capacity Building: Service and Other</b>							
CEO/Executive Director	5	1.7%			1.3%		
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	6	3.9%			4.9%		
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	9	5.6%			4.1%		
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	12	6.9%		1.2%	3.7%	10.2%	
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	65	3.9%	-4.7%	0.0%	4.0%	8.7%	12.6%
Top Development Position	13	4.1%		3.2%	4.4%	7.4%	
Top Finance Position	21	6.0%	1.7%	3.1%	3.9%	8.8%	12.3%
Top Operations Position	6	6.3%			5.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>San Francisco-Oakland, CA</b>							
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
Top Technology Position	5	3.8%			5.5%		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	11	2.4%		0.0%	2.5%	4.5%	
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	6	4.6%			1.8%		
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	5	7.4%			6.4%		
<b>Environmental Quality, Protection and Beautification : Environment N.E.C.</b>							
CEO/Executive Director	10	3.3%		0.4%	4.3%	9.9%	
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	19	3.1%		-0.3%	1.3%	8.4%	
Top Finance Position	6	5.8%			6.0%		
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	7	4.3%			4.8%		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	10	10.0%		4.4%	12.2%	14.8%	
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	8	-0.4%			1.0%		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	7	1.7%			1.1%		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	14	5.7%		-0.9%	3.4%	9.3%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>San Francisco-Oakland, CA</b>							
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	32	2.6%	-9.2%	-0.1%	3.9%	6.9%	11.2%
Top Finance Position	11	8.8%		2.9%	5.5%	16.1%	
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	29	4.8%	-0.4%	2.0%	4.3%	8.2%	11.4%
Top Finance Position	10	9.0%		3.5%	8.4%	16.1%	
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	10	5.2%		0.1%	0.6%	6.2%	
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	21	5.3%	-1.6%	0.3%	3.4%	8.1%	16.6%
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
CEO/Executive Director	6	2.6%			0.0%		
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	10	4.7%		0.0%	2.4%	11.4%	
<b>Human Services – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	5	2.8%			0.0%		
<b>International, Foreign Affairs and National Security: International Development</b>							
CEO/Executive Director	9	3.4%			4.6%		
<b>International, Foreign Affairs and National Security: Promotion of International Understanding</b>							
CEO/Executive Director	5	4.7%			0.0%		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	9	6.7%			6.9%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>San Francisco-Oakland, CA</b>							
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	11	2.6%		-1.7%	0.0%	7.5%	
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Charity &amp; Voluntarism Promotion</b>							
CEO/Executive Director	5	-2.3%			0.0%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations</b>							
CEO/Executive Director	5	3.8%			4.7%		
<b>Public, Society Benefit – Multipurpose and Other: Public &amp; Societal Benefit N.E.C.</b>							
CEO/Executive Director	7	3.1%			3.1%		
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports</b>							
CEO/Executive Director	5	3.8%			6.1%		
<b>Religion-Related, Spiritual Development: Religion-Related N.E.C.</b>							
CEO/Executive Director	7	5.6%			5.8%		
<b>Unknown</b>							
CEO/Executive Director	11	-2.0%		-6.3%	0.0%	2.9%	
<b>Youth Development: Youth Centers &amp; Clubs</b>							
CEO/Executive Director	5	0.7%			0.0%		
<b>Youth Development: Youth Development Programs</b>							
CEO/Executive Director	29	3.8%	-9.8%	-0.8%	0.7%	10.8%	19.4%
Top Finance Position	6	6.1%			0.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>San Jose, CA</b>							
<b>Arts, Culture and Humanities: Arts &amp; Culture</b>							
CEO/Executive Director	8	3.1%			2.7%		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	11	3.9%		0.0%	2.2%	8.2%	
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	6	-3.3%			-1.5%		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	31	5.6%	0.0%	1.3%	7.0%	9.2%	14.0%
Top Finance Position	6	2.6%			1.3%		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	6	7.1%			4.1%		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	7	5.3%			9.3%		
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	11	2.5%		-2.4%	1.5%	5.2%	
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	12	2.3%		-0.6%	1.4%	8.8%	
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	10	5.3%		-0.3%	3.2%	12.5%	
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports</b>							
CEO/Executive Director	5	4.2%			4.5%		
<b>Religion-Related, Spiritual Development: Christianity</b>							
CEO/Executive Director	11	0.9%		0.0%	0.0%	2.2%	



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>San Jose, CA</b>							
Unknown							
CEO/Executive Director	6	4.7%			3.3%		
Youth Development: Youth Development Programs							
CEO/Executive Director	8	7.6%			8.5%		
<b>San Juan, PR</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	1.7%			2.0%		
<b>Santa Barbara-Santa Maria-Lompoc, CA</b>							
Arts, Culture and Humanities: Museums							
CEO/Executive Director	5	1.5%			0.0%		
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	5	-0.5%			-0.5%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	15	7.7%		1.6%	5.1%	14.1%	
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	6	5.6%			6.2%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	-1.1%			-2.5%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Santa Cruz, CA</b>							
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	6	1.2%			1.0%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	-0.4%			0.3%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	3.2%			4.5%		
<b>Santa Fe, NM</b>							
Arts, Culture and Humanities: Museums							
CEO/Executive Director	5	5.6%			5.6%		
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	5	0.9%			7.4%		
<b>Santa Rosa, CA</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	13	0.6%		-1.7%	0.0%		6.3%
Environmental Quality, Protection and Beautification : Natural Resources Conservation & Protection							
CEO/Executive Director	8	2.0%			2.5%		
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	-2.5%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Santa Rosa, CA</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	4.8%				2.3%	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	0.4%				-4.3%	
<b>Sarasota-Bradenton, FL</b>							
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	9	4.3%				3.2%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	7	3.8%				1.2%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	6	-1.5%				-1.5%	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	8	0.9%				1.3%	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	7	7.9%				8.1%	
<b>Scranton--Wilkes-Barre--Hazleton, PA</b>							
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	6	1.5%				0.3%	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	1.7%				1.2%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Scranton--Wilkes-Barre--Hazleton, PA</b>							
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	-0.2%			-2.5%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	10	1.7%		-0.3%	0.4%	2.8%	
<b>Seattle-Everett, WA</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	10	4.3%		-1.1%	0.2%	13.5%	
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	24	4.5%	-2.3%	-0.2%	2.2%	8.5%	19.5%
Arts, Culture and Humanities: Media & Communications							
CEO/Executive Director	5	-5.7%			-5.4%		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	10	-1.0%		-3.1%	0.7%	3.1%	
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	22	3.1%	-4.1%	0.0%	1.5%	4.0%	13.4%
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	5	6.7%			9.3%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	5	7.0%			6.1%		
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	13	3.9%		0.0%	1.3%	4.0%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	9	5.8%			4.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Seattle-Everett, WA</b>							
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	52	5.6%	-0.6%	0.4%	3.1%	9.7%	17.2%
Top Finance Position	20	4.7%	-1.6%	0.9%	4.7%	8.5%	12.3%
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	6	4.8%			3.7%		
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	11	5.0%		-0.1%	4.9%	9.4%	
<b>Environmental Quality, Protection and Beautification : Environment N.E.C.</b>							
CEO/Executive Director	5	1.1%			3.0%		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	15	5.1%		2.0%	4.4%	9.6%	
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	6	0.3%			-0.6%		
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	15	5.2%		0.5%	4.5%	6.2%	
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	8	6.2%			6.9%		
Top Finance Position	6	7.4%			4.0%		
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	5	3.0%			-0.7%		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	5	10.2%			6.7%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Seattle-Everett, WA</b>							
Housing, Shelter: Housing & Shelter N.E.C.							
CEO/Executive Director	5	6.2%			7.4%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	7	4.2%			0.0%		
Housing, Shelter: Temporary Housing							
CEO/Executive Director	6	-0.1%			-0.3%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	38	3.7%	-6.0%	-0.5%	2.9%	10.6%	15.8%
Top Finance Position	8	2.8%			4.4%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	15	1.1%		-2.5%	2.1%	3.7%	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	9	1.6%			1.0%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	22	3.1%	-4.6%	-0.1%	2.6%	4.5%	16.3%
Human Services – Multipurpose and Other: Human Services N.E.C.							
CEO/Executive Director	11	3.6%		-0.1%	2.0%	5.3%	
Human Services – Multipurpose and Other: Personal Social Services							
CEO/Executive Director	8	3.3%			3.1%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
Top Administrative Position	5	4.6%			5.1%		
Top Finance Position	5	-1.1%			-1.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Seattle-Everett, WA</b>							
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	9	5.2%			2.4%		
International, Foreign Affairs and National Security: International Development							
CEO/Executive Director	6	8.1%			4.6%		
International, Foreign Affairs and National Security: Promotion of International Understanding							
CEO/Executive Director	7	5.8%			1.8%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	5.5%			6.4%		
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	5	-4.4%			-0.5%		
Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations							
CEO/Executive Director	9	10.5%			7.5%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	7	4.8%			9.3%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	11	-0.2%		-1.6%	0.5%	3.5%	
Unknown							
CEO/Executive Director	14	4.4%		0.1%	4.7%	12.9%	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	5	-0.1%			2.0%		
Youth Development: Youth Development Programs							
CEO/Executive Director	17	3.2%		0.2%	5.0%	8.2%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Shreveport-Bossier City, LA</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	0.8%				1.1%	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	7	-3.1%				0.0%	
<b>South Bend, IN</b>							
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	5	1.4%				2.5%	
<b>Spokane, WA</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	7	1.3%				0.0%	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	5	4.8%				1.3%	
<b>Springfield, MA</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	5	-1.9%				-3.0%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	12	3.0%		0.6%		1.9%	4.9%
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	8	5.5%				3.1%	
Top Development Position	6	9.2%				7.0%	



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Springfield, MA</b>							
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	-5.4%			-7.2%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	9	5.0%			2.7%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	12	5.8%		2.8%	6.4%	9.9%	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	8	6.1%			2.7%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	9	1.6%			0.6%		
<b>Springfield, MO</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	1.6%			0.3%		
<b>St. Louis, MO-IL</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	5	3.7%			2.1%		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	7	3.1%			5.5%		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	5	1.0%			3.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
St. Louis, MO-IL							
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	12	3.1%			-2.6%	1.1%	8.0%
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	10	6.2%			0.3%	3.1%	11.6%
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	9	-0.4%				0.0%	
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	5	0.7%				1.1%	
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	29	4.5%	-5.9%	0.2%	5.2%	9.7%	16.2%
Top Business Position	5	0.8%			3.2%		
Top Finance Position	8	2.7%			1.3%		
Educational Institutions and Related Activities: Higher Education							
CEO/Executive Director	5	3.3%				1.8%	
Employment, Job-Related: Vocational Rehabilitation							
CEO/Executive Director	7	0.1%				0.0%	
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	7	5.8%				7.0%	
Health – General and Rehabilitative: Hospitals							
CEO/Executive Director	5	-2.0%				1.9%	
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	9	3.8%				4.3%	
Housing, Shelter: Housing Support							
CEO/Executive Director	5	5.5%				6.2%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
St. Louis, MO-IL							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	30	4.1%	-7.1%	-1.7%	3.1%	8.7%	14.9%
Top Finance Position	8	1.9%			2.8%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	23	2.5%	-8.2%	-0.8%	2.6%	4.5%	10.5%
Top Finance Position	6	2.0%			6.2%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	10	5.0%		-0.4%	5.0%	7.4%	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	19	5.3%		1.3%	2.5%	6.9%	
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	10	3.5%		-4.2%	-0.5%	13.6%	
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	3.2%			3.0%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	6	3.8%			3.3%		
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities							
CEO/Executive Director	5	-3.2%			-5.1%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	15	4.8%		0.4%	2.4%	9.8%	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	6	0.2%			3.3%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>St. Louis, MO-IL</b>							
Youth Development: Youth Development Programs							
CEO/Executive Director	8	4.3%			5.0%		
<b>Stamford, CT</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	12	0.3%		-2.2%	0.0%	4.2%	
Top Development Position	6	7.6%			8.8%		
Top Finance Position	5	6.2%			5.1%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	1.9%			1.0%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	8	2.7%			3.2%		
Top Finance Position	5	1.9%			2.5%		
<b>Stockton-Lodi, CA</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	2.4%			3.0%		
<b>Syracuse, NY</b>							
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	7	5.1%			1.8%		
Educational Institutions and Related Activities: Libraries							
CEO/Executive Director	6	3.5%			3.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Syracuse, NY</b>							
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	5	4.7%				4.7%	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	-0.5%				1.4%	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	8	7.2%				3.8%	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	10	0.1%		-2.3%	0.4%		3.8%
Top Finance Position	6	3.8%			2.9%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	8	3.9%				1.8%	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	1.5%				-0.3%	
<b>Tacoma, WA</b>							
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	5	4.4%				3.0%	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	-5.1%				0.1%	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	7	8.8%				5.9%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Tacoma, WA</b>							
Youth Development: Youth Development Programs							
CEO/Executive Director	6	-0.2%			1.6%		
<b>Tallahassee, FL</b>							
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	2.4%			2.0%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	5	0.5%			0.2%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	2.8%			1.4%		
<b>Tampa-St. Petersburg-Clearwater, FL</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	6	2.7%			1.8%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	22	5.0%	-6.3%	0.4%	3.4%	11.0%	20.0%
Educational Institutions and Related Activities: Student Services							
CEO/Executive Director	5	3.3%			2.6%		
Health – General and Rehabilitative: Public Health							
CEO/Executive Director	6	9.2%			8.4%		
Health – General and Rehabilitative: Service and Other							
CEO/Executive Director	6	8.4%			4.4%		
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	5	0.2%			0.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Tampa-St. Petersburg-Clearwater, FL</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	11	0.8%		-1.4%	2.0%	3.5%	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	11	4.8%		-3.3%	2.8%	13.4%	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	8	2.7%			2.9%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	12	2.2%		-1.0%	0.8%	5.0%	
Top Finance Position	5	2.1%			1.3%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	3.8%			0.5%		
Human Services – Multipurpose and Other: Service and Other							
CEO/Executive Director	5	-3.7%			0.0%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	10	0.0%		-4.3%	0.5%	3.5%	
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	7	1.0%			0.1%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	16	1.8%		-1.6%	0.3%	8.0%	
Youth Development: Youth Development Programs							
CEO/Executive Director	5	8.4%			5.4%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Toledo, OH</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	9	4.7%			3.5%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	8.1%			9.6%		
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	5	9.7%			12.1%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	5.1%			3.1%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	6	4.9%			3.0%		
<b>Topeka, KS</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	2.7%			1.2%		
<b>Trenton, NJ</b>							
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	5	7.1%			4.9%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	15	7.6%		0.6%	6.6%	17.2%	
Top Development Position	5	3.5%			3.1%		
Educational Institutions and Related Activities: Service and Other							
CEO/Executive Director	5	-1.7%			-1.8%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Trenton, NJ</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	9	0.9%			0.8%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	4.1%			0.8%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	4.4%			3.7%		
Recreation, Sports, Leisure, Athletics: Amateur Sports							
CEO/Executive Director	5	6.4%			5.4%		
<b>Tucson, AZ</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	13	3.6%		0.5%	2.9%	7.7%	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	9	8.5%			3.4%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	7	12.5%			12.5%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	8	4.4%			2.5%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	4.8%			5.0%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Tulsa, OK</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	8	2.9%			2.9%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	5	1.8%			1.1%		
Human Services – Multipurpose and Other: Residential Care & Adult Day Programs							
CEO/Executive Director	10	5.3%		3.1%	5.0%	12.4%	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	30	-2.9%	-17.1%	-14.3%	0.0%	5.3%	13.3%
Top Finance Position	6	-1.8%			-1.7%		
<b>Tyler, TX</b>							
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	8	-6.6%			-4.6%		
<b>Utica-Rome, NY</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	2.2%			-2.1%		
<b>Vallejo-Fairfield-Napa, CA</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	-0.8%			0.0%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	5	8.6%			8.1%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Vallejo-Fairfield-Napa, CA</b>							
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	5	2.4%			4.0%		
<b>Ventura, CA</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	7	0.4%			0.0%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	1.2%			0.3%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	6	-4.2%			-3.2%		
<b>Waco, TX</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	5.3%			2.6%		
<b>Washington, DC-MD-VA</b>							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	15	8.3%		1.1%	8.4%	12.5%	
Animal-Related: Wildlife Preservation & Protection							
CEO/Executive Director	8	4.7%			3.4%		
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	40	4.3%	-2.3%	0.0%	3.7%	8.3%	11.3%

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Arts, Culture and Humanities: Arts, Culture &amp; Humanities N.E.C.</b>							
CEO/Executive Director	6	2.0%			2.2%		
<b>Arts, Culture and Humanities: Historical Organizations</b>							
CEO/Executive Director	21	3.0%	-3.7%	0.0%	2.2%	7.6%	10.1%
<b>Arts, Culture and Humanities: Humanities</b>							
CEO/Executive Director	9	0.7%			1.1%		
<b>Arts, Culture and Humanities: Media &amp; Communications</b>							
CEO/Executive Director	28	0.1%	-8.0%	-0.6%	0.4%	2.4%	9.3%
Top Finance Position	9	5.5%			6.9%		
Top Legal Position	5	3.3%			6.1%		
<b>Arts, Culture and Humanities: Museums</b>							
CEO/Executive Director	8	-2.0%			0.2%		
<b>Arts, Culture and Humanities: Performing Arts</b>							
CEO/Executive Director	25	5.4%	-3.4%	0.2%	5.6%	10.3%	18.0%
<b>Arts, Culture and Humanities: Service and Other</b>							
CEO/Executive Director	15	3.7%		0.8%	3.3%	7.0%	
<b>Arts, Culture and Humanities: Visual Arts</b>							
CEO/Executive Director	6	5.8%			4.1%		
<b>Civil Rights, Social Action, Advocacy: Civil Liberties</b>							
CEO/Executive Director	18	5.6%		0.6%	5.9%	9.6%	
<b>Civil Rights, Social Action, Advocacy: Civil Rights</b>							
CEO/Executive Director	37	2.5%	-5.1%	-1.3%	2.1%	7.7%	10.9%
Top Finance Position	8	3.5%			3.8%		
Top Operations Position	5	8.6%			11.8%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
Civil Rights, Social Action, Advocacy: Civil Rights, Social Action & Advocacy N.E.C.							
CEO/Executive Director	11	3.1%		-1.3%	0.2%	6.7%	
Civil Rights, Social Action, Advocacy: Service and Other							
CEO/Executive Director	25	3.4%	-9.0%	-0.9%	4.7%	8.4%	15.1%
Top Finance Position	6	7.1%			4.1%		
Civil Rights, Social Action, Advocacy: Voter Education & Registration							
CEO/Executive Director	6	3.6%			4.1%		
Community Improvement, Capacity Building: Business & Industry							
CEO/Executive Director	14	0.6%		-1.7%	2.2%	10.3%	
Top Finance Position	7	2.2%			2.5%		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	14	4.8%		0.6%	5.1%	9.5%	
Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.							
CEO/Executive Director	7	-0.2%			0.0%		
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	14	3.0%		-0.6%	3.0%	7.6%	
Community Improvement, Capacity Building: Nonprofit Management							
CEO/Executive Director	5	6.9%			3.7%		
Community Improvement, Capacity Building: Service and Other							
CEO/Executive Director	24	4.2%	-4.1%	0.8%	5.1%	8.6%	11.8%
Crime, Legal-Related: Administration of Justice							
CEO/Executive Director	7	-1.3%			-1.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Crime, Legal-Related: Crime Prevention</b>							
CEO/Executive Director	5	-6.3%			-1.4%		
<b>Crime, Legal-Related: Legal Services</b>							
CEO/Executive Director	12	3.7%		-2.2%	4.0%	6.8%	
<b>Crime, Legal-Related: Protection Against Abuse</b>							
CEO/Executive Director	5	-2.0%			0.0%		
<b>Crime, Legal-Related: Service and Other</b>							
CEO/Executive Director	8	-0.4%			1.3%		
<b>Diseases, Disorders, Medical Disciplines: Birth Defects &amp; Genetic Diseases</b>							
CEO/Executive Director	5	-0.2%			0.7%		
<b>Diseases, Disorders, Medical Disciplines: Cancer</b>							
CEO/Executive Director	10	4.2%		-0.5%	1.8%	8.0%	
<b>Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs</b>							
CEO/Executive Director	12	3.4%		0.4%	2.6%	5.1%	
Top Operations Position	5	4.5%			5.3%		
<b>Diseases, Disorders, Medical Disciplines: Medical Disciplines</b>							
CEO/Executive Director	10	1.4%		-1.7%	0.4%	4.7%	
<b>Diseases, Disorders, Medical Disciplines: Service and Other</b>							
CEO/Executive Director	23	3.6%	-0.9%	1.6%	3.4%	5.4%	8.2%
<b>Diseases, Disorders, Medical Disciplines: Specifically Named Diseases</b>							
CEO/Executive Director	11	5.7%		-0.5%	4.8%	14.4%	
<b>Educational Institutions and Related Activities: Adult Education</b>							
CEO/Executive Director	14	3.3%		0.8%	2.0%	7.2%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Educational Institutions and Related Activities: Education N.E.C.</b>							
CEO/Executive Director	25	2.3%	-8.3%	-0.5%	2.8%	6.1%	15.9%
<b>Educational Institutions and Related Activities: Educational Services</b>							
CEO/Executive Director	22	4.1%	-0.8%	0.3%	3.4%	7.4%	9.3%
Top Operations Position	6	2.1%			0.8%		
<b>Educational Institutions and Related Activities: Elementary &amp; Secondary Schools</b>							
CEO/Executive Director	126	2.6%	-4.2%	-0.7%	2.7%	5.9%	11.1%
Top Business Position	5	7.7%			2.8%		
Top Development Position	11	5.4%		0.7%	4.8%	10.4%	
Top Finance Position	31	3.9%	-5.1%	-0.8%	3.6%	6.9%	14.5%
Top Operations Position	14	3.5%		0.1%	3.5%	6.3%	
<b>Educational Institutions and Related Activities: Higher Education</b>							
CEO/Executive Director	19	2.4%		1.8%	3.3%	6.6%	
Top Development Position	7	2.0%			2.7%		
Top Finance Position	12	0.8%		-0.4%	1.7%	3.6%	
<b>Educational Institutions and Related Activities: Service and Other</b>							
CEO/Executive Director	69	3.8%	-3.0%	-0.5%	2.3%	7.1%	12.4%
Top Administrative Position	6	0.5%			1.0%		
Top Finance Position	27	4.7%	-1.4%	0.4%	4.5%	6.8%	13.0%
Top Operations Position	9	4.4%			6.2%		
Top PR/Communications Position	5	2.8%			2.6%		
Top Program Position	5	6.8%			5.1%		
Top Technology Position	6	6.9%			5.3%		
<b>Educational Institutions and Related Activities: Student Services</b>							
CEO/Executive Director	25	1.4%	-10.7%	0.0%	1.4%	5.5%	11.3%

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Employment, Job-Related: Employment Preparation &amp; Procurement</b>							
CEO/Executive Director	18	1.4%		-1.6%	-0.1%	6.6%	
Top Finance Position	7	12.8%			12.1%		
<b>Employment, Job-Related: Service and Other</b>							
CEO/Executive Director	5	10.5%			13.5%		
<b>Employment, Job-Related: Vocational Rehabilitation</b>							
CEO/Executive Director	8	4.8%			2.2%		
<b>Environmental Quality, Protection and Beautification : Environment N.E.C.</b>							
CEO/Executive Director	10	-0.7%		-3.1%	0.0%	1.1%	
<b>Environmental Quality, Protection and Beautification : Environmental Education</b>							
CEO/Executive Director	6	-1.1%			-2.3%		
<b>Environmental Quality, Protection and Beautification : Natural Resources Conservation &amp; Protection</b>							
CEO/Executive Director	45	2.8%	-6.9%	-0.6%	3.2%	7.2%	11.2%
Top Development Position	6	4.6%			4.5%		
Top Finance Position	14	4.0%		1.2%	2.7%	6.2%	
Top Operations Position	11	7.4%		4.5%	7.8%	8.9%	
Top Program Position	5	3.0%			0.4%		
<b>Environmental Quality, Protection and Beautification : Pollution Abatement &amp; Control</b>							
CEO/Executive Director	5	4.4%			3.0%		
<b>Environmental Quality, Protection and Beautification : Service and Other</b>							
CEO/Executive Director	39	2.0%	-10.4%	-0.3%	2.3%	6.7%	11.3%
Top Finance Position	8	2.0%			0.9%		
Top Operations Position	6	2.5%			1.1%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Food, Agriculture and Nutrition: Food Programs</b>							
CEO/Executive Director	11	3.0%		0.8%	5.3%	9.0%	
<b>Food, Agriculture and Nutrition: Nutrition</b>							
CEO/Executive Director	5	1.6%			2.8%		
<b>Health – General and Rehabilitative: Ambulatory &amp; Primary Health Care</b>							
CEO/Executive Director	11	1.9%		-1.1%	4.7%	6.6%	
Top Finance Position	9	8.7%			10.3%		
<b>Health – General and Rehabilitative: Health Care N.E.C.</b>							
CEO/Executive Director	10	7.8%		1.4%	5.1%	10.0%	
<b>Health – General and Rehabilitative: Health Support</b>							
CEO/Executive Director	13	6.9%		1.1%	7.4%	9.5%	
<b>Health – General and Rehabilitative: Hospitals</b>							
CEO/Executive Director	6	7.4%			4.6%		
<b>Health – General and Rehabilitative: Nursing</b>							
Top Finance Position	5	0.4%			-0.2%		
<b>Health – General and Rehabilitative: Public Health</b>							
CEO/Executive Director	13	4.0%		0.9%	4.8%	7.2%	
Top Operations Position	6	8.3%			7.6%		
<b>Health – General and Rehabilitative: Rehabilitative Care</b>							
CEO/Executive Director	7	-1.0%			0.0%		
<b>Health – General and Rehabilitative: Service and Other</b>							
CEO/Executive Director	44	3.2%	-6.3%	0.0%	3.1%	9.0%	11.5%
Top Finance Position	13	2.1%		0.0%	5.0%	6.8%	
Top Operations Position	8	9.4%			8.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Health – General and Rehabilitative: Service and Other</b>							
Top Technology Position	6	3.3%			3.5%		
<b>Housing, Shelter: Housing Development, Construction &amp; Management</b>							
CEO/Executive Director	30	2.8%	-2.7%	0.0%	2.8%	5.0%	8.3%
Top Finance Position	7	7.7%			6.3%		
<b>Housing, Shelter: Housing Support</b>							
CEO/Executive Director	9	4.1%			3.6%		
<b>Housing, Shelter: Service and Other</b>							
CEO/Executive Director	8	5.4%			2.2%		
<b>Housing, Shelter: Temporary Housing</b>							
CEO/Executive Director	13	0.7%		0.0%	1.0%	3.9%	
<b>Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations</b>							
CEO/Executive Director	59	3.4%	-3.7%	-0.1%	3.8%	8.4%	10.9%
Top Finance Position	16	6.0%		0.9%	7.9%	10.3%	
Top Operations Position	5	6.9%			8.0%		
<b>Human Services – Multipurpose and Other: Children &amp; Youth Services</b>							
CEO/Executive Director	59	2.3%	-3.3%	-0.1%	2.0%	5.1%	10.9%
Top Finance Position	5	5.9%			5.2%		
<b>Human Services – Multipurpose and Other: Emergency Assistance</b>							
CEO/Executive Director	10	-0.2%		-0.7%	0.0%	1.0%	
<b>Human Services – Multipurpose and Other: Family Services</b>							
CEO/Executive Director	15	4.5%		0.0%	2.6%	8.1%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Human Services – Multipurpose and Other: Human Services</b>							
CEO/Executive Director	35	2.0%	-7.0%	-2.0%	2.0%	4.4%	12.8%
Top Finance Position	9	6.5%			7.5%		
Top Operations Position	5	7.0%			5.9%		
<b>Human Services – Multipurpose and Other: Human Services N.E.C.</b>							
CEO/Executive Director	11	-0.5%		-1.9%	0.2%	4.7%	
<b>Human Services – Multipurpose and Other: Personal Social Services</b>							
CEO/Executive Director	7	2.2%			1.5%		
<b>Human Services – Multipurpose and Other: Residential Care &amp; Adult Day Programs</b>							
CEO/Executive Director	20	2.6%	-9.9%	-1.1%	0.9%	10.3%	13.4%
Top Finance Position	11	4.9%		3.3%	5.0%	7.6%	
<b>Human Services – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	11	6.4%		2.5%	6.8%	9.6%	
Top Finance Position	5	5.8%			3.0%		
<b>International, Foreign Affairs and National Security: International Affairs, Foreign Policy, &amp; Globalization</b>							
CEO/Executive Director	5	3.5%			1.5%		
<b>International, Foreign Affairs and National Security: International Development</b>							
CEO/Executive Director	67	0.3%	-11.7%	-4.6%	1.4%	5.4%	11.0%
Top Finance Position	16	2.3%		-2.4%	4.9%	8.0%	
Top Legal Position	5	3.2%			3.9%		
Top Operations Position	8	7.5%			6.4%		
<b>International, Foreign Affairs and National Security: International Human Rights</b>							
CEO/Executive Director	15	5.6%		0.8%	4.5%	7.9%	
Top Finance Position	5	2.6%			0.6%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>International, Foreign Affairs and National Security: International Peace &amp; Security</b>							
CEO/Executive Director	21	1.6%	-7.2%	-0.9%	1.5%	5.6%	11.2%
Top Finance Position	6	1.3%			2.9%		
<b>International, Foreign Affairs and National Security: Promotion of International Understanding</b>							
CEO/Executive Director	27	0.9%	-3.5%	-0.3%	1.3%	3.2%	6.2%
<b>International, Foreign Affairs and National Security: Service and Other</b>							
CEO/Executive Director	37	3.0%	-3.2%	-0.5%	2.4%	5.7%	10.6%
Top Finance Position	10	4.2%		2.0%	6.1%	7.2%	
Top Operations Position	5	1.2%			0.9%		
<b>Medical Research: Medical Research N.E.C.</b>							
CEO/Executive Director	5	0.8%			2.5%		
<b>Medical Research: Service and Other</b>							
CEO/Executive Director	8	3.1%			3.1%		
<b>Mental Health, Crisis Intervention: Mental Health Treatment</b>							
CEO/Executive Director	16	1.7%		-0.2%	0.2%	5.8%	
Top Finance Position	7	1.2%			0.3%		
<b>Mental Health, Crisis Intervention: Service and Other</b>							
CEO/Executive Director	8	5.2%			4.3%		
<b>Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention &amp; Treatment</b>							
CEO/Executive Director	9	7.3%			6.7%		
<b>Mutual/Membership Benefit Organizations, Other: Service and Other</b>							
CEO/Executive Director	12	2.8%		0.8%	1.8%	5.0%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Philanthropy, Charity &amp; Voluntarism Promotion</b>							
CEO/Executive Director	7	0.9%			0.0%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Public Foundations</b>							
CEO/Executive Director	13	5.6%		0.6%	5.6%	9.7%	
<b>Philanthropy, Voluntarism and Grantmaking Foundations: Service and Other</b>							
CEO/Executive Director	11	3.0%		-0.5%	3.4%	6.4%	
<b>Public Safety, Disaster Preparedness and Relief: Safety Education</b>							
CEO/Executive Director	9	7.6%			5.3%		
<b>Public Safety, Disaster Preparedness and Relief: Service and Other</b>							
CEO/Executive Director	7	-1.0%			1.8%		
<b>Public, Society Benefit – Multipurpose and Other: Consumer Protection</b>							
CEO/Executive Director	8	2.5%			1.2%		
<b>Public, Society Benefit – Multipurpose and Other: Government &amp; Public Administration</b>							
CEO/Executive Director	21	4.1%	-10.0%	-0.1%	4.3%	8.5%	20.0%
<b>Public, Society Benefit – Multipurpose and Other: Leadership Development</b>							
CEO/Executive Director	10	0.3%		-0.8%	0.0%	2.7%	
<b>Public, Society Benefit – Multipurpose and Other: Military &amp; Veterans Organizations</b>							
CEO/Executive Director	20	4.4%	-0.2%	0.3%	1.8%	9.5%	15.5%
Top Finance Position	5	3.5%			2.3%		
<b>Public, Society Benefit – Multipurpose and Other: Public &amp; Societal Benefit N.E.C.</b>							
CEO/Executive Director	21	3.3%	-1.0%	0.0%	1.6%	5.0%	11.5%
<b>Public, Society Benefit – Multipurpose and Other: Service and Other</b>							
CEO/Executive Director	55	2.8%	-6.8%	0.1%	3.1%	6.9%	10.8%

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Public, Society Benefit – Multipurpose and Other: Service and Other</b>							
Top Finance Position	10	7.1%		2.5%	4.5%	8.6%	
Top Operations Position	5	1.7%			0.9%		
<b>Recreation, Sports, Leisure, Athletics: Amateur Sports</b>							
CEO/Executive Director	22	4.3%	-8.9%	0.0%	2.6%	9.3%	18.7%
<b>Recreation, Sports, Leisure, Athletics: Recreational Clubs</b>							
CEO/Executive Director	5	2.2%			2.5%		
<b>Religion-Related, Spiritual Development: Christianity</b>							
CEO/Executive Director	28	-1.7%	-11.3%	-7.0%	-0.1%	3.0%	6.3%
<b>Religion-Related, Spiritual Development: Religious Media &amp; Communications</b>							
CEO/Executive Director	5	1.8%			3.1%		
<b>Science and Technology Research Institutes, Services: Biological &amp; Life Sciences</b>							
CEO/Executive Director	7	2.0%			2.4%		
<b>Science and Technology Research Institutes, Services: Engineering &amp; Technology</b>							
CEO/Executive Director	9	3.1%			5.9%		
<b>Science and Technology Research Institutes, Services: Physical &amp; Earth Sciences</b>							
CEO/Executive Director	10	2.2%		-1.3%	2.7%	4.1%	
Top Finance Position	6	6.0%			4.3%		
<b>Science and Technology Research Institutes, Services: Science &amp; Technology N.E.C.</b>							
CEO/Executive Director	10	4.9%		0.6%	3.2%	5.0%	
<b>Science and Technology Research Institutes, Services: Service and Other</b>							
CEO/Executive Director	16	1.9%		0.2%	1.4%	4.2%	
Top Finance Position	6	4.7%			2.9%		
Top Technology Position	5	4.4%			3.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
Social Science Research Institutes, Services: Service and Other							
CEO/Executive Director	9	2.4%			2.3%		
Top Finance Position	6	6.4%			6.7%		
Social Science Research Institutes, Services: Social Science							
CEO/Executive Director	22	3.4%	0.0%	0.9%	4.0%	6.0%	8.0%
Top Finance Position	8	4.1%			3.2%		
Unknown							
CEO/Executive Director	8	1.7%			3.2%		
Youth Development: Service and Other							
CEO/Executive Director	7	0.1%			0.0%		
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	7	0.4%			0.0%		
Youth Development: Youth Development N.E.C.							
CEO/Executive Director	7	9.6%			6.7%		
Youth Development: Youth Development Programs							
CEO/Executive Director	43	4.5%	-6.5%	0.0%	3.9%	11.1%	16.1%
Top Operations Position	6	3.8%			2.3%		
<b>West Palm Beach-Boca Raton, FL</b>							
Arts, Culture and Humanities: Arts & Culture							
CEO/Executive Director	6	3.7%			4.5%		
Arts, Culture and Humanities: Museums							
CEO/Executive Director	6	4.4%			1.2%		

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>West Palm Beach-Boca Raton, FL</b>							
Arts, Culture and Humanities: Performing Arts							
CEO/Executive Director	6	4.1%			2.5%		
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	5	3.1%			2.0%		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	19	1.5%		-2.9%	0.0%	3.0%	
Housing, Shelter: Housing Development, Construction & Management							
CEO/Executive Director	5	4.1%			5.1%		
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	8	2.2%			0.5%		
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	4.0%			3.5%		
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	7	5.3%			4.7%		
Mental Health, Crisis Intervention: Mental Health Treatment							
CEO/Executive Director	5	6.2%			4.3%		
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	7	-3.8%			0.0%		
<b>Wichita,KS</b>							
Health – General and Rehabilitative: Ambulatory & Primary Health Care							
CEO/Executive Director	5	5.8%			4.9%		



## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Wichita,KS</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	5	0.3%				0.5%	
Human Services – Multipurpose and Other: Family Services							
CEO/Executive Director	5	2.0%				3.9%	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention & Treatment							
CEO/Executive Director	5	1.4%				0.6%	
<b>Wilmington, DE-NJ-MD</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	17	6.9%		2.3%	4.8%		9.2%
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	4.0%				4.3%	
Human Services – Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	2.4%				1.9%	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	10	1.8%		-0.6%	2.4%		4.7%
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	2.1%				3.0%	
Youth Development: Youth Centers & Clubs							
CEO/Executive Director	5	3.4%				2.2%	

## 501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
<b>Wilmington, NC</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	3.4%				2.8%	
<b>Worcester, MA</b>							
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	5	4.9%				6.6%	
Health – General and Rehabilitative: Nursing							
CEO/Executive Director	5	4.2%				3.1%	
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	-3.6%				-0.8%	
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	6	3.3%				3.3%	
<b>York, PA</b>							
Human Services – Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	6	5.3%				5.7%	
Religion-Related, Spiritual Development: Christianity							
CEO/Executive Director	5	-3.5%				1.2%	
<b>Youngstown-Warren, OH</b>							
Human Services – Multipurpose and Other: Human Services							
CEO/Executive Director	8	1.8%				0.9%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Abilene, TX</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	8	-0.3%			0.0%		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.6%			7.0%		
<b>Akron, OH</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.0%			-0.7%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	2.8%			2.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-4.7%			0.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.8%			8.0%		
Greater than \$5 million							
CEO/Executive Director	9	2.1%			6.5%		
<b>Albany-Schenectady-Troy, NY</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	-1.0%			0.0%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Albany-Schenectady-Troy, NY</b>							
<b>Community Improvement, Capacity Building</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.0%			2.4%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	5	-4.4%			1.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.3%			4.3%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	10	2.7%		0.0%	2.7%	4.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	1.2%			1.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	4.1%		1.8%	4.8%	5.8%	
Greater than \$5 million							
CEO/Executive Director	14	4.9%		1.9%	4.6%	7.2%	
Top Finance Position	8	5.6%			5.3%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	5	-1.2%			-1.4%		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.7%			1.8%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Albany-Schenectady-Troy, NY</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	14	4.0%		-0.2%	0.5%	4.8%	
Top Finance Position	6	3.8%			5.2%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.7%			2.7%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	11	2.9%		0.4%	1.8%	7.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	0.6%			0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	19	4.6%		0.9%	4.1%	7.6%	
Top Finance Position	5	2.9%			3.8%		
Greater than \$5 million							
CEO/Executive Director	20	5.9%	-0.7%	0.1%	5.1%	8.9%	12.8%
Top Finance Position	16	5.3%		0.2%	4.8%	9.9%	
Top Operations Position	6	6.1%			5.5%		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.7%			2.4%		
Greater than \$5 million							
CEO/Executive Director	8	1.7%			1.2%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Albuquerque, NM</b>							
<b>Arts, Culture and Humanities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.0%			2.3%		
<b>Community Improvement, Capacity Building</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.4%			1.0%		
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	10	1.6%		-0.9%	1.4%	7.6%	
Greater than \$5 million							
CEO/Executive Director	5	5.9%			2.8%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	5	-4.3%			-4.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.4%			6.7%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.4%			8.1%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	6	0.3%			5.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	2.8%			2.6%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Albuquerque, NM</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	14	-0.5%		-0.5%	0.7%	6.2%	
Greater than \$5 million							
CEO/Executive Director	7	-2.9%			0.0%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	-3.3%			0.0%		
<b>Allentown-Bethlehem-Easton, PA</b>							
Arts, Culture and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	2.4%			1.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	-0.4%			1.9%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	9	4.1%			1.9%		
Greater than \$5 million							
Top Finance Position	5	6.8%			6.4%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	-0.1%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	1.8%			0.8%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Allentown-Bethlehem-Easton, PA</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.4%			5.7%		
Greater than \$5 million							
CEO/Executive Director	14	4.6%		1.0%	6.7%	9.0%	
Top Finance Position	8	9.0%			8.2%		
<b>Amarillo, TX</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-2.8%			-0.6%		
<b>Anchorage, AK</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-0.1%			0.0%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-0.9%			-2.8%		
Environmental Quality, Protection and Beautification							
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.4%			8.7%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	1.0%			0.1%		



## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Anchorage, AK</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	9	3.0%			3.2%		
<b>Ann Arbor, MI</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.9%			-0.1%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	7	1.7%			-1.1%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	13.8%			13.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.5%			6.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	2.4%		-5.4%	5.6%	10.0%	
Greater than \$5 million							
CEO/Executive Director	9	5.0%			6.2%		
<b>Appleton-Oshkosh-Neenah, WI</b>							
Arts, Culture and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.5%			7.0%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Appleton-Oshkosh-Neenah, WI</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	1.0%			1.5%		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.5%			7.9%		
Greater than \$5 million							
CEO/Executive Director	7	2.9%			3.2%		
Top Finance Position	5	3.2%			2.0%		
<b>Asheville, NC</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	8	9.1%			7.3%		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	-2.6%			-3.4%		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.4%			3.8%		
<b>Atlanta, GA</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	7	8.0%			8.5%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Atlanta,GA</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	15	3.8%		0.0%	4.7%	9.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	8.1%			9.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	20	5.0%	-0.4%	0.0%	5.4%	10.0%	12.7%
Greater than \$5 million							
Top Finance Position	5	10.3%			10.0%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	6	5.7%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	6.2%			6.9%		
<b>Crime, Legal-Related</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-0.1%			-0.9%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	8	0.2%			1.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	0.0%		0.0%	1.3%	3.7%	
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	8	-0.8%			0.1%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Atlanta,GA</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	1.5%	-13.3%	-4.0%	0.6%	8.1%	15.5%
Between \$1 million and \$5 million							
CEO/Executive Director	40	2.3%	-6.6%	-0.6%	3.0%	6.4%	12.2%
Greater than \$5 million							
CEO/Executive Director	32	6.6%	-5.2%	0.1%	5.8%	13.4%	19.8%
Top Development Position	5	-4.7%			-4.8%		
Top Finance Position	21	4.1%	1.5%	2.2%	3.3%	6.1%	8.6%
Top Operations Position	5	5.2%			5.2%		
Top Technology Position	5	-1.6%			-0.7%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	5	9.0%			9.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.8%			3.0%		
<b>Food, Agriculture and Nutrition</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.0%			1.8%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	6	0.1%			-0.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	0.0%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	3.2%		-0.5%	2.6%	6.4%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Atlanta,GA</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	12	5.6%		-1.1%	1.7%	15.4%	
Top Administrative Position	5	9.9%			6.7%		
Top Finance Position	10	7.1%		5.3%	6.3%	11.1%	
Top Operations Position	6	3.2%			5.9%		
<b>Housing, Shelter</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-2.4%			1.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	0.1%		-4.8%	0.8%	4.3%	
Greater than \$5 million							
CEO/Executive Director	6	4.4%			3.5%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	27	1.6%	-9.8%	-1.3%	0.7%	5.4%	11.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	31	2.1%	-6.9%	-0.3%	0.0%	7.4%	10.7%
Between \$1 million and \$5 million							
CEO/Executive Director	39	3.0%	-7.2%	-0.4%	1.2%	7.9%	14.1%
Top Finance Position	5	2.1%			1.5%		
Greater than \$5 million							
CEO/Executive Director	20	2.3%	-4.7%	-1.1%	1.0%	5.3%	11.8%
Top Finance Position	8	1.4%			2.6%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Atlanta,GA</b>							
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	8	4.9%			0.0%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	6	0.4%			-1.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.9%			0.7%		
Greater than \$5 million							
CEO/Executive Director	5	1.7%			0.5%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	7	-0.9%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.3%			5.4%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-2.3%			-3.4%		
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.1%			4.1%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	71	-1.1%	-16.0%	-5.4%	0.0%	3.1%	13.1%
Top Finance Position	5	3.8%			2.6%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Atlanta,GA</b>							
Religion-Related, Spiritual Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	-0.3%			2.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	19	3.3%		-4.8%	3.8%	13.3%	
Top Finance Position	5	7.2%			9.7%		
Greater than \$5 million							
CEO/Executive Director	8	-0.3%			1.3%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	16	1.9%		0.0%	0.0%	4.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	0.7%		-1.3%	0.0%	2.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	6	-1.5%			-3.0%		
Greater than \$5 million							
CEO/Executive Director	5	15.3%			13.7%		
<b>Austin-San Marcos, TX</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	15	3.8%		-1.0%	0.5%	7.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	13	-2.3%		-9.3%	0.0%	5.0%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Austin-San Marcos, TX</b>							
<b>Civil Rights, Social Action, Advocacy</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-1.1%			4.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.5%			1.0%		
<b>Community Improvement, Capacity Building</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.5%			0.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.0%			2.0%		
<b>Crime, Legal-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.1%			-1.9%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	14	4.9%		0.0%	3.3%	6.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.3%			-3.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	29	3.9%	-1.6%	0.9%	4.1%	7.8%	11.0%
Greater than \$5 million							
CEO/Executive Director	14	3.0%		0.0%	2.9%	6.3%	
Top Finance Position	6	2.6%			0.0%		



## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Austin-San Marcos, TX</b>							
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	7	1.9%			1.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.3%			1.0%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	12	4.5%		-0.6%	4.5%	7.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	10	0.8%		-2.0%	2.4%	6.6%	
Greater than \$5 million							
CEO/Executive Director	10	4.0%		1.4%	5.0%	5.8%	
Top Finance Position	5	4.7%			5.8%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.1%			-0.3%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	14	0.5%		-6.2%	1.4%	5.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	5.1%			2.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	4.7%		0.0%	2.4%	10.8%	
Greater than \$5 million							
CEO/Executive Director	14	4.5%		0.9%	4.6%	11.4%	
Top Finance Position	7	4.4%			4.2%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Austin-San Marcos, TX</b>							
Mental Health, Crisis Intervention							
\$500 thousand or less							
CEO/Executive Director	5	12.5%			12.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.6%			0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-3.9%			0.0%		
Philanthropy, Voluntarism and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	6	8.4%			6.4%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	13	-3.7%		-12.5%	0.0%	0.0%	
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.7%			7.7%		
<b>Bakersfield, CA</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	2.6%			6.8%		
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	7.2%			1.5%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Bakersfield, CA</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.5%			3.4%		
<b>Baltimore, MD</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	14	2.0%		-1.5%	2.6%	6.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	5.7%		2.4%	7.7%	8.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	18	6.0%		1.7%	4.7%	9.9%	
Top Finance Position	5	7.5%			10.1%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	9	2.3%			1.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-0.6%			-1.9%		
Greater than \$5 million							
CEO/Executive Director	5	1.8%			1.5%		
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.3%			3.6%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Baltimore, MD</b>							
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	12	2.3%		-2.4%	0.6%	5.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	3.2%		2.4%	3.6%	8.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	25	3.2%	-5.2%	0.4%	2.4%	7.5%	12.6%
Greater than \$5 million							
CEO/Executive Director	32	5.6%	0.0%	1.8%	4.6%	9.0%	14.6%
Top Development Position	8	3.2%			3.5%		
Top Finance Position	15	3.1%		1.5%	5.3%	7.2%	
<b>Employment, Job-Related</b>							
Greater than \$5 million							
CEO/Executive Director	5	7.2%			2.9%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	7	2.6%			1.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.2%			6.2%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	7	-3.8%			3.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.5%			5.0%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Baltimore, MD</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	17	-0.1%		-1.4%	0.0%	4.6%	
Top Finance Position	9	3.5%			4.1%		
Top Operations Position	5	3.9%			5.1%		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	6	7.1%			4.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	-2.5%			0.3%		
Greater than \$5 million							
CEO/Executive Director	8	8.2%			7.7%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	20	-2.5%	-14.4%	-2.7%	0.0%	1.3%	2.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	-1.0%		-7.9%	0.0%	3.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	20	3.9%	-3.7%	-0.1%	2.4%	10.6%	13.1%
Greater than \$5 million							
CEO/Executive Director	36	4.4%	-3.5%	0.2%	2.8%	6.7%	13.9%
Top Finance Position	23	4.1%	-3.5%	0.5%	3.4%	6.8%	11.1%
Top Human Resources Position	8	2.0%			1.8%		
Top Operations Position	7	7.0%			6.4%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Baltimore, MD</b>							
<b>Mental Health, Crisis Intervention</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	10.4%			5.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	7.5%		1.7%	8.6%	15.7%	
Greater than \$5 million							
CEO/Executive Director	7	-0.2%			-0.1%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.3%			0.1%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	5	3.8%			3.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	-0.8%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.3%			5.9%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	5	6.3%			7.5%		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	11	2.1%		-2.0%	0.0%	9.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.0%			5.6%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Bangor,ME</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.0%			3.9%		
<b>Baton Rouge, LA</b>							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	-2.7%			-0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	0.0%			1.5%		
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	5.6%			5.1%		
<b>Bergen-Passaic</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	9	-0.6%			0.0%		
Greater than \$5 million							
CEO/Executive Director	14	0.5%		-3.8%	2.0%	5.9%	
Top Finance Position	6	2.4%			4.5%		
Health – General and Rehabilitative							
Greater than \$5 million							
Top Finance Position	6	1.3%			1.9%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Bergen-Passaic</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	-0.4%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	22	3.0%	-5.6%	0.0%	2.8%	7.4%	12.1%
Top Finance Position	6	3.3%			1.9%		
Greater than \$5 million							
CEO/Executive Director	10	3.3%		1.4%	2.8%	6.1%	
Top Finance Position	10	2.5%		-2.4%	1.8%	6.2%	
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	7	1.4%			-0.6%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	0.6%			0.3%		
<b>Billings, MT</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.8%			3.2%		
<b>Biloxi-Gulfport-Pascagoula, MS</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	-1.9%			-2.7%		



## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Binghamton, NY</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	6	0.7%			2.6%		
Top Finance Position	7	4.3%			5.6%		
<b>Birmingham, AL</b>							
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.4%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-2.0%			-2.4%		
Environmental Quality, Protection and Beautification							
\$500 thousand or less							
CEO/Executive Director	5	-1.0%			-3.6%		
Health – General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	6	9.5%			6.5%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	14	1.5%		0.0%	2.0%	7.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	10	5.2%		1.5%	4.1%	6.1%	
Greater than \$5 million							
CEO/Executive Director	7	4.0%			1.4%		
Top Finance Position	5	4.0%			4.4%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Birmingham, AL</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	11	-2.3%		-13.7%	-0.3%	8.7%	
<b>Bismarck, ND</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.6%			10.3%		
<b>Bloomington, IN</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	5	6.3%			4.9%		
<b>Bloomington-Normal, IL</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.2%			3.5%		
Greater than \$5 million							
CEO/Executive Director	6	4.1%			3.5%		
<b>Boise City, ID</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	8.0%			8.3%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Boise City, ID</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	9	2.8%			4.6%		
Top Administrative Position	8	7.5%			8.4%		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-3.8%			-3.7%		
<b>Boston, MA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	49	2.2%	-7.3%	-1.7%	2.5%	5.1%	16.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	3.2%	-3.5%	-1.4%	1.8%	6.4%	10.6%
Between \$1 million and \$5 million							
CEO/Executive Director	41	4.3%	-2.4%	0.0%	3.3%	9.3%	12.6%
Greater than \$5 million							
CEO/Executive Director	17	1.7%		-4.3%	4.3%	7.6%	
Top Finance Position	9	0.9%			2.1%		
Top Technology Position	6	5.6%			3.1%		
Civil Rights, Social Action, Advocacy							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	4.8%			2.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	5.1%		1.3%	3.2%	7.8%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Boston, MA</b>							
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	12	3.2%		-4.5%	0.0%	9.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	14	1.9%		0.4%	3.2%	6.5%	
Top Finance Position	9	0.6%			2.8%		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	10	4.1%		0.2%	2.3%	8.0%	
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	11	1.0%		0.0%	0.0%	1.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	2.0%			3.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	6.3%			5.2%		
Greater than \$5 million							
CEO/Executive Director	7	6.0%			6.8%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	40	3.2%	-7.3%	-2.0%	2.1%	6.5%	15.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	37	2.6%	-4.3%	0.0%	3.0%	6.1%	8.6%

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Boston, MA</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	76	3.3%	-7.1%	-0.3%	3.0%	7.5%	14.5%
Top Finance Position	7	0.5%			0.3%		
Top Operations Position	6	3.8%			4.0%		
Greater than \$5 million							
CEO/Executive Director	87	4.8%	-3.0%	1.1%	3.4%	9.3%	14.5%
Top Administrative Position	7	5.8%			5.1%		
Top Business Position	9	6.3%			5.0%		
Top Development Position	36	6.1%	2.7%	3.4%	5.1%	8.6%	10.9%
Top Finance Position	63	4.2%	-0.9%	1.9%	3.7%	6.8%	11.1%
Top Human Resources Position	6	5.7%			3.7%		
Top Legal Position	6	2.6%			4.3%		
Top Operations Position	25	5.5%	-1.7%	3.0%	4.5%	10.6%	12.0%
Top Program Position	5	5.4%			4.7%		
Top Technology Position	15	2.6%		1.5%	3.8%	4.5%	
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.2%			0.8%		
Greater than \$5 million							
CEO/Executive Director	6	0.3%			-0.6%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	9	3.8%			2.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	2.3%		-0.3%	1.4%	9.2%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Boston, MA</b>							
<b>Environmental Quality, Protection and Beautification</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	16	1.8%		0.6%	1.8%	4.0%	
Greater than \$5 million							
CEO/Executive Director	5	1.3%			5.7%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	6	7.5%			4.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.1%			4.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	2.1%		-3.6%	3.0%	7.1%	
Greater than \$5 million							
CEO/Executive Director	44	4.1%	-7.6%	0.6%	5.2%	9.1%	14.6%
Top Administrative Position	6	5.3%			5.0%		
Top Development Position	5	2.3%			3.4%		
Top Finance Position	37	4.6%	-4.1%	0.5%	4.6%	9.0%	16.6%
Top Human Resources Position	7	5.2%			4.5%		
Top Operations Position	16	5.7%		-0.9%	5.0%	9.5%	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	12	6.4%		0.1%	3.8%	11.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	7.8%			7.1%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Boston, MA</b>							
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	26	2.5%	-7.0%	-0.9%	2.6%	6.9%	11.0%
Top Finance Position	6	0.4%			2.0%		
Greater than \$5 million							
CEO/Executive Director	15	1.7%		-1.9%	0.6%	4.4%	
Top Finance Position	11	0.6%		-1.8%	0.6%	2.9%	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	24	3.6%	-3.7%	-0.6%	3.1%	5.9%	12.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	28	4.8%	-10.4%	0.0%	3.8%	14.0%	18.0%
Between \$1 million and \$5 million							
CEO/Executive Director	79	3.7%	-3.6%	0.0%	3.1%	8.2%	11.9%
Top Finance Position	9	0.9%			2.0%		
Greater than \$5 million							
CEO/Executive Director	81	4.1%	-5.0%	1.2%	4.0%	8.8%	13.4%
Top Development Position	11	8.4%		4.6%	7.5%	11.6%	
Top Finance Position	53	4.6%	-4.2%	0.8%	5.3%	8.3%	13.8%
Top Human Resources Position	14	4.6%		-1.9%	4.0%	9.1%	
Top Operations Position	25	2.9%	-8.8%	0.0%	3.1%	7.0%	9.6%
Top Program Position	9	4.5%			4.8%		
Top Technology Position	7	-0.1%			-1.5%		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	7	2.5%			3.0%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Boston, MA</b>							
<b>International, Foreign Affairs and National Security</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	14	4.0%		0.2%	4.1%	10.4%	
Greater than \$5 million							
CEO/Executive Director	11	3.1%		-1.1%	0.2%	9.2%	
<b>Medical Research</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.2%			0.0%		
Greater than \$5 million							
CEO/Executive Director	7	-0.4%			-2.3%		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	13	3.4%		1.4%	4.4%	6.0%	
Greater than \$5 million							
CEO/Executive Director	10	3.5%		1.2%	5.4%	6.6%	
Top Finance Position	6	4.2%			7.8%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	-0.2%			-0.3%		
Greater than \$5 million							
CEO/Executive Director	7	5.0%			5.1%		
Top Finance Position	6	4.5%			3.6%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	5	10.8%			10.3%		



## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Boston, MA</b>							
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	8	7.7%			5.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	4.6%			4.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	1.6%		-2.3%	1.2%	5.5%	
Greater than \$5 million							
CEO/Executive Director	5	5.3%			3.5%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	15	0.8%		-2.2%	1.5%	7.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.2%			5.2%		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	8	4.7%			3.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	3.0%		-3.4%	-1.2%	9.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	29	1.7%	-8.1%	-1.4%	1.4%	7.9%	10.8%
Greater than \$5 million							
CEO/Executive Director	12	7.0%		2.8%	5.0%	12.4%	
Top Finance Position	9	4.4%			4.5%		
Top Operations Position	8	5.3%			7.4%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Boulder-Longmont</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	2.2%			1.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	-0.2%			0.9%		
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	11.4%			10.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	8.0%			9.6%		
Environmental Quality, Protection and Beautification							
\$500 thousand or less							
CEO/Executive Director	5	3.9%			5.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	4.9%		1.9%	3.3%	7.0%	
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	1.4%			1.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	1.3%			2.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.5%			2.7%		
Greater than \$5 million							
CEO/Executive Director	5	-5.2%			-2.5%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Boulder-Longmont</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	-0.4%			-3.0%		
<b>Bremerton, WA</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	12.2%			14.4%		
<b>Bridgeport-Milford, CT</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	7	6.0%			5.2%		
Top Finance Position	5	5.6%			5.3%		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	8	5.1%			0.6%		
Greater than \$5 million							
CEO/Executive Director	8	2.9%			1.3%		
<b>Brockton, MA</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	5	9.2%			5.4%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Buffalo-Niagara Falls, NY</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	7	3.4%			0.5%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	8	1.3%			1.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.0%			1.6%		
<b>Educational Institutions and Related Activities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	7.1%			4.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	3.3%			3.5%		
Greater than \$5 million							
CEO/Executive Director	17	3.5%		1.4%	2.8%	6.3%	
Top Administrative Position	5	0.6%			1.4%		
Top Finance Position	12	6.4%		2.0%	5.3%	12.8%	
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	15	4.0%		0.2%	4.2%	8.5%	
Top Administrative Position	5	5.5%			5.3%		
Top Finance Position	13	7.0%		0.1%	5.9%	12.3%	
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.8%			6.7%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Buffalo-Niagara Falls, NY</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	8	-0.4%			-1.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	4.7%		-0.8%	3.3%	9.9%	
Top Finance Position	6	9.5%			10.3%		
Greater than \$5 million							
CEO/Executive Director	15	2.6%		-2.8%	1.4%	7.3%	
Top Finance Position	7	9.4%			11.6%		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	6.7%			6.7%		
Greater than \$5 million							
CEO/Executive Director	8	7.2%			8.2%		
Top Finance Position	5	6.0%			5.6%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	5	-3.3%			-3.6%		
<b>Burlington, VT</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	8	5.2%			3.2%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Burlington, VT</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.9%			4.8%		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	6.4%			6.9%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	3.0%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	3.9%			2.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	7.0%			5.2%		
Greater than \$5 million							
CEO/Executive Director	5	3.9%			2.0%		
<b>Canton-Massillon, OH</b>							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	3.6%			-0.2%		
<b>Casper, WY</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	-1.1%			0.0%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Cedar Rapids, IA</b>							
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.7%			2.2%		
Greater than \$5 million							
CEO/Executive Director	7	4.5%			4.2%		
<b>Charleston, WV</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	-5.3%			-4.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.0%			5.5%		
Greater than \$5 million							
CEO/Executive Director	5	1.1%			1.8%		
<b>Charleston-North Charleston, SC</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	9	3.1%			2.0%		
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.7%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	8.0%		1.0%	8.0%	10.7%	
Greater than \$5 million							
CEO/Executive Director	5	5.4%			6.8%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Charlotte-Gastonia-Rock Hill, NC-SC</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	8	0.5%			4.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-0.2%			-0.3%		
Greater than \$5 million							
CEO/Executive Director	6	2.5%			2.2%		
<b>Community Improvement, Capacity Building</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-0.7%			1.4%		
Greater than \$5 million							
CEO/Executive Director	5	2.7%			1.2%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	5	3.6%			2.1%		
<b>Educational Institutions and Related Activities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	8.0%			11.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	-0.4%		-3.8%	1.6%	3.7%	
Greater than \$5 million							
CEO/Executive Director	16	7.1%		1.4%	9.0%	13.8%	
Top Development Position	5	5.8%			3.3%		
Top Finance Position	7	5.1%			3.1%		



## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Charlotte-Gastonia-Rock Hill, NC-SC</b>							
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-2.3%			1.0%		
Greater than \$5 million							
Top Finance Position	5	1.5%			0.6%		
<b>Housing, Shelter</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.2%			13.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.3%			2.8%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	16	3.6%		-0.7%	4.3%	8.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	2.7%		-2.3%	0.0%	7.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	21	5.9%	-3.1%	-1.4%	5.5%	12.6%	19.0%
Greater than \$5 million							
CEO/Executive Director	20	2.1%	-12.5%	-2.9%	3.2%	6.8%	12.4%
Top Finance Position	10	7.8%		4.8%	7.7%	10.4%	
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.5%			0.0%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Charlotte-Gastonia-Rock Hill, NC-SC</b>							
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	7	-2.0%			0.0%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	11	0.2%		-3.3%	-0.5%	1.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.0%			0.0%		
<b>Charlottesville, VA</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.1%			6.9%		
Greater than \$5 million							
CEO/Executive Director	12	4.1%		1.8%	4.2%	7.9%	
Top Finance Position	5	9.2%			8.6%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	7	3.9%			0.9%		
<b>Chattanooga, TN-GA</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	7	-2.6%			0.0%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Chattanooga, TN-GA</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.7%			3.7%		
Greater than \$5 million							
CEO/Executive Director	5	7.1%			5.5%		
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	6	0.1%			0.0%		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.8%			1.6%		
Greater than \$5 million							
CEO/Executive Director	5	2.3%			2.6%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	7.7%			5.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-3.3%			0.0%		
<b>Chicago, IL</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	10	0.0%		-4.6%	-1.2%	0.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	0.0%			0.0%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
<b>Animal-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-2.9%			0.6%		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	41	1.7%	-4.9%	0.0%	0.8%	5.7%	8.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	30	5.2%	-3.8%	0.7%	5.2%	8.7%	15.1%
Between \$1 million and \$5 million							
CEO/Executive Director	30	0.8%	-9.9%	-2.8%	2.4%	4.7%	7.2%
Top Finance Position	6	-2.4%			2.3%		
Greater than \$5 million							
CEO/Executive Director	17	5.8%		3.3%	7.5%	9.7%	
Top Development Position	5	6.2%			10.5%		
Top Finance Position	6	8.7%			10.4%		
<b>Civil Rights, Social Action, Advocacy</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	10	7.4%		3.6%	6.3%	12.3%	
Greater than \$5 million							
CEO/Executive Director	5	0.7%			-0.3%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	15	4.6%		0.0%	3.0%	6.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.1%			0.8%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
<b>Community Improvement, Capacity Building</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	25	3.5%	-1.4%	0.0%	3.5%	4.8%	10.8%
Greater than \$5 million							
CEO/Executive Director	11	1.3%		-3.7%	-0.7%	8.8%	
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	7	4.3%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	1.9%			1.3%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	9	2.5%			1.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	21	-0.8%	-10.4%	-4.1%	0.2%	3.7%	5.7%
Greater than \$5 million							
CEO/Executive Director	14	6.2%		2.9%	5.9%	9.2%	
Top Finance Position	10	7.2%		2.4%	4.6%	12.1%	
Top Operations Position	5	5.6%			7.2%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	27	1.6%	-8.5%	-0.9%	1.3%	5.5%	9.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	3.6%	-2.1%	0.0%	2.6%	6.9%	12.6%

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	75	2.9%	-5.3%	-0.3%	2.3%	7.8%	14.7%
Top Administrative Position	5	-1.5%			1.9%		
Greater than \$5 million							
CEO/Executive Director	67	3.1%	-6.7%	-1.4%	2.9%	8.7%	13.3%
Top Development Position	6	1.6%			2.5%		
Top Education Position	9	5.3%			4.8%		
Top Finance Position	38	5.1%	-1.2%	0.8%	3.8%	7.2%	15.0%
Top Marketing Position	7	4.9%			3.7%		
Top Operations Position	13	4.2%		1.5%	3.8%	6.8%	
Top Technology Position	7	4.3%			6.4%		
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	5	-4.9%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	4.3%			5.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	8.1%			6.7%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	8	2.7%			3.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director Between \$1 million and \$5 million	7	1.2%			0.0%		
CEO/Executive Director	7	3.6%			3.7%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
<b>Food, Agriculture and Nutrition</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.2%			1.0%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	13	2.9%		0.0%	2.4%	6.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	5.0%			4.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	4.0%		-1.5%	6.2%	8.9%	
Greater than \$5 million							
CEO/Executive Director	37	2.9%	-6.6%	-3.2%	2.4%	7.9%	14.7%
Top Finance Position	21	9.3%	1.2%	4.4%	7.8%	16.4%	19.3%
Top Human Resources Position	6	-0.6%			-0.5%		
Top Operations Position	9	0.7%			2.3%		
Top Technology Position	6	8.4%			6.8%		
<b>Housing, Shelter</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	2.2%			2.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	30	5.6%	-4.0%	0.0%	5.7%	10.6%	19.3%
Greater than \$5 million							
CEO/Executive Director	12	-1.2%		-3.7%	0.6%	2.0%	
Top Finance Position	5	10.0%			14.4%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	37	-0.3%	-11.5%	-3.4%	0.0%	4.0%	6.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	35	2.7%	-3.2%	0.0%	2.3%	5.2%	12.0%
Between \$1 million and \$5 million							
CEO/Executive Director	102	2.7%	-5.4%	-0.3%	2.1%	5.5%	12.3%
Top Finance Position	14	-0.4%		-1.0%	0.3%	2.5%	
Greater than \$5 million							
CEO/Executive Director	93	3.5%	-4.5%	-0.8%	3.0%	8.5%	12.7%
Top Development Position	9	6.3%			4.9%		
Top Finance Position	45	4.9%	-2.2%	0.9%	4.3%	9.2%	12.2%
Top Human Resources Position	8	5.4%			6.9%		
Top Operations Position	18	1.1%		-2.0%	1.3%	4.6%	
Top Program Position	5	3.4%			0.7%		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	5	2.3%			2.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.4%			5.3%		
Greater than \$5 million							
CEO/Executive Director	5	6.7%			1.9%		
<b>Medical Research</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.6%			3.6%		



## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	5	1.4%			2.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	5.7%		0.2%	2.2%	15.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	24	5.4%	-2.3%	-0.3%	2.4%	8.7%	18.0%
Greater than \$5 million							
CEO/Executive Director	10	3.2%		-0.1%	0.8%	5.4%	
Top Finance Position	6	1.8%			1.4%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	12	2.5%		-2.4%	3.4%	6.5%	
Greater than \$5 million							
CEO/Executive Director	10	3.9%		1.1%	2.3%	8.4%	
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	0.9%			1.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	1.2%		-1.5%	3.1%	7.6%	
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	25	0.3%	-9.0%	-2.4%	0.0%	1.3%	9.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	0.0%		-2.3%	0.7%	7.1%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Chicago, IL</b>							
Religion-Related, Spiritual Development							
Between \$1 million and \$5 million							
CEO/Executive Director	8	5.5%			4.6%		
Greater than \$5 million							
CEO/Executive Director	8	0.6%			0.8%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	12	1.2%		-3.0%	0.0%	5.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	8.5%			11.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	19	2.3%		-2.1%	0.8%	9.0%	
<b>Chico-Paradise, CA</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	7.5%			6.9%		
<b>Cincinnati, OH-KY-IN</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	13	2.5%		-3.6%	5.3%	7.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	6	8.5%			9.3%		
Greater than \$5 million							
CEO/Executive Director	10	10.4%		4.2%	7.6%	17.9%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Cincinnati, OH-KY-IN</b>							
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	6	7.5%			7.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	7.1%			4.1%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	6	3.3%			2.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	1.0%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	5.2%		0.4%	3.8%	10.4%	
Greater than \$5 million							
CEO/Executive Director	13	8.1%		0.1%	6.0%	15.1%	
Top Finance Position	9	7.9%			2.7%		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	9.5%			4.8%		
Greater than \$5 million							
CEO/Executive Director	14	2.7%		-4.3%	2.6%	9.2%	
Top Finance Position	8	2.9%			3.5%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.7%			4.3%		
Greater than \$5 million							
CEO/Executive Director	5	1.9%			0.0%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Cincinnati, OH-KY-IN</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	13	0.1%		-0.8%	0.0%	2.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	1.5%			-0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	23	1.9%	-10.0%	-0.5%	3.6%	5.5%	11.8%
Greater than \$5 million							
CEO/Executive Director	19	0.8%		-3.5%	2.3%	5.7%	
Top Finance Position	11	3.4%		1.0%	5.0%	6.4%	
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	1.7%			3.1%		
Greater than \$5 million							
CEO/Executive Director	5	4.6%			1.5%		
Top Finance Position	6	5.7%			5.9%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Greater than \$5 million							
CEO/Executive Director	5	4.2%			0.0%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	10	2.3%		0.0%	0.4%	3.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.6%			0.2%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Cleveland, OH</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	18	1.2%		0.0%	1.9%	5.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	2.7%		0.5%	3.4%	7.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	10	3.5%		0.0%	2.8%	8.7%	
Greater than \$5 million							
CEO/Executive Director	9	1.9%			1.0%		
Top Finance Position	7	10.4%			7.5%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	7	5.5%			1.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	7.2%			2.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	5.8%		0.8%	5.6%	12.9%	
Greater than \$5 million							
CEO/Executive Director	8	-1.9%			2.7%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	7	7.4%			8.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	0.3%			0.3%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Cleveland, OH</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	18	4.5%		-1.1%	3.5%	8.8%	
Top Finance Position	6	1.6%			0.3%		
Greater than \$5 million							
CEO/Executive Director	15	6.7%		2.0%	2.7%	11.3%	
Top Finance Position	10	4.1%		1.0%	4.4%	5.4%	
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	6	-2.1%			0.0%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	8	8.1%			6.8%		
Greater than \$5 million							
CEO/Executive Director	15	1.9%		-0.6%	1.4%	9.6%	
Top Finance Position	9	5.4%			5.8%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	13	2.4%		-3.7%	2.6%	5.4%	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	11	4.4%		0.0%	2.0%	3.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	2.4%			0.0%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Cleveland, OH</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	27	2.7%	-4.2%	0.0%	0.7%	5.5%	10.9%
Top Finance Position	6	6.4%			5.1%		
Greater than \$5 million							
CEO/Executive Director	20	5.1%	-5.5%	-2.9%	3.1%	12.9%	18.7%
Top Finance Position	16	4.3%		-1.5%	2.3%	6.8%	
Top Operations Position	6	10.6%			8.6%		
<b>Mental Health, Crisis Intervention</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.6%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	4.5%			4.0%		
Greater than \$5 million							
CEO/Executive Director	11	2.6%		-1.3%	1.7%	5.9%	
Top Finance Position	7	2.8%			2.9%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	7	-1.3%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.6%			1.7%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	11	3.1%		-0.4%	2.5%	6.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	5	-1.6%			0.0%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Cleveland, OH</b>							
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.2%			3.3%		
<b>ColoradoSprings, CO</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	-5.6%			0.0%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	6.3%			6.9%		
Greater than \$5 million							
CEO/Executive Director	6	5.3%			5.0%		
Top Finance Position	5	6.5%			6.5%		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	2.5%			3.7%		
Top Finance Position	5	5.5%			2.5%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	4.9%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.9%			6.9%		
Greater than \$5 million							
CEO/Executive Director	7	9.7%			14.2%		



## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>ColoradoSprings, CO</b>							
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	12	2.7%		-2.5%	3.0%	8.5%	
Greater than \$5 million							
CEO/Executive Director	10	5.1%		1.0%	4.7%	9.3%	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	17	1.3%		-5.1%	0.0%	4.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	7.6%			5.7%		
<b>Columbia, MO</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	5	3.8%			4.9%		
<b>Columbia, SC</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.7%			2.8%		
Greater than \$5 million							
CEO/Executive Director	5	0.6%			0.0%		
Top Finance Position	5	9.3%			3.7%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Columbia, SC</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	5.9%			5.3%		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.6%			5.5%		
Greater than \$5 million							
CEO/Executive Director	5	2.5%			4.5%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	-3.5%			0.0%		
<b>Columbus, OH</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	10	4.5%		0.0%	4.1%	8.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	10	3.7%		2.1%	3.4%	4.8%	
Greater than \$5 million							
CEO/Executive Director	6	2.2%			3.1%		
Community Improvement, Capacity Building							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	1.3%		-1.4%	0.5%	6.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.4%			0.4%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Columbus, OH</b>							
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	10	2.9%		0.0%	2.5%	7.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-1.2%			1.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	0.8%		-7.0%	1.3%	5.6%	
Greater than \$5 million							
CEO/Executive Director	19	3.8%		0.1%	3.1%	6.8%	
Top Finance Position	9	1.2%			0.0%		
<b>Health – General and Rehabilitative</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	8.6%			8.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	4.4%		0.1%	2.1%	4.4%	
Greater than \$5 million							
CEO/Executive Director	5	6.1%			6.6%		
<b>Housing, Shelter</b>							
Greater than \$5 million							
CEO/Executive Director	8	8.9%			7.3%		
Top Finance Position	6	0.4%			2.7%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	14	2.0%		-0.5%	0.0%	10.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	6.1%		2.0%	3.9%	10.2%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Columbus, OH</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	27	4.7%	-1.7%	0.9%	4.0%	7.3%	13.1%
Top Finance Position	6	4.5%			1.8%		
Greater than \$5 million							
CEO/Executive Director	21	3.0%	-9.7%	-1.8%	3.1%	7.8%	14.1%
Top Finance Position	10	8.4%		4.3%	8.5%	12.2%	
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	12	3.8%		1.8%	4.3%	8.2%	
Greater than \$5 million							
CEO/Executive Director	7	4.2%			1.6%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.8%			2.8%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	5	5.9%			5.0%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	8	3.0%			4.5%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Corpus Christi, TX</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.9%			2.4%		
<b>Dallas-Fort Worth, TX</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	20	-0.7%	-9.3%	-4.9%	0.0%	1.5%	10.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	2.3%			2.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	4.8%		0.0%	5.3%	11.5%	
Greater than \$5 million							
CEO/Executive Director	7	3.5%			6.2%		
Top Finance Position	5	-2.6%			-3.5%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	5	4.1%			0.3%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	6	6.0%			3.8%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	16	4.7%		0.8%	1.9%	5.4%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Dallas-Fort Worth, TX</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	4.6%		0.0%	1.0%	5.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	24	4.6%	-2.3%	0.2%	3.0%	5.9%	17.9%
Top Finance Position	5	-2.0%			-2.3%		
Greater than \$5 million							
CEO/Executive Director	36	5.1%	-2.0%	0.2%	3.6%	10.0%	17.4%
Top Administrative Position	9	6.0%			4.7%		
Top Development Position	8	6.8%			6.7%		
Top Finance Position	15	5.0%		1.2%	4.8%	9.8%	
Top Operations Position	7	5.7%			6.4%		
<b>Health – General and Rehabilitative</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	7.7%			3.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	8.2%			9.8%		
Greater than \$5 million							
CEO/Executive Director	11	6.0%		1.8%	7.3%	11.5%	
Top Finance Position	7	4.8%			3.7%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	0.9%			2.4%		
Greater than \$5 million							
CEO/Executive Director	7	2.3%			0.8%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Dallas-Fort Worth, TX</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	24	0.6%	-12.5%	-9.2%	0.0%	9.0%	15.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	1.4%		-0.4%	1.2%	4.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	33	4.6%	-4.2%	0.2%	4.7%	9.1%	16.7%
Greater than \$5 million							
CEO/Executive Director	13	3.5%		-0.4%	5.0%	7.1%	
Top Finance Position	9	3.7%			2.9%		
Top Operations Position	5	2.8%			2.4%		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	7	3.9%			0.5%		
<b>Mental Health, Crisis Intervention</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	2.2%			1.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-0.9%			0.0%		
Greater than \$5 million							
CEO/Executive Director	5	1.7%			2.1%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	-1.0%			0.6%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Dallas-Fort Worth, TX</b>							
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	5	-3.3%			-4.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	4.1%			0.7%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	48	1.0%	-11.3%	-3.8%	0.0%	6.2%	17.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	0.2%			-0.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	-0.5%		-5.2%	0.4%	5.7%	
Greater than \$5 million							
CEO/Executive Director	8	6.3%			5.1%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	8	3.9%			0.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.3%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	-0.1%			0.0%		
<b>Davenport-Moline-Rock Island, IA-IL</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	7.2%			7.9%		



## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Davenport-Moline-Rock Island, IA-IL</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	6	-0.8%			4.0%		
<b>Dayton-Springfield, OH</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	8	6.6%			4.7%		
Greater than \$5 million							
CEO/Executive Director	5	3.8%			-1.1%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	6.3%			5.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.4%			0.0%		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	9	8.3%			8.5%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-1.3%			-3.4%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	5.5%			8.2%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Dayton-Springfield, OH</b>							
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	7.2%			4.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	3.9%		1.1%	5.3%	6.7%	
Greater than \$5 million							
CEO/Executive Director	14	6.6%		2.0%	4.9%	7.3%	
Top Finance Position	9	2.4%			1.8%		
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	5	3.3%			3.3%		
<b>Denver-Boulder, CO</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	13	4.8%		0.4%	4.5%	10.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	3.1%		-0.1%	1.7%	6.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	14	3.2%		-3.0%	1.8%	7.9%	
Greater than \$5 million							
CEO/Executive Director	6	9.4%			6.9%		
Civil Rights, Social Action, Advocacy							
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.6%			3.4%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Denver-Boulder, CO</b>							
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	11	3.4%		0.0%	2.7%	8.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.3%			2.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	7.5%			6.3%		
<b>Crime, Legal-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.6%			4.7%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	9	-1.0%			-0.6%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	15	0.7%		-1.5%	2.6%	3.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	2.8%		0.0%	0.3%	6.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	39	3.3%	-5.8%	-0.2%	3.6%	6.6%	9.8%
Greater than \$5 million							
CEO/Executive Director	18	6.3%		2.5%	5.3%	10.2%	
Top Development Position	5	5.1%			5.4%		
Top Education Position	5	0.6%			0.7%		
Top Finance Position	9	7.4%			5.6%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Denver-Boulder, CO</b>							
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	8	7.3%			5.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	3.8%		0.2%	3.6%	8.9%	
Greater than \$5 million							
CEO/Executive Director	6	6.0%			6.1%		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	20	0.8%	-9.2%	-1.8%	1.6%	5.5%	8.8%
Greater than \$5 million							
CEO/Executive Director	8	9.3%			7.6%		
<b>Housing, Shelter</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.3%			4.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.5%			4.2%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	30	5.4%	-10.2%	0.0%	6.7%	11.2%	18.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	22	2.8%	-8.1%	-1.5%	3.2%	7.5%	12.5%
Between \$1 million and \$5 million							
CEO/Executive Director	36	5.2%	-1.4%	0.8%	5.0%	9.2%	16.1%

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Denver-Boulder, CO</b>							
<b>Human Services – Multipurpose and Other</b>							
Greater than \$5 million							
CEO/Executive Director	21	5.2%	-2.4%	0.3%	4.3%	6.8%	12.6%
Top Finance Position	10	1.8%		-0.5%	2.9%	4.1%	
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	8	-1.5%			-0.1%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	5	1.6%			1.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	10.2%			7.0%		
Greater than \$5 million							
CEO/Executive Director	7	-0.4%			-2.3%		
Top Finance Position	5	9.4%			9.6%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	7	4.2%			5.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.2%			1.8%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	31	0.0%	-9.2%	-3.2%	0.0%	4.3%	9.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	0.9%			0.4%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Denver-Boulder, CO</b>							
Religion-Related, Spiritual Development							
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.3%			2.3%		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.7%			3.9%		
<b>Des Moines, IA</b>							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	-3.5%			-0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.7%			5.0%		
Greater than \$5 million							
CEO/Executive Director	5	2.3%			3.8%		
Health – General and Rehabilitative							
Greater than \$5 million							
Top Finance Position	5	0.6%			4.6%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.7%			2.9%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	4.1%			5.7%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Des Moines, IA</b>							
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.5%			0.9%		
Greater than \$5 million							
CEO/Executive Director	9	5.5%			5.4%		
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.3%			6.1%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	-3.3%			-6.5%		
<b>Detroit, MI</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	15	0.8%		-2.4%	0.0%	4.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	9.0%			6.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	5.9%			5.1%		
Greater than \$5 million							
CEO/Executive Director	6	-0.1%			-0.2%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	6	5.8%			4.6%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Detroit, MI</b>							
<b>Community Improvement, Capacity Building</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	8.5%			4.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.4%			7.5%		
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	8.3%			9.2%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	9	6.8%			5.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	3.6%		-0.4%	1.9%	6.7%	
Greater than \$5 million							
CEO/Executive Director	12	3.6%		0.6%	5.0%	6.5%	
Top Finance Position	7	4.7%			2.2%		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.9%			8.5%		
Greater than \$5 million							
CEO/Executive Director	12	-1.8%		-8.7%	1.7%	5.5%	
Top Finance Position	9	8.1%			5.1%		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	7	2.7%			3.3%		



## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Detroit, MI</b>							
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	14	1.6%		-0.9%	2.4%	4.3%	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	16	4.0%		1.2%	3.3%	9.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	1.9%		-2.6%	0.7%	4.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	38	2.0%	-7.5%	-3.6%	0.3%	8.1%	12.2%
Greater than \$5 million							
CEO/Executive Director	44	3.5%	-3.9%	-2.0%	3.2%	8.1%	14.8%
Top Finance Position	21	2.5%	-1.8%	-0.5%	2.3%	6.8%	10.4%
Top Operations Position	10	-0.4%		-0.3%	1.4%	4.9%	
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	-4.9%			-3.4%		
Greater than \$5 million							
CEO/Executive Director	11	8.4%		0.1%	10.3%	15.9%	
Top Finance Position	6	6.5%			6.4%		
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.0%			0.0%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Detroit, MI</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	12	0.9%		-2.3%	0.0%	5.3%	
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.0%			4.7%		
<b>Duluth-Superior, MN-WI</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	-0.6%			0.3%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.8%			2.8%		
<b>Dutchess County, NY</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	8	-2.1%			-0.2%		
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	7	7.7%			8.7%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Eau Claire, WI</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	4.9%			2.5%		
<b>El Paso, TX</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-0.9%			-0.4%		
<b>Enid, OK</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-2.6%			-2.6%		
<b>Erie, PA</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	2.4%			2.5%		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	9	5.2%			5.1%		
Greater than \$5 million							
CEO/Executive Director	9	7.3%			2.5%		
Top Finance Position	6	3.1%			2.4%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Eugene-Springfield, OR</b>							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	2.4%			2.4%		
Environmental Quality, Protection and Beautification							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-2.1%			-1.9%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	5.6%			3.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.5%			4.2%		
Greater than \$5 million							
CEO/Executive Director	6	3.1%			2.9%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	-3.5%			0.7%		
<b>Evansville-Henderson, IN-KY</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	0.4%			1.2%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Fargo-Moorhead, ND-MN</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
Top Finance Position	5	2.7%			0.0%		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.8%			7.6%		
Greater than \$5 million							
CEO/Executive Director	5	5.3%			5.6%		
Top Finance Position	6	5.4%			5.4%		
<b>Fayetteville-Springdale-Rogers, AR</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	-3.7%			-4.2%		
<b>Flagstaff, AZ-UT</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.0%			2.1%		
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.3%			4.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.0%			0.0%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Flint, MI</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
Top Finance Position	5	1.7%			0.6%		
<b>Fort Lauderdale-Hollywood, FL</b>							
Arts, Culture and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-1.7%			-0.7%		
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.9%			0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	2.4%		-1.0%	0.6%	3.1%	
Greater than \$5 million							
CEO/Executive Director	9	5.9%			3.2%		
Top Finance Position	5	5.7%			5.6%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	7	0.2%			2.5%		
<b>Fort Myers-Cape Coral, FL</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	3.5%			5.7%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Fort Myers-Cape Coral, FL</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	8	8.2%			4.7%		
<b>Fort Wayne, IN</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	5.3%			4.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.8%			3.4%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	5	0.0%			1.5%		
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	2.5%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	4.2%		-0.4%	3.9%	6.5%	
Greater than \$5 million							
CEO/Executive Director	10	5.3%		0.7%	4.0%	7.3%	
Top Finance Position	6	6.4%			3.2%		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.0%			-0.8%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Fort Worth, TX</b>							
<b>Arts, Culture and Humanities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	1.7%			0.4%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	5	6.8%			6.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.4%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	2.9%			2.4%		
Greater than \$5 million							
CEO/Executive Director	8	0.8%			1.0%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	9	-3.4%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	-0.4%			-0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	19	4.4%		-1.8%	3.2%	5.8%	
Greater than \$5 million							
CEO/Executive Director	9	2.3%			1.6%		
Top Finance Position	8	7.0%			3.2%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	5	0.1%			0.0%		



## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Fort Worth, TX</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	30	2.4%	-7.7%	-0.6%	1.4%	5.7%	10.8%
Between \$1 million and \$5 million							
CEO/Executive Director	7	1.0%			-1.2%		
<b>Fresno, CA</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	8	6.0%			4.1%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	3.3%			0.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.7%			3.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	2.1%		-1.7%	0.1%	6.8%	
Greater than \$5 million							
CEO/Executive Director	9	5.3%			5.7%		
Top Finance Position	6	1.2%			-0.2%		
Religion-Related, Spiritual Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.5%			4.7%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Gary-Hammond-East Chicago, IN</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	4.3%			5.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	3.1%		-0.2%	1.1%	4.0%	
Greater than \$5 million							
CEO/Executive Director	5	3.9%			3.6%		
Top Finance Position	5	6.5%			4.3%		
<b>Grand Forks, ND-MN</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.0%			4.4%		
<b>Grand Rapids-Muskegon-Holland, MI</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	9	6.9%			9.8%		
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.7%			3.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	2.9%			2.8%		
Greater than \$5 million							
CEO/Executive Director	11	1.9%		-0.1%	3.4%	6.3%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Grand Rapids-Muskegon-Holland, MI</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	8	5.3%			4.4%		
Top Finance Position	6	4.6%			1.7%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.4%			0.6%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	17	1.1%		-3.8%	1.7%	4.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	27	5.5%	-0.9%	0.1%	3.0%	10.5%	15.6%
Greater than \$5 million							
CEO/Executive Director	14	3.9%		-2.7%	1.1%	9.9%	
Top Finance Position	5	1.1%			0.4%		
Top Operations Position	6	4.2%			4.5%		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.0%			0.0%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.1%			3.1%		
Greater than \$5 million							
CEO/Executive Director	6	3.2%			1.3%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Grand Rapids-Muskegon-Holland, MI</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	14	-2.5%		-3.3%	-1.0%	0.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	9	5.8%			5.2%		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.7%			-0.4%		
<b>Green Bay, WI</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	1.2%			1.1%		
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	8	3.4%			2.8%		
Top Finance Position	7	4.5%			2.8%		
<b>Greensboro--Winston-Salem--High Point, NC</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	10	3.1%		0.0%	2.7%	5.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	8	5.7%			5.2%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Greensboro--Winston-Salem--High Point, NC</b>							
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	8	-0.9%			2.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.4%			-0.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	7.5%		1.9%	9.6%	13.7%	
Greater than \$5 million							
CEO/Executive Director	9	3.4%			2.9%		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	6	2.3%			0.9%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	8.9%			9.1%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	16	3.0%		-2.5%	1.6%	8.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	2.4%		-1.1%	0.0%	4.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	18	4.1%		0.5%	4.0%	6.7%	
Greater than \$5 million							
CEO/Executive Director	19	5.5%		0.7%	5.6%	11.2%	
Top Finance Position	11	4.9%		0.8%	4.3%	9.2%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Greensboro--Winston-Salem--High Point, NC</b>							
Mental Health, Crisis Intervention							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	10.5%			11.5%		
Philanthropy, Voluntarism and Grantmaking Foundations							
Greater than \$5 million							
CEO/Executive Director	7	4.8%			3.7%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	9	3.9%			0.0%		
<b>Greenville-Spartanburg-Anderson, SC</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	7	-1.7%			0.0%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	7	1.9%			4.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	7.3%		1.8%	5.4%	11.3%	
Greater than \$5 million							
CEO/Executive Director	6	1.9%			1.0%		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	4.9%			7.4%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Greenville-Spartanburg-Anderson, SC</b>							
Housing, Shelter							
\$500 thousand or less							
CEO/Executive Director	5	-5.6%			0.0%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	2.4%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	0.8%			-0.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.5%			4.2%		
Greater than \$5 million							
CEO/Executive Director	6	5.3%			4.7%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	16	1.1%		0.0%	2.0%	6.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.4%			3.6%		
<b>Hagerstown, MD</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	8	6.9%			5.9%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Harrisburg-Lebanon-Carlisle, PA</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	7	-3.5%			-2.3%		
<b>Crime, Legal-Related</b>							
Greater than \$5 million							
CEO/Executive Director	5	1.7%			0.4%		
<b>Educational Institutions and Related Activities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.8%			3.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	3.1%		0.4%	1.4%	5.5%	
Greater than \$5 million							
CEO/Executive Director	7	4.7%			3.7%		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	10	2.8%		-1.0%	2.5%	6.1%	
Greater than \$5 million							
CEO/Executive Director	6	9.0%			6.1%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	8	1.6%			3.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	8.4%			7.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	5.2%		3.1%	4.6%	7.7%	



## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Harrisburg-Lebanon-Carlisle, PA</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	15	0.5%		-5.5%	4.0%	8.1%	
Top Finance Position	6	2.1%			1.4%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	1.3%			0.8%		
<b>Hartford, CT</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	11	0.8%		0.0%	0.0%	2.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	3.4%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	1.1%		-2.8%	-1.2%	4.8%	
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.9%			2.5%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	12	5.1%		2.2%	3.4%	5.5%	
Greater than \$5 million							
CEO/Executive Director	11	2.0%		-3.0%	2.1%	7.7%	
Top Finance Position	10	3.2%		-0.5%	3.6%	6.2%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Hartford, CT</b>							
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.3%			8.1%		
Greater than \$5 million							
CEO/Executive Director	17	6.5%		1.9%	6.2%	8.9%	
Top Finance Position	10	5.7%		1.1%	5.3%	13.1%	
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	-1.5%			1.6%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	8	2.3%			2.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	5.5%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	24	0.9%	-6.7%	-4.7%	0.0%	4.2%	8.7%
Greater than \$5 million							
CEO/Executive Director	27	2.5%	-3.5%	1.1%	3.4%	5.3%	7.8%
Top Finance Position	18	4.3%		0.6%	2.6%	7.3%	
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	7	3.1%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.4%			1.1%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Hartford, CT</b>							
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	11	-0.6%		-6.5%	0.1%	4.3%	
Top Finance Position	8	3.7%			4.7%		
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	5	9.8%			2.9%		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.8%			-0.4%		
<b>Hickory-Morganton-Lenoir, NC</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	1.8%			1.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-4.9%			0.6%		
Greater than \$5 million							
CEO/Executive Director	6	0.7%			1.5%		
<b>Honolulu, HI</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	1.9%			2.5%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Honolulu, HI</b>							
<b>Arts, Culture and Humanities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	6.2%			5.5%		
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.2%			1.9%		
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.2%			0.6%		
Greater than \$5 million							
CEO/Executive Director	6	3.7%			5.0%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	5	1.2%			0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.1%			3.3%		
Greater than \$5 million							
CEO/Executive Director	10	8.8%		4.4%	8.1%	15.1%	
Top Finance Position	6	6.1%			6.3%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	5	5.2%			2.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	7.4%			8.2%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Honolulu, HI</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.1%			1.5%		
Greater than \$5 million							
CEO/Executive Director	10	1.3%		-1.5%	2.1%	3.2%	
Top Finance Position	7	1.4%			-0.2%		
<b>Houston, TX</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	11	-2.9%		-16.1%	0.0%	4.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-1.8%			-2.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	5.7%		1.7%	7.1%	9.9%	
Greater than \$5 million							
CEO/Executive Director	8	8.2%			6.8%		
Top Finance Position	7	8.2%			4.7%		
Crime, Legal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	11.9%			11.3%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	7	-5.8%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	2.0%			0.0%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Houston, TX</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	21	1.3%	-7.6%	-0.7%	2.9%	4.7%	9.3%
Greater than \$5 million							
CEO/Executive Director	20	4.5%	-3.9%	-0.2%	3.5%	9.0%	14.7%
Top Finance Position	11	5.2%		3.2%	4.3%	8.9%	
<b>Environmental Quality, Protection and Beautification</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.7%			3.0%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	6	0.0%			0.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.8%			0.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	2.3%		0.0%	1.0%	2.2%	
Greater than \$5 million							
CEO/Executive Director	14	3.8%		-1.2%	3.5%	10.4%	
Top Finance Position	12	6.0%		-0.9%	4.3%	10.7%	
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.2%			0.5%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	20	-0.1%	-16.1%	-4.7%	0.0%	4.7%	11.3%

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Houston, TX</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	-1.6%		-5.3%	-3.1%	2.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	34	1.9%	-4.2%	-1.2%	0.9%	5.4%	10.3%
Greater than \$5 million							
CEO/Executive Director	19	3.2%		-3.2%	1.5%	8.9%	
Top Finance Position	10	6.3%		0.3%	3.2%	8.6%	
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	6	-1.5%			0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	6.3%			4.8%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Greater than \$5 million							
CEO/Executive Director	5	3.2%			2.9%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.9%			2.8%		
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.0%			2.7%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	27	-0.5%	-19.0%	-12.1%	1.4%	10.4%	14.5%

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Houston, TX</b>							
Religion-Related, Spiritual Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	3.0%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	1.0%		-2.8%	0.0%	6.3%	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	3.4%			2.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	-2.4%			-0.6%		
<b>Huntington-Ashland, WV-KY-OH</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.3%			3.1%		
Greater than \$5 million							
CEO/Executive Director	5	-0.5%			0.0%		
<b>Huntsville, AL</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	5	6.2%			4.3%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	0.7%			0.0%		



## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indianapolis, IN</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	12	-0.8%		-4.3%	0.4%	3.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	0.2%		-1.5%	0.3%	3.8%	
Greater than \$5 million							
CEO/Executive Director	9	2.7%			3.2%		
Top Finance Position	7	8.0%			8.8%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	5	4.4%			1.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.1%			5.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	1.0%			-1.2%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	7	-0.9%			0.0%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	9	0.5%			-1.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.3%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	1.8%		-1.1%	2.7%	4.5%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indianapolis, IN</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	21	5.7%	-2.1%	1.3%	3.9%	10.4%	14.1%
Top Development Position	5	6.5%			7.8%		
Top Finance Position	10	7.5%		3.5%	8.8%	12.4%	
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	5	6.0%			4.0%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	7	6.8%			8.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	0.9%			0.0%		
Greater than \$5 million							
CEO/Executive Director	18	4.3%		-0.3%	3.2%	4.9%	
Top Finance Position	14	3.8%		0.8%	2.1%	5.2%	
Top Operations Position	7	5.6%			5.1%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	16	5.4%		-0.2%	4.7%	12.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	2.0%		-3.3%	1.0%	7.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	23	5.9%	-0.8%	1.4%	7.7%	9.0%	12.7%

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indianapolis, IN</b>							
<b>Human Services – Multipurpose and Other</b>							
Greater than \$5 million							
CEO/Executive Director	14	2.8%		0.9%	2.6%	4.8%	
Top Finance Position	8	5.6%			2.8%		
<b>Mental Health, Crisis Intervention</b>							
Greater than \$5 million							
Top Finance Position	5	-2.6%			0.3%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.8%			3.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	4.9%			3.4%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	5	4.7%			4.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.1%			6.4%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	14	5.2%		-0.7%	3.6%	13.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	5.3%			3.5%		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	5	1.4%			0.4%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Indianapolis, IN</b>							
Youth Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	2.9%			4.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	1.1%		-1.7%	0.3%	3.6%	
<b>Jackson, MS</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	7	7.8%			6.0%		
Greater than \$5 million							
CEO/Executive Director	7	6.9%			1.9%		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	9	-3.2%			0.0%		
Top Finance Position	7	5.1%			3.6%		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.6%			0.1%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	2.2%			6.0%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Jacksonville, FL</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	9	-2.8%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.2%			2.6%		
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	11	-0.6%		-3.7%	-0.1%	2.7%	
Greater than \$5 million							
CEO/Executive Director	9	0.6%			0.7%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	11	7.5%		0.0%	4.9%	14.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	-1.2%			0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	4.0%		-0.1%	1.5%	11.3%	
Greater than \$5 million							
CEO/Executive Director	16	4.2%		0.4%	4.6%	12.1%	
Top Finance Position	8	4.2%			1.0%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	15	1.9%		-0.9%	0.8%	4.0%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Janesville-Beloit, WI</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	7.4%			7.8%		
<b>Jersey City, NJ</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-2.8%			-0.5%		
<b>JohnsonCity-Kingsport-Bristol, TN-VA</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	7.0%			11.2%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	1.5%			2.1%		
<b>Johnstown, PA</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.2%			3.7%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kalamazoo-Battle Creek, MI</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	1.0%			0.0%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	2.3%			0.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.9%			3.5%		
Greater than \$5 million							
CEO/Executive Director	5	0.5%			3.4%		
Top Finance Position	6	1.1%			2.9%		
<b>Kansas City, MO-KS</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	9	2.0%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	1.4%			1.4%		
Greater than \$5 million							
CEO/Executive Director	9	5.3%			5.1%		
Community Improvement, Capacity Building							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.0%			2.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	7.0%			5.8%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas City, MO-KS</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	7	-2.7%			-0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-1.8%			-3.1%		
Greater than \$5 million							
CEO/Executive Director	5	1.2%			4.7%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	14	4.0%		1.0%	4.2%	5.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.8%			4.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	3.4%		-1.2%	1.4%	7.4%	
Greater than \$5 million							
CEO/Executive Director	12	7.7%		0.9%	3.6%	11.1%	
Top Finance Position	7	2.9%			3.4%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	6	-1.1%			1.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	-3.0%			0.6%		
Greater than \$5 million							
CEO/Executive Director	9	5.7%			5.3%		
Top Finance Position	9	3.5%			3.0%		



## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Kansas City, MO-KS</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	20	5.0%	0.0%	0.9%	4.2%	6.2%	11.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	8.1%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	31	2.5%	-8.9%	-2.5%	3.6%	6.4%	9.8%
Top Finance Position	5	0.5%			1.5%		
Greater than \$5 million							
CEO/Executive Director	17	3.7%		0.3%	4.2%	6.1%	
Top Finance Position	10	3.9%		2.9%	4.4%	7.4%	
Top Operations Position	8	7.3%			3.2%		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.9%			2.4%		
Greater than \$5 million							
CEO/Executive Director	5	9.0%			8.0%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	18	0.1%		-2.8%	0.0%	3.2%	
<b>Youth Development</b>							
Greater than \$5 million							
CEO/Executive Director	5	4.6%			5.5%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Knoxville, TN</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	7.4%			7.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-0.2%			0.0%		
Health – General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.0%			2.8%		
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	6.7%			5.0%		
Greater than \$5 million							
CEO/Executive Director	7	0.0%			-0.7%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	12	3.6%		-0.9%	5.2%	7.1%	
<b>Lafayette, IN</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.9%			5.8%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Lafayette, LA</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	4.7%			0.0%		
<b>Lakeland-Winter Haven, FL</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	6	5.1%			5.2%		
Top Finance Position	5	2.6%			5.6%		
<b>Lancaster, PA</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	7	-0.3%			2.8%		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	7	2.4%			1.7%		
Top Finance Position	5	1.4%			3.2%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	-5.6%			-8.5%		
Greater than \$5 million							
CEO/Executive Director	16	6.2%		1.2%	6.4%	10.3%	
Top Finance Position	15	5.8%		2.7%	7.2%	8.2%	
Top Operations Position	7	8.8%			11.6%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Lancaster, PA</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	1.5%			5.2%		
<b>Lansing-East Lansing, MI</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	1.8%			0.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.3%			2.0%		
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.1%			2.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.0%			2.9%		
Greater than \$5 million							
CEO/Executive Director	5	5.9%			3.3%		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	3.4%			3.1%		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	9	8.5%			7.8%		
Greater than \$5 million							
CEO/Executive Director	7	0.2%			-0.8%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Las Vegas, NV-AZ</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.9%			0.0%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	6	7.0%			7.6%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	2.8%			5.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-1.1%			1.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	5.7%		0.6%	5.7%	9.8%	
Greater than \$5 million							
CEO/Executive Director	9	4.5%			4.5%		
<b>Lawrence, KS</b>							
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-1.0%			-0.8%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Lawrence-Haverhill, MA-NH</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	6	4.7%			3.0%		
Top Finance Position	5	6.4%			4.8%		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.0%			3.8%		
Greater than \$5 million							
CEO/Executive Director	11	3.6%		0.1%	2.3%	8.7%	
Top Finance Position	7	1.1%			-0.2%		
<b>Lexington, KY</b>							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	-1.4%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	0.8%			1.5%		
Greater than \$5 million							
CEO/Executive Director	6	6.9%			5.5%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	9.2%			9.2%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	8.9%			4.6%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Lexington, KY</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-2.9%			5.7%		
Greater than \$5 million							
CEO/Executive Director	7	3.9%			2.8%		
<b>Lincoln, NE</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	1.6%			1.6%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	8.0%			5.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	-0.2%		-2.9%	0.2%	5.3%	
<b>Little Rock-North Little Rock, AR</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	6	1.3%			2.0%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	2.9%			0.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.6%			4.2%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Little Rock-North Little Rock, AR							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	7	1.2%			1.9%		
Los Angeles-Long Beach, CA							
Animal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.4%			0.0%		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	43	0.6%	-11.6%	-4.0%	0.0%	6.8%	14.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	1.6%	-12.8%	-2.5%	2.3%	8.3%	11.4%
Between \$1 million and \$5 million							
CEO/Executive Director	37	4.1%	-5.3%	-1.7%	2.5%	11.4%	17.4%
Greater than \$5 million							
CEO/Executive Director	12	3.4%		-1.8%	5.9%	9.1%	
Top Finance Position	10	7.8%		2.0%	7.9%	12.3%	
Civil Rights, Social Action, Advocacy							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	6.0%			6.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	5.7%		2.0%	5.4%	10.2%	
Greater than \$5 million							
CEO/Executive Director	5	3.8%			3.5%		



## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Los Angeles-Long Beach, CA</b>							
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	12	-0.1%		-3.8%	0.0%	3.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	0.7%		-1.7%	-0.4%	3.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.2%			0.1%		
Greater than \$5 million							
CEO/Executive Director	8	-0.1%			0.0%		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	6	-2.5%			1.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.2%			3.7%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	8	4.9%			1.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	1.5%		-1.1%	2.2%	7.4%	
Greater than \$5 million							
CEO/Executive Director	5	2.8%			5.2%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	25	1.3%	-7.7%	-1.2%	0.0%	6.5%	9.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	6.0%		0.0%	10.9%	15.1%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Los Angeles-Long Beach, CA</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	86	3.3%	-5.9%	0.0%	3.0%	8.4%	11.5%
Top Finance Position	7	1.0%			0.0%		
Greater than \$5 million							
CEO/Executive Director	96	5.4%	-3.0%	1.0%	4.6%	11.2%	13.9%
Top Administrative Position	8	4.9%			2.2%		
Top Business Position	5	-3.9%			-4.7%		
Top Development Position	12	6.2%		-0.9%	3.3%	12.8%	
Top Education Position	5	8.1%			10.1%		
Top Facilities Position	5	11.5%			14.1%		
Top Finance Position	41	1.3%	-5.7%	-1.4%	1.7%	3.5%	9.7%
Top Operations Position	15	6.4%		1.2%	5.9%	11.3%	
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	-7.8%			-7.8%		
Greater than \$5 million							
CEO/Executive Director	9	-2.9%			-1.9%		
Top Finance Position	6	-4.3%			-4.5%		
<b>Environmental Quality, Protection and Beautification</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.1%			3.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	1.3%		-1.2%	0.5%	7.4%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Los Angeles-Long Beach, CA</b>							
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	9	1.0%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	4.3%		0.0%	4.1%	8.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	23	3.2%	-9.1%	-0.1%	3.6%	7.3%	14.7%
Top Finance Position	6	8.2%			5.1%		
Greater than \$5 million							
CEO/Executive Director	32	6.2%	-4.9%	-1.1%	5.2%	14.9%	18.9%
Top Finance Position	30	8.5%	-1.1%	3.5%	8.5%	12.9%	21.1%
Top Human Resources Position	6	8.7%			12.2%		
Top Operations Position	11	6.4%		-2.2%	8.3%	15.0%	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	6	0.9%			4.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	21	-2.1%	-13.4%	-9.2%	0.0%	0.5%	2.9%
Greater than \$5 million							
CEO/Executive Director	15	4.9%		0.0%	3.1%	8.8%	
Top Finance Position	10	6.4%		-0.3%	7.7%	10.8%	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	32	1.8%	-9.5%	-5.7%	0.7%	10.8%	15.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	1.5%	-3.8%	0.0%	0.8%	5.2%	8.1%

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Los Angeles-Long Beach, CA</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	68	2.0%	-7.7%	-1.7%	0.5%	5.7%	10.9%
Greater than \$5 million							
CEO/Executive Director	76	4.8%	-5.2%	0.1%	4.5%	9.8%	15.6%
Top Administrative Position	9	3.5%			3.4%		
Top Development Position	8	0.9%			4.0%		
Top Finance Position	38	4.6%	-1.3%	0.0%	4.4%	6.9%	12.4%
Top Human Resources Position	7	5.2%			2.8%		
Top Operations Position	13	4.2%		0.1%	5.1%	7.1%	
Top Program Position	10	6.1%		1.0%	2.5%	6.9%	
<b>International, Foreign Affairs and National Security</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.6%			4.9%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	7	-1.9%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	1.0%		0.0%	0.0%	5.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	20	3.8%	-3.5%	0.0%	2.9%	9.7%	14.5%
Greater than \$5 million							
CEO/Executive Director	20	2.4%	-9.4%	-2.6%	2.9%	7.4%	9.5%
Top Finance Position	17	1.6%		0.3%	4.7%	6.6%	
Top Operations Position	5	-3.5%			-0.1%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Los Angeles-Long Beach, CA</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.7%			0.0%		
Greater than \$5 million							
CEO/Executive Director	9	4.7%			2.9%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	6	-1.0%			0.4%		
Greater than \$5 million							
CEO/Executive Director	7	2.8%			4.6%		
Top Operations Position	5	2.6%			1.2%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	5	-5.2%			-3.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	0.3%			0.0%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	37	-0.2%	-8.2%	-2.7%	0.0%	2.1%	7.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	5.0%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	0.0%		-3.4%	0.0%	2.2%	
Top Finance Position	5	4.2%			2.5%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Unknown							
\$500 thousand or less							
CEO/Executive Director	5	2.5%			7.3%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	15	3.1%		-3.1%	3.1%	7.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	2.4%		0.0%	2.3%	5.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	27	4.7%	-3.9%	0.0%	4.3%	9.7%	14.3%
Greater than \$5 million							
CEO/Executive Director	8	4.9%			4.0%		
Top Finance Position	5	0.7%			1.2%		
Louisville, KY-IN							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	-1.1%			1.6%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	5	5.6%			6.4%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	12	0.5%		-4.3%	0.6%	5.3%	
Top Finance Position	5	5.8%			4.8%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Louisville, KY-IN</b>							
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	6	-1.5%			-0.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.6%			3.2%		
Greater than \$5 million							
CEO/Executive Director	5	0.5%			2.0%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	5	4.1%			3.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.2%			5.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	4.3%		0.8%	3.2%	9.0%	
Greater than \$5 million							
CEO/Executive Director	21	5.0%	-4.1%	0.8%	3.5%	10.1%	20.3%
Top Finance Position	13	0.4%		-0.8%	1.0%	4.9%	
<b>Lubbock, TX</b>							
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	5	1.5%			4.3%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Madison, WI</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	8	3.9%			2.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.0%			0.3%		
<b>Community Improvement, Capacity Building</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.2%			1.1%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	8	-2.3%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	6.3%			3.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	5.8%			5.0%		
<b>Environmental Quality, Protection and Beautification</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.0%			4.2%		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.4%			6.2%		
Greater than \$5 million							
CEO/Executive Director	6	1.5%			0.9%		



## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Madison, WI</b>							
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.0%			3.0%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	11	0.9%		-1.0%	0.0%	2.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	5.1%		0.0%	6.5%	9.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	22	2.7%	-6.5%	0.3%	3.9%	6.4%	10.2%
Greater than \$5 million							
CEO/Executive Director	6	5.4%			3.7%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	5	4.0%			4.3%		
<b>Manchester, NH</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	3.4%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.8%			3.9%		
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	6.7%			4.8%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Manchester, NH</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	7	3.8%			6.4%		
Top Finance Position	6	7.2%			7.1%		
Health – General and Rehabilitative							
Greater than \$5 million							
Top Finance Position	6	6.8%			1.8%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.5%			6.2%		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	11	1.5%		-1.0%	4.8%	7.1%	
Greater than \$5 million							
CEO/Executive Director	7	5.6%			6.2%		
<b>Medford-Ashland, OR</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	-0.8%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.7%			3.4%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Memphis, TN-AR-MS</b>							
<b>Arts, Culture and Humanities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.4%			2.0%		
<b>Diseases, Disorders, Medical Disciplines</b>							
Greater than \$5 million							
CEO/Executive Director	5	3.4%			0.4%		
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	16	1.6%		-1.5%	0.9%	4.4%	
Greater than \$5 million							
CEO/Executive Director	16	2.5%		-1.8%	-0.3%	9.2%	
Top Development Position	6	1.2%			2.9%		
Top Finance Position	7	8.7%			8.9%		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	8	4.3%			5.1%		
Top Finance Position	7	-0.3%			-0.3%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	7	2.4%			1.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	1.9%		-0.2%	2.9%	3.9%	
Greater than \$5 million							
CEO/Executive Director	5	2.5%			0.0%		
Top Finance Position	6	7.1%			5.7%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Memphis, TN-AR-MS</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	10	2.5%		-0.1%	0.1%	6.4%	
<b>Miami, FL</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	8	2.0%			3.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.0%			2.2%		
Greater than \$5 million							
CEO/Executive Director	5	7.3%			8.1%		
Top Finance Position	5	5.5%			6.4%		
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	-0.4%			3.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	4.7%		0.0%	1.2%	5.5%	
Greater than \$5 million							
CEO/Executive Director	14	4.8%		0.2%	2.7%	11.9%	
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	9	3.0%			4.7%		
Top Administrative Position	6	3.5%			3.6%		
Top Finance Position	7	11.4%			12.1%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Miami, FL</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.1%			2.4%		
Greater than \$5 million							
CEO/Executive Director	11	2.0%		-0.5%	0.1%	4.4%	
Top Finance Position	8	6.0%			5.3%		
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	5	3.1%			3.3%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	7	0.1%			0.0%		
<b>Middlesex-Somerset-Hunterdon, NJ</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	9	1.4%			-0.2%		
Greater than \$5 million							
CEO/Executive Director	8	3.9%			4.0%		
Top Finance Position	7	6.3%			4.2%		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	2.2%			0.2%		
Top Finance Position	5	1.7%			1.3%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Middlesex-Somerset-Hunterdon, NJ</b>							
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	0.9%			2.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	19	2.6%		0.1%	1.6%	3.3%	
Greater than \$5 million							
CEO/Executive Director	15	5.3%		0.8%	6.2%	12.8%	
Top Finance Position	14	5.0%		1.1%	4.1%	8.4%	
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.0%			4.9%		
<b>Milwaukee, WI</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	10	5.8%		2.1%	5.4%	11.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	10	4.7%		0.8%	4.4%	12.9%	
Greater than \$5 million							
CEO/Executive Director	6	0.1%			2.9%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	7	0.6%			-0.2%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Milwaukee, WI</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.4%			-0.2%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	9	0.1%			0.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	-3.9%			-4.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	2.4%		-0.7%	2.7%	6.6%	
Greater than \$5 million							
CEO/Executive Director	16	5.7%		1.4%	6.3%	11.4%	
Top Finance Position	9	2.8%			4.1%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	6	2.8%			3.5%		
Greater than \$5 million							
CEO/Executive Director	7	2.3%			0.0%		
Top Finance Position	9	5.1%			5.2%		
Top Human Resources Position	6	4.9%			5.8%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.9%			1.1%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Milwaukee, WI</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	17	8.7%		0.1%	10.6%	14.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	2.8%		-1.0%	0.9%	6.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	19	1.6%		-2.5%	2.5%	6.2%	
Top Finance Position	5	3.6%			4.6%		
Greater than \$5 million							
CEO/Executive Director	27	4.8%	-4.4%	-0.5%	4.4%	10.3%	14.7%
Top Administrative Position	7	4.6%			6.3%		
Top Finance Position	21	4.0%	-7.4%	-1.1%	5.8%	8.5%	13.0%
Top Operations Position	8	6.1%			6.3%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	5	-1.5%			-0.9%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Greater than \$5 million							
CEO/Executive Director	5	2.5%			1.6%		
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.9%			0.7%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	7	0.1%			0.4%		



## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Milwaukee, WI</b>							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	-0.5%			0.0%		
<b>Minneapolis-St. Paul, MN-WI</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	28	1.8%	-11.5%	-0.3%	1.5%	7.9%	11.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	5.0%	-2.6%	0.3%	4.9%	9.2%	13.3%
Between \$1 million and \$5 million							
CEO/Executive Director	27	6.0%	-0.2%	1.2%	4.3%	9.5%	15.7%
Greater than \$5 million							
CEO/Executive Director	12	5.8%		4.2%	6.4%	8.8%	
Top Finance Position	7	5.8%			3.7%		
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	6	4.1%			1.7%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	14	2.4%		0.5%	3.5%	6.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-1.9%			-3.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	3.6%		-0.3%	3.3%	5.6%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minneapolis-St. Paul, MN-WI</b>							
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	6	5.7%			2.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.3%			3.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.7%			0.3%		
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.7%			1.5%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	9	1.7%			0.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	2.5%		-0.1%	1.4%	6.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	45	4.0%	-3.3%	1.2%	3.4%	6.5%	14.0%
Top Finance Position	8	0.5%			2.6%		
Top Operations Position	6	4.2%			3.9%		
Greater than \$5 million							
CEO/Executive Director	40	4.0%	-3.7%	0.0%	4.8%	8.5%	11.1%
Top Finance Position	14	3.5%		-2.8%	5.5%	9.7%	
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.8%			2.1%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minneapolis-St. Paul, MN-WI</b>							
<b>Employment, Job-Related</b>							
Greater than \$5 million							
CEO/Executive Director	5	3.8%			4.2%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	7	9.9%			7.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	2.2%		0.1%	0.6%	2.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	15	1.1%		-0.7%	1.6%	5.5%	
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	5	-5.0%			-6.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.8%			5.3%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	6	0.5%			-0.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	6.3%		3.3%	4.9%	11.6%	
Greater than \$5 million							
CEO/Executive Director	19	0.1%		-5.0%	1.4%	5.5%	
Top Administrative Position	7	4.7%			5.4%		
Top Finance Position	13	5.2%		-3.9%	6.1%	14.9%	
Top Operations Position	7	2.3%			2.2%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minneapolis-St. Paul, MN-WI</b>							
<b>Housing, Shelter</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	3.0%			2.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	3.7%		-1.1%	1.8%	6.9%	
Greater than \$5 million							
CEO/Executive Director	13	9.9%		2.7%	8.5%	13.6%	
Top Finance Position	9	2.5%			0.6%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	38	2.9%	-6.7%	-1.2%	1.7%	8.1%	16.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	3.5%	-2.2%	0.2%	3.7%	6.6%	8.7%
Between \$1 million and \$5 million							
CEO/Executive Director	66	1.5%	-10.6%	-2.2%	2.5%	7.3%	9.9%
Top Finance Position	11	2.0%		-1.8%	3.1%	7.6%	
Greater than \$5 million							
CEO/Executive Director	59	5.3%	-0.9%	1.5%	4.0%	8.7%	14.6%
Top Finance Position	22	5.6%	-6.1%	-3.1%	3.7%	13.8%	20.0%
Top Operations Position	8	1.4%			1.5%		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	6	2.9%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	5.4%			3.2%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minneapolis-St. Paul, MN-WI</b>							
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	8	4.0%			2.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	3.5%		-1.2%	0.2%	5.9%	
Greater than \$5 million							
CEO/Executive Director	12	2.5%		-3.1%	2.4%	7.3%	
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	9	4.5%			1.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	9.1%			7.2%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.6%			2.8%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	10	4.5%		2.1%	3.9%	7.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	8.6%			7.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	5.3%		-0.7%	1.9%	11.4%	
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	26	1.2%	-14.2%	-7.6%	2.4%	12.0%	13.4%

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Minneapolis-St. Paul, MN-WI</b>							
Religion-Related, Spiritual Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	5.0%			1.3%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	13	6.0%		3.0%	5.3%	15.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-1.5%			-0.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	2.5%		-4.6%	-0.4%	3.4%	
Top Finance Position	5	9.6%			9.8%		
Greater than \$5 million							
Top Finance Position	5	4.7%			4.1%		
<b>Missoula, MT</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	7.0%			3.1%		
<b>Mobile,AL</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	7.8%			7.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	0.9%			1.2%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Mobile,AL</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	5	2.0%			1.2%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	-3.1%			-3.1%		
<b>Modesto,CA</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	9.7%			14.5%		
<b>Monmouth-Ocean, NJ</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-1.4%			-3.0%		
Greater than \$5 million							
CEO/Executive Director	7	1.7%			2.7%		
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.9%			2.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	6.6%		0.9%	5.7%	11.4%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Monmouth-Ocean, NJ</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	10	3.7%		-1.1%	5.5%	8.0%	
Top Finance Position	7	3.6%			5.0%		
Mental Health, Crisis Intervention							
Greater than \$5 million							
Top Finance Position	5	3.3%			4.2%		
<b>Montgomery, AL</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	5	2.1%			1.5%		
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	5	3.8%			4.6%		
<b>Nashville, TN</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	7.4%			10.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.4%			1.0%		
Greater than \$5 million							
CEO/Executive Director	7	3.9%			3.2%		



## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nashville, TN</b>							
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	6	5.5%			3.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.1%			5.6%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	11	4.4%		-0.3%	0.1%	8.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.4%			2.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	15	3.5%		0.0%	2.3%	4.7%	
Greater than \$5 million							
CEO/Executive Director	18	5.2%		0.9%	5.5%	10.3%	
Top Development Position	5	-3.2%			3.4%		
Top Finance Position	13	3.2%		0.0%	0.7%	5.0%	
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.5%			5.7%		
Greater than \$5 million							
CEO/Executive Director	8	0.9%			1.5%		
Top Finance Position	8	-2.0%			0.1%		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	5	2.9%			3.3%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nashville, TN</b>							
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.5%			3.8%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	23	1.2%	-4.1%	-1.4%	0.6%	2.7%	5.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	19	5.3%		1.3%	3.1%	8.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	23	2.4%	-8.0%	-0.8%	1.1%	8.2%	13.9%
Greater than \$5 million							
CEO/Executive Director	13	5.5%		1.5%	4.0%	8.2%	
Top Finance Position	6	1.7%			0.3%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	6	-1.7%			1.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	7.2%			7.5%		
Greater than \$5 million							
Top Operations Position	6	5.2%			6.4%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	31	2.7%	-6.7%	-1.6%	0.0%	5.6%	17.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.4%			7.0%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nashville, TN</b>							
Religion-Related, Spiritual Development							
Between \$1 million and \$5 million							
CEO/Executive Director	10	1.9%		-2.4%	-0.3%	6.6%	
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	9	1.0%			0.9%		
<b>Nassau-Suffolk, NY</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	22	-2.5%	-16.4%	-7.3%	-0.9%	1.1%	8.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-1.3%			-0.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	1.7%		0.0%	2.0%	4.1%	
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	6	2.2%			0.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.2%			0.2%		
Diseases, Disorders, Medical Disciplines							
Greater than \$5 million							
CEO/Executive Director	6	7.2%			6.8%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nassau-Suffolk, NY</b>							
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	7	2.4%			2.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	5.6%			3.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	4.3%		0.0%	2.3%	6.4%	
Greater than \$5 million							
CEO/Executive Director	33	4.7%	-3.8%	0.4%	3.5%	7.3%	14.1%
Top Finance Position	16	3.9%		1.0%	2.4%	6.1%	
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	5	-4.3%			-1.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.1%			3.6%		
Greater than \$5 million							
CEO/Executive Director	23	9.0%	1.3%	3.2%	7.7%	12.7%	21.9%
Top Finance Position	16	9.4%		3.9%	7.1%	15.0%	
Top Operations Position	6	13.6%			14.1%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.9%			3.7%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	7	-1.0%			0.0%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Nassau-Suffolk, NY</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	3.9%			3.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	29	2.8%	-12.2%	0.0%	1.9%	8.2%	16.1%
Greater than \$5 million							
CEO/Executive Director	28	3.0%	-1.4%	-0.2%	3.8%	5.2%	6.3%
Top Finance Position	22	4.1%	-4.9%	-0.1%	3.3%	6.1%	16.9%
Top Human Resources Position	7	2.7%			0.1%		
Top Operations Position	5	1.1%			3.1%		
Top Program Position	6	4.6%			3.4%		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.8%			4.2%		
Greater than \$5 million							
CEO/Executive Director	10	1.9%		-1.7%	3.2%	4.6%	
Top Finance Position	8	3.7%			3.5%		
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.8%			0.0%		
<b>Youth Development</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	9.8%			9.9%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Haven-Meriden, CT</b>							
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	6	5.9%			4.7%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	7.9%			6.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	1.8%		-0.6%	2.9%	5.4%	
Greater than \$5 million							
CEO/Executive Director	19	6.1%		3.5%	7.7%	11.3%	
Top Finance Position	7	3.3%			5.3%		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	12	-0.9%		-0.1%	2.5%	5.8%	
Top Finance Position	5	-1.5%			-4.3%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.9%			1.6%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	6	-1.0%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.8%			4.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.0%			2.9%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Haven-Meriden, CT</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	13	3.6%		-1.7%	2.0%	6.9%	
Top Finance Position	9	-0.8%			1.4%		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.8%			8.7%		
<b>New London-Norwich, CT-RI</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.3%			5.0%		
Greater than \$5 million							
CEO/Executive Director	6	9.6%			10.2%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	-1.9%			-1.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.0%			4.8%		
Greater than \$5 million							
CEO/Executive Director	6	2.0%			3.6%		
Top Finance Position	5	6.1%			3.9%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Orleans, LA</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	13	1.8%		-0.8%	1.1%	8.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	10	1.8%		-2.7%	0.0%	2.6%	
Greater than \$5 million							
CEO/Executive Director	5	0.8%			4.3%		
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	4.2%			0.3%		
Greater than \$5 million							
CEO/Executive Director	26	4.7%	-2.9%	0.5%	3.7%	8.1%	14.7%
Top Finance Position	13	6.7%		0.1%	5.9%	10.0%	
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	13	6.3%		2.0%	4.9%	10.2%	
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.1%			2.8%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	13	4.5%		0.0%	2.6%	9.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	17	1.7%		-5.1%	1.0%	6.9%	



## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New Orleans, LA</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	15	3.9%		0.0%	2.8%	7.6%	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	-1.5%			0.0%		
<b>New York, NY-NJ</b>							
Animal-Related							
Greater than \$5 million							
CEO/Executive Director	8	5.7%			9.3%		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	97	4.5%	-5.2%	0.0%	2.5%	11.0%	16.1%
Top Finance Position	7	2.3%			3.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	73	4.6%	-2.1%	0.0%	3.9%	10.1%	14.4%
Between \$1 million and \$5 million							
CEO/Executive Director	179	3.5%	-3.3%	0.0%	3.0%	6.6%	12.5%
Top Development Position	7	-0.9%			-1.0%		
Top Finance Position	23	-0.9%	-12.9%	-1.4%	0.0%	3.5%	6.9%
Top Operations Position	6	4.3%			3.3%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Arts, Culture and Humanities</b>							
Greater than \$5 million							
CEO/Executive Director	79	4.2%	-4.9%	0.0%	3.3%	9.9%	13.3%
Top Administrative Position	19	4.3%		0.3%	4.7%	8.1%	
Top Development Position	22	5.2%	-4.2%	0.9%	5.5%	12.3%	13.7%
Top Finance Position	48	6.0%	-0.1%	2.2%	4.5%	7.9%	13.8%
Top Human Resources Position	5	5.4%			3.9%		
Top Legal Position	7	3.0%			2.8%		
Top Marketing Position	11	1.9%		0.1%	3.8%	5.0%	
Top Operations Position	14	5.5%		1.9%	5.5%	9.2%	
Top PR/Communications Position	8	2.1%			2.9%		
Top Technology Position	11	4.5%		2.3%	2.7%	6.6%	
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	14	6.1%		0.3%	4.4%	11.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	12.1%			13.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	25	3.8%	-1.8%	0.1%	3.5%	5.9%	10.7%
Greater than \$5 million							
CEO/Executive Director	17	4.9%		0.2%	6.9%	10.6%	
Top Development Position	6	2.8%			1.1%		
Top Finance Position	9	7.1%			4.9%		
Top Legal Position	9	3.1%			4.1%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	25	1.2%	-8.5%	-0.2%	0.0%	4.4%	14.8%
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	2.8%	-6.9%	-1.0%	1.3%	7.1%	12.6%
Between \$1 million and \$5 million							
CEO/Executive Director	45	2.8%	-5.1%	-1.0%	3.0%	5.9%	10.4%
Top Finance Position	10	8.7%		2.8%	7.3%	15.3%	
Top Operations Position	6	4.4%			4.5%		
Greater than \$5 million							
CEO/Executive Director	26	5.9%	-5.0%	0.6%	7.3%	11.8%	15.8%
Top Administrative Position	5	7.6%			6.1%		
Top Finance Position	21	4.0%	-7.1%	-2.8%	4.3%	12.4%	13.8%
Top Legal Position	6	5.8%			6.5%		
Top Operations Position	6	3.3%			4.8%		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	6	3.7%			4.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.2%			-4.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	1.4%		-3.8%	3.2%	4.5%	
Greater than \$5 million							
CEO/Executive Director	15	1.8%		-2.3%	3.0%	6.0%	
Top Finance Position	6	5.3%			5.3%		
Top Legal Position	9	-3.0%			-0.4%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	11	5.3%		2.3%	6.2%	9.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	4.2%			7.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	22	4.4%	-4.5%	0.8%	5.1%	8.3%	13.0%
Greater than \$5 million							
CEO/Executive Director	23	5.2%	-3.1%	0.7%	4.0%	10.3%	14.3%
Top Finance Position	17	3.8%		-1.4%	3.4%	7.1%	
Top Operations Position	7	1.4%			3.3%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	41	2.3%	-3.8%	0.0%	0.0%	4.5%	10.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	34	0.0%	-13.0%	-3.7%	1.3%	4.5%	8.7%
Between \$1 million and \$5 million							
CEO/Executive Director	126	3.9%	-5.4%	0.0%	3.6%	9.3%	14.1%
Top Administrative Position	6	6.5%			5.4%		
Top Development Position	5	4.5%			3.0%		
Top Finance Position	20	1.8%	-8.7%	-2.7%	3.3%	7.5%	9.7%
Top Operations Position	9	6.0%			6.5%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	199	4.4%	-3.2%	0.1%	4.3%	8.5%	13.6%
Top Administrative Position	22	1.3%	-9.0%	-3.9%	3.2%	6.0%	9.7%
Top Business Position	7	9.3%			6.0%		
Top Development Position	40	4.4%	-0.5%	0.9%	3.8%	7.1%	13.9%
Top Education Position	11	5.1%		2.4%	5.3%	7.1%	
Top Facilities Position	9	3.2%			1.9%		
Top Finance Position	119	5.4%	-2.7%	1.8%	5.0%	8.2%	16.3%
Top Human Resources Position	9	2.2%			1.5%		
Top Legal Position	10	3.8%		2.7%	3.1%	4.6%	
Top Operations Position	37	4.3%	-5.2%	0.9%	4.8%	10.1%	12.8%
Top Program Position	13	3.2%		0.0%	3.1%	7.1%	
Top Technology Position	27	5.3%	0.3%	1.7%	5.1%	6.9%	11.5%
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	0.2%			-0.3%		
Greater than \$5 million							
CEO/Executive Director	15	6.8%		2.2%	5.2%	10.7%	
Top Finance Position	9	4.3%			3.3%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	11	3.6%		-2.9%	0.1%	8.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.1%			1.4%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Environmental Quality, Protection and Beautification</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	21	1.9%	-6.3%	-0.3%	1.8%	5.5%	9.0%
Greater than \$5 million							
CEO/Executive Director	9	6.9%			6.8%		
Top Finance Position	5	6.0%			8.2%		
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	5	3.3%			1.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	5.1%		1.4%	2.0%	4.1%	
Greater than \$5 million							
CEO/Executive Director	6	5.5%			5.8%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	15	0.4%		-4.1%	0.0%	0.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	8.4%			6.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	26	4.1%	-3.4%	0.1%	2.8%	9.3%	11.9%

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	83	2.1%	-6.9%	-1.2%	1.5%	5.9%	15.7%
Top Administrative Position	21	3.9%	-5.9%	2.1%	4.1%	5.5%	10.1%
Top Development Position	11	2.7%		0.2%	3.0%	6.4%	
Top Finance Position	64	3.9%	-3.4%	0.3%	2.9%	8.6%	12.1%
Top Human Resources Position	12	0.9%		-1.3%	4.2%	6.4%	
Top Legal Position	10	2.8%		-0.5%	4.4%	8.7%	
Top Operations Position	25	3.3%	-4.8%	-1.6%	2.9%	8.7%	12.5%
Top Program Position	5	2.0%			1.4%		
Top Technology Position	12	2.1%		-0.1%	1.1%	5.4%	
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	7	7.0%			2.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	0.6%			0.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	37	3.5%	-5.0%	0.2%	2.4%	8.1%	11.2%
Top Finance Position	9	2.5%			3.0%		
Greater than \$5 million							
CEO/Executive Director	20	5.9%	-3.4%	0.6%	5.5%	9.4%	15.3%
Top Finance Position	12	7.7%		2.5%	5.4%	14.9%	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	36	0.2%	-16.0%	-4.4%	0.9%	5.7%	16.6%

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	49	3.4%	-4.5%	0.0%	3.6%	9.4%	16.5%
Between \$1 million and \$5 million							
CEO/Executive Director	139	2.3%	-5.3%	-1.4%	1.7%	5.2%	12.0%
Top Finance Position	22	5.6%	-3.7%	0.9%	2.4%	9.3%	19.4%
Top Program Position	5	-1.5%			0.0%		
Greater than \$5 million							
CEO/Executive Director	160	3.5%	-5.5%	-0.6%	2.7%	7.9%	14.3%
Top Administrative Position	9	3.0%			4.1%		
Top Development Position	12	1.6%		-0.8%	2.9%	7.2%	
Top Finance Position	95	4.5%	-5.3%	0.7%	3.7%	8.1%	14.4%
Top Human Resources Position	13	5.9%		3.3%	4.5%	8.7%	
Top Legal Position	7	4.2%			3.9%		
Top Operations Position	37	3.7%	-9.5%	-3.0%	2.7%	10.8%	15.9%
Top Program Position	22	3.2%	-4.2%	-2.1%	2.1%	8.5%	14.3%
Top Technology Position	8	1.4%			2.3%		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	13	6.0%		0.0%	0.4%	9.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	5.2%		0.0%	7.0%	10.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	44	2.3%	-13.8%	-1.5%	1.9%	7.0%	19.2%



## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>International, Foreign Affairs and National Security</b>							
Greater than \$5 million							
CEO/Executive Director	34	1.4%	-5.6%	-1.3%	1.7%	3.8%	7.3%
Top Development Position	6	2.3%			1.9%		
Top Finance Position	24	3.6%	-3.3%	0.1%	3.4%	8.0%	10.8%
Top Human Resources Position	5	3.4%			2.8%		
Top Operations Position	8	6.4%			4.4%		
<b>Medical Research</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	11	5.7%		0.5%	4.9%	12.5%	
Greater than \$5 million							
CEO/Executive Director	13	3.2%		-0.1%	3.8%	5.5%	
Top Finance Position	11	3.7%		1.6%	4.1%	5.8%	
<b>Mental Health, Crisis Intervention</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	0.6%		-8.4%	1.2%	6.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	29	1.1%	-3.8%	-0.7%	0.7%	3.8%	5.6%
Top Finance Position	11	7.1%		1.8%	6.1%	9.0%	
Greater than \$5 million							
CEO/Executive Director	42	4.4%	-4.0%	-1.1%	3.0%	8.8%	13.7%
Top Administrative Position	6	5.7%			4.2%		
Top Finance Position	29	1.7%	-9.4%	-4.7%	2.0%	5.4%	16.6%
Top Operations Position	13	5.5%		-0.5%	3.7%	10.3%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	8	1.4%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	5.3%		1.1%	5.4%	7.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	19	0.9%		-1.4%	0.6%	4.7%	
Greater than \$5 million							
CEO/Executive Director	22	4.5%	-1.3%	2.0%	4.0%	6.7%	10.8%
Top Finance Position	13	6.9%		3.6%	6.3%	8.5%	
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	8	-2.4%			0.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-1.8%			0.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	4.7%		1.8%	3.7%	9.4%	
Greater than \$5 million							
CEO/Executive Director	12	5.2%		2.4%	5.2%	8.9%	
Top Finance Position	7	3.8%			4.2%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	8	-1.0%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	5.1%		1.7%	3.4%	5.1%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Recreation, Sports, Leisure, Athletics</b>							
Greater than \$5 million							
CEO/Executive Director	9	4.3%			3.1%		
Top Finance Position	8	0.5%			3.7%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	26	4.2%	-7.1%	-0.4%	0.0%	13.4%	20.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	-1.7%		-3.8%	0.0%	2.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	20	0.8%	-5.3%	-1.9%	0.2%	4.7%	10.8%
Greater than \$5 million							
CEO/Executive Director	11	4.6%		1.4%	4.0%	8.4%	
<b>Science and Technology Research Institutes, Services</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.7%			1.2%		
<b>Social Science Research Institutes, Services</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.2%			0.7%		
Greater than \$5 million							
CEO/Executive Director	5	2.3%			3.1%		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	19	3.5%		-4.4%	1.7%	9.3%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>New York, NY-NJ</b>							
<b>Youth Development</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	4.4%		0.0%	1.7%	3.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	36	3.6%	-4.6%	0.0%	2.7%	8.5%	15.1%
Greater than \$5 million							
CEO/Executive Director	20	1.1%	-3.7%	-0.8%	0.7%	2.8%	6.4%
Top Development Position	9	9.8%			9.9%		
Top Finance Position	10	2.3%		-2.4%	-0.5%	3.3%	
<b>Newark, NJ</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	9	1.8%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	5.4%		0.0%	6.4%	9.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	11	4.1%		-0.1%	1.3%	8.3%	
Greater than \$5 million							
CEO/Executive Director	6	-1.1%			0.7%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	7	1.4%			3.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.3%			5.8%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Newark, NJ</b>							
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	6	0.7%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	2.8%			2.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	4.9%		0.5%	3.9%	8.1%	
Greater than \$5 million							
CEO/Executive Director	26	3.5%	-2.2%	0.0%	4.2%	6.3%	9.8%
Top Development Position	9	6.7%			4.9%		
Top Finance Position	9	5.4%			5.0%		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	12	-0.4%		-6.1%	-1.1%	3.0%	
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	10	3.8%		-0.2%	4.5%	5.4%	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	10	2.9%		-1.0%	0.0%	5.4%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	1.7%		-0.4%	0.6%	3.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	39	3.2%	-2.9%	0.0%	2.2%	8.7%	12.4%
Top Finance Position	8	0.4%			1.4%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Newark, NJ</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	34	3.8%	-3.0%	0.0%	3.3%	6.8%	11.7%
Top Finance Position	14	2.8%		-2.0%	0.8%	4.6%	
Top Human Resources Position	6	3.7%			0.9%		
Top Operations Position	12	0.0%		-1.0%	1.6%	5.0%	
Mental Health, Crisis Intervention							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.3%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.0%			5.1%		
Greater than \$5 million							
CEO/Executive Director	15	4.1%		0.0%	1.4%	7.3%	
Top Finance Position	10	4.0%		0.0%	3.3%	6.4%	
Top Operations Position	6	-1.3%			-3.0%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	-7.1%			-13.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.5%			0.0%		
<b>Norfolk-Virginia Beach-Newport News, VA-NC</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	-2.2%			0.0%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Norfolk-Virginia Beach-Newport News, VA-NC</b>							
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	5	2.1%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	6.6%			6.0%		
Greater than \$5 million							
CEO/Executive Director	7	4.3%			4.5%		
Top Finance Position	6	3.3%			2.1%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	6	-1.1%			-0.7%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	7	1.9%			0.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	1.3%		0.3%	2.5%	5.8%	
Greater than \$5 million							
CEO/Executive Director	12	3.7%		-2.4%	4.3%	8.0%	
Top Finance Position	8	4.7%			3.7%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	7	-11.0%			-11.0%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oakland, CA</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	10	0.0%		-3.6%	-0.9%	1.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	4.5%		0.1%	3.2%	9.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	20	7.0%	-1.6%	1.1%	4.2%	14.2%	19.3%
<b>Civil Rights, Social Action, Advocacy</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	12	5.4%		-1.6%	4.3%	14.0%	
<b>Community Improvement, Capacity Building</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	11	4.4%		1.8%	3.8%	5.8%	
<b>Crime, Legal-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.2%			4.1%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	15	7.2%		1.5%	6.5%	12.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	7.9%			5.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	39	4.2%	-5.4%	-1.2%	3.7%	8.9%	19.2%
Top Finance Position	9	3.9%			1.7%		



## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oakland, CA</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	29	6.3%	-1.2%	0.0%	5.5%	11.8%	14.1%
Top Finance Position	16	5.8%		2.8%	6.3%	7.6%	
<b>Employment, Job-Related</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.6%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.1%			4.7%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	6	-5.1%			-0.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.2%			2.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	5.3%		-1.2%	3.6%	12.0%	
<b>Food, Agriculture and Nutrition</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-1.2%			-1.5%		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	13	2.7%		-1.4%	0.0%	4.6%	
Greater than \$5 million							
CEO/Executive Director	11	3.6%		-0.1%	1.8%	8.3%	
Top Finance Position	7	2.1%			3.1%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oakland, CA</b>							
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	-0.3%			2.2%		
Greater than \$5 million							
CEO/Executive Director	9	4.8%			5.4%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	11	2.5%		-0.5%	4.2%	7.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	-5.1%			-1.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	29	4.7%	-2.8%	0.0%	3.4%	9.3%	12.0%
Top Finance Position	7	2.7%			2.9%		
Greater than \$5 million							
CEO/Executive Director	21	4.9%	-0.9%	1.6%	3.8%	5.8%	14.2%
Top Finance Position	10	8.1%		3.0%	7.1%	14.8%	
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	6	2.8%			4.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.0%			3.8%		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	12	3.3%		-1.9%	3.0%	7.6%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Oakland, CA</b>							
<b>Mental Health, Crisis Intervention</b>							
Greater than \$5 million							
CEO/Executive Director	8	3.5%			2.0%		
Top Finance Position	5	-0.9%			2.0%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	11	7.0%		1.9%	7.1%	15.0%	
<b>Public, Society Benefit – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.3%			4.5%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	5	-5.6%			-8.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	6.9%			4.0%		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	5	6.0%			1.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	5.7%		1.5%	7.7%	11.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	13	-1.1%		-1.3%	1.1%	3.5%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Odessa-Midland, TX</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	-0.9%			0.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	0.6%			1.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.9%			0.2%		
<b>OklahomaCity, OK</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	3.8%			2.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	2.7%			1.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.4%			3.7%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	7	-2.3%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.5%			2.5%		
Greater than \$5 million							
CEO/Executive Director	10	0.9%		-1.5%	3.2%	4.6%	
Health – General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.6%			4.7%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>OklahomaCity, OK</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	6	1.7%			0.5%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	14	0.8%		-3.9%	-0.2%	7.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	0.6%		-0.3%	0.0%	2.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	19	3.6%		-0.4%	1.5%	5.8%	
Greater than \$5 million							
CEO/Executive Director	5	1.3%			1.5%		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.4%			0.0%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	8	-6.7%			-1.3%		
<b>Olympia, WA</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.7%			2.1%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Omaha, NE-IA</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	6	2.7%			3.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.3%			4.1%		
Greater than \$5 million							
CEO/Executive Director	6	0.1%			-0.2%		
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	7.0%			5.5%		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	10.4%			10.6%		
Greater than \$5 million							
CEO/Executive Director	5	7.1%			5.4%		
Top Finance Position	5	12.7%			12.9%		
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	11	-1.1%		-3.3%	0.0%	2.9%	
Greater than \$5 million							
CEO/Executive Director	12	2.9%		1.7%	2.8%	3.4%	
Top Finance Position	8	3.7%			4.9%		
<b>Youth Development</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-1.6%			0.9%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Orange County, CA</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	9	1.7%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.9%			3.0%		
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-2.9%			1.2%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	5	2.6%			1.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	5.9%		0.9%	4.6%	6.7%	
Greater than \$5 million							
CEO/Executive Director	21	2.6%	-4.3%	0.0%	3.0%	4.3%	7.6%
Top Finance Position	12	5.2%		2.3%	5.2%	7.4%	
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.6%			1.4%		
Greater than \$5 million							
CEO/Executive Director	8	7.5%			10.0%		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	5	1.7%			2.4%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Orange County, CA</b>							
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	12	-0.6%		-5.9%	0.0%	2.5%	
Greater than \$5 million							
CEO/Executive Director	6	4.6%			8.1%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	12	2.7%		-0.8%	0.0%	9.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	2.9%			1.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	29	5.0%	-3.6%	0.2%	5.8%	11.2%	14.1%
Greater than \$5 million							
CEO/Executive Director	18	6.8%		-0.1%	6.6%	11.7%	
Top Finance Position	8	4.8%			4.5%		
Top Operations Position	5	2.4%			0.0%		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-1.7%			-3.4%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	5	8.3%			7.4%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	9	-2.3%			0.0%		



## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Orange County, CA</b>							
Recreation, Sports, Leisure, Athletics							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	1.1%			0.0%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	26	-0.9%	-10.6%	0.0%	0.0%	0.1%	5.5%
Between \$1 million and \$5 million							
CEO/Executive Director	11	4.6%		0.0%	4.3%	7.3%	
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	10	6.2%		0.7%	4.7%	9.0%	
<b>Orlando, FL</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	7	0.2%			-0.6%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	0.4%			1.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	5.2%			5.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	5.4%		0.4%	2.3%	8.9%	
Greater than \$5 million							
CEO/Executive Director	10	5.0%		1.3%	4.2%	16.1%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Orlando, FL</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	-0.8%			0.0%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.9%			5.3%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	12	-0.2%		-6.3%	0.3%	1.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	18	3.9%		-0.9%	4.9%	8.4%	
Greater than \$5 million							
CEO/Executive Director	17	9.1%		2.0%	5.1%	16.4%	
Top Finance Position	8	4.1%			4.0%		
Top Operations Position	5	4.2%			6.9%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	23	-0.4%	-10.4%	-3.0%	0.0%	3.8%	6.9%
Between \$1 million and \$5 million							
CEO/Executive Director	5	8.8%			5.6%		
<b>Pensacola, FL</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	-1.4%			-2.1%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Peoria-Pekin, IL</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	6	4.5%			4.3%		
<b>Philadelphia, PA-NJ</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	7	4.0%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	6.0%			4.7%		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	34	2.7%	-4.1%	-0.1%	0.9%	6.8%	11.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	0.8%	-4.4%	-0.9%	1.0%	4.4%	7.8%
Between \$1 million and \$5 million							
CEO/Executive Director	35	5.2%	-2.2%	0.0%	4.1%	10.3%	15.3%
Top Finance Position	5	5.4%			2.0%		
Greater than \$5 million							
CEO/Executive Director	21	6.9%	-0.7%	2.9%	4.5%	11.2%	19.3%
Top Development Position	9	9.0%			9.2%		
Top Finance Position	12	3.8%		-5.5%	5.2%	12.6%	
Top Operations Position	6	-0.1%			2.5%		
Civil Rights, Social Action, Advocacy							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.2%			0.5%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	12	3.3%		0.0%	3.8%	7.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	4.9%		0.2%	3.6%	7.5%	
Between \$1 million and \$5 million							
CEO/Executive Director	20	5.6%	-0.8%	0.1%	3.7%	7.4%	21.1%
Greater than \$5 million							
CEO/Executive Director	8	7.5%			6.3%		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	7	-1.0%			0.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.8%			3.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.7%			5.2%		
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.3%			2.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	2.8%		0.6%	2.0%	3.8%	
Greater than \$5 million							
CEO/Executive Director	9	2.6%			3.4%		
Top Finance Position	9	1.5%			4.0%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	21	-1.1%	-18.9%	-8.3%	1.1%	2.9%	17.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	25	-0.7%	-10.2%	-4.6%	-0.4%	4.0%	10.6%
Between \$1 million and \$5 million							
CEO/Executive Director	67	5.5%	-3.3%	1.2%	3.8%	10.9%	17.0%
Top Finance Position	8	1.5%			-0.3%		
Greater than \$5 million							
CEO/Executive Director	91	5.5%	-3.1%	0.5%	4.5%	10.3%	17.4%
Top Administrative Position	8	5.0%			4.2%		
Top Business Position	5	3.7%			3.2%		
Top Development Position	14	4.8%		1.8%	4.4%	6.7%	
Top Finance Position	42	4.4%	-1.8%	1.3%	3.7%	6.3%	13.5%
Top Legal Position	5	1.3%			2.8%		
Top Operations Position	12	7.4%		2.2%	6.0%	15.5%	
Top Technology Position	8	1.9%			2.8%		
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.7%			0.4%		
Greater than \$5 million							
CEO/Executive Director	7	-1.1%			-0.1%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	5	2.2%			-1.0%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
<b>Environmental Quality, Protection and Beautification</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	-2.2%			-1.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	5.6%		0.5%	3.7%	9.6%	
<b>Food, Agriculture and Nutrition</b>							
\$500 thousand or less							
CEO/Executive Director	5	0.6%			0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	6.9%			7.6%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	6	2.0%			1.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	-1.4%			0.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	26	2.9%	-3.6%	0.0%	3.6%	5.5%	8.2%
Top Finance Position	5	4.1%			5.4%		
Greater than \$5 million							
CEO/Executive Director	42	3.6%	-3.9%	0.0%	3.3%	6.6%	10.9%
Top Administrative Position	6	-3.7%			-1.6%		
Top Finance Position	21	3.3%	-5.9%	1.9%	4.1%	8.7%	10.3%
Top Human Resources Position	8	5.3%			4.9%		
Top Operations Position	16	3.6%		-1.4%	2.8%	6.5%	
Top Technology Position	5	1.0%			-1.9%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	8	2.4%			4.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	5.2%			6.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	5.1%		0.0%	1.5%	6.5%	
Greater than \$5 million							
CEO/Executive Director	8	1.0%			0.0%		
Top Finance Position	8	1.0%			0.7%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	40	5.3%	-1.1%	0.0%	3.0%	6.9%	21.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	40	3.2%	-2.4%	0.0%	1.3%	5.3%	10.9%
Between \$1 million and \$5 million							
CEO/Executive Director	64	5.2%	-1.6%	0.9%	4.1%	9.6%	15.5%
Top Finance Position	9	5.0%			5.1%		
Greater than \$5 million							
CEO/Executive Director	81	5.2%	-3.7%	1.1%	5.7%	9.1%	14.1%
Top Administrative Position	5	5.4%			3.9%		
Top Finance Position	39	4.5%	-4.6%	-0.3%	3.8%	9.7%	18.1%
Top Human Resources Position	9	5.0%			2.4%		
Top Marketing Position	5	5.8%			5.6%		
Top Operations Position	13	5.0%		1.5%	5.2%	7.2%	
Top Technology Position	8	4.2%			3.9%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
<b>International, Foreign Affairs and National Security</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	-1.8%			-1.6%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	11	2.5%		0.5%	1.4%	5.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	2.5%			3.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	-0.9%		-0.6%	0.8%	4.2%	
Greater than \$5 million							
CEO/Executive Director	26	3.3%	-5.5%	-0.7%	2.2%	7.0%	16.0%
Top Finance Position	16	4.3%		-0.6%	5.1%	10.3%	
Top Operations Position	8	0.4%			0.0%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.9%			4.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	7.0%		2.9%	5.7%	9.6%	
Greater than \$5 million							
Top Finance Position	5	2.2%			3.0%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
Greater than \$5 million							
CEO/Executive Director	5	1.0%			1.2%		



## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Philadelphia, PA-NJ</b>							
Recreation, Sports, Leisure, Athletics							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-7.0%			-2.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	1.4%			0.6%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	14	-1.3%		-3.4%	0.1%	3.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	7	6.6%			2.2%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	7	2.9%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	1.9%			4.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	0.7%			0.8%		
Greater than \$5 million							
CEO/Executive Director	5	4.0%			5.5%		
<b>Phoenix-Mesa, AZ</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	13	2.8%		-3.3%	0.0%	7.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	5.6%			4.8%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Phoenix-Mesa, AZ</b>							
<b>Arts, Culture and Humanities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	6.7%			6.3%		
<b>Community Improvement, Capacity Building</b>							
Greater than \$5 million							
CEO/Executive Director	5	-4.7%			0.8%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	5	2.7%			9.1%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	10	5.2%		0.7%	5.7%	6.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	-0.4%		-3.7%	0.8%	6.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	41	3.1%	-12.9%	-0.3%	2.8%	9.2%	13.7%
Top Finance Position	6	-0.5%			2.0%		
Greater than \$5 million							
CEO/Executive Director	16	8.0%		1.1%	7.7%	13.8%	
Top Finance Position	5	4.3%			4.8%		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	-0.5%			0.4%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Phoenix-Mesa, AZ</b>							
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	10	5.1%		1.9%	4.6%	8.6%	
Top Finance Position	8	6.2%			5.5%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.4%			3.7%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	18	-0.7%		-2.5%	0.5%	2.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	2.5%		-5.4%	1.9%	12.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	22	4.5%	-3.5%	-0.5%	4.0%	9.5%	13.4%
Top Finance Position	6	5.3%			4.8%		
Greater than \$5 million							
CEO/Executive Director	19	6.5%		2.2%	8.8%	12.3%	
Top Finance Position	13	6.6%		5.4%	6.2%	9.6%	
Top Human Resources Position	5	4.3%			4.8%		
Top Operations Position	5	7.1%			7.0%		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.5%			1.3%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Phoenix-Mesa, AZ</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	17	-2.9%		-12.8%	0.0%	2.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	-0.5%		-3.9%	-0.5%	5.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	8	-4.7%			0.2%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	7	-1.1%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	-4.6%			-1.8%		
<b>Pittsburgh, PA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	20	5.4%	-3.5%	0.0%	3.4%	9.4%	16.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	7.1%			4.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	3.3%		1.1%	3.2%	5.5%	
Greater than \$5 million							
CEO/Executive Director	9	3.9%			2.6%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	10	5.1%		0.1%	3.4%	11.9%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pittsburgh, PA</b>							
<b>Community Improvement, Capacity Building</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	15	2.4%		-0.6%	0.4%	5.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	13	4.1%		-0.8%	4.5%	7.8%	
Greater than \$5 million							
CEO/Executive Director	5	7.6%			7.3%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	5	-0.4%			0.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	8.7%			9.0%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	6	1.0%			1.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	5.7%		0.5%	2.7%	4.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	28	0.6%	-5.1%	-1.4%	0.9%	4.3%	5.2%
Greater than \$5 million							
CEO/Executive Director	25	3.9%	-3.6%	1.4%	4.6%	7.4%	11.6%
Top Development Position	6	0.6%			-0.4%		
Top Finance Position	14	3.7%		-2.0%	4.3%	9.0%	
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	6	6.8%			4.4%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pittsburgh, PA</b>							
<b>Environmental Quality, Protection and Beautification</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	4.9%			2.7%		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	14	0.0%		-1.3%	0.8%	4.7%	
Greater than \$5 million							
CEO/Executive Director	19	7.9%		1.9%	7.7%	16.5%	
Top Finance Position	10	3.8%		4.2%	5.1%	6.8%	
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.5%			12.1%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	23	4.2%	-0.3%	0.0%	3.0%	4.8%	16.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	0.0%		-2.9%	1.0%	4.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	54	3.5%	-3.8%	-0.4%	2.3%	8.1%	11.6%
Top Finance Position	17	7.6%		2.9%	6.5%	12.9%	
Greater than \$5 million							
CEO/Executive Director	40	4.4%	-2.2%	-0.1%	3.1%	8.6%	11.0%
Top Finance Position	25	4.8%	-3.5%	0.2%	3.3%	8.0%	14.8%
Top Operations Position	14	9.5%		6.2%	10.0%	12.4%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pittsburgh, PA</b>							
International, Foreign Affairs and National Security							
\$500 thousand or less							
CEO/Executive Director	9	1.1%			2.0%		
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	10	5.0%		2.2%	3.5%	3.8%	
Philanthropy, Voluntarism and Grantmaking Foundations							
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.4%			5.5%		
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.3%			5.2%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	3.4%			1.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.1%			3.0%		
<b>Pittsfield, MA</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.6%			7.4%		
Educational Institutions and Related Activities							
Greater than \$5 million							
Top Finance Position	5	7.6%			7.0%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Pittsfield, MA</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
Top Administrative Position	10	1.6%		-1.3%	-0.2%	4.0%	
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	7.8%			5.9%		
Greater than \$5 million							
CEO/Executive Director	5	4.8%			3.2%		
<b>Portland, ME</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	13	2.7%		-0.5%	3.7%	9.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	1.9%			1.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.5%			0.9%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	0.5%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	-2.5%			-0.4%		
Environmental Quality, Protection and Beautification							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	1.4%			1.2%		



## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Portland, ME</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	10	3.3%		-0.2%	2.5%	4.7%	
Top Finance Position	5	6.8%			9.6%		
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	5	-5.0%			-1.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.0%			0.8%		
<b>Portland, OR-WA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	15	2.9%		-2.3%	0.0%	10.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	10.9%		6.2%	11.6%	15.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	16	7.4%		0.1%	8.8%	15.1%	
Top Finance Position	5	3.3%			2.2%		
Greater than \$5 million							
CEO/Executive Director	5	11.3%			10.4%		
Civil Rights, Social Action, Advocacy							
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.8%			1.5%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Portland, OR-WA</b>							
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	9	4.8%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.4%			2.1%		
<b>Crime, Legal-Related</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.2%			6.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.1%			8.7%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	17	4.6%		0.0%	2.5%	10.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	1.1%		-1.1%	1.9%	9.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	34	2.7%	-7.8%	-3.5%	3.0%	7.8%	15.8%
Greater than \$5 million							
CEO/Executive Director	16	7.3%		0.2%	3.6%	14.1%	
Top Finance Position	12	5.2%		1.4%	6.3%	9.9%	
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.8%			1.6%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Portland, OR-WA</b>							
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	10	0.9%		-2.3%	0.0%	3.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	0.4%			1.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	5.5%		4.0%	5.7%	9.9%	
Greater than \$5 million							
CEO/Executive Director	8	2.5%			3.5%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	6	4.8%			4.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-2.1%			-3.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	4.5%		2.4%	4.8%	10.7%	
Greater than \$5 million							
CEO/Executive Director	9	7.5%			6.5%		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	5	0.2%			0.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	7.3%			5.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	6.7%			5.5%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Portland, OR-WA</b>							
<b>Housing, Shelter</b>							
Greater than \$5 million							
CEO/Executive Director	7	8.3%			6.6%		
Top Finance Position	5	6.6%			6.5%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	17	5.3%		0.0%	4.0%	12.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	4.2%		0.0%	1.6%	4.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	36	2.9%	-4.1%	-0.4%	3.3%	7.1%	10.3%
Top Finance Position	5	7.1%			7.3%		
Greater than \$5 million							
CEO/Executive Director	23	3.5%	-7.6%	0.2%	5.2%	7.6%	9.6%
Top Finance Position	12	2.9%		-3.8%	5.1%	6.9%	
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.0%			3.8%		
Greater than \$5 million							
CEO/Executive Director	10	8.7%		1.7%	8.3%	10.7%	
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.8%			4.4%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Portland, OR-WA</b>							
Recreation, Sports, Leisure, Athletics							
\$500 thousand or less							
CEO/Executive Director	5	5.3%			3.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	5.6%			1.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.5%			5.4%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	16	5.0%		0.0%	1.5%	13.3%	
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	9	4.0%			4.5%		
<b>Portsmouth-Dover-Rochester, NH-ME</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.8%			5.7%		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	5.9%			4.2%		
Top Finance Position	6	7.9%			8.9%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Providence-Fall River-Warwick, RI-MA</b>							
<b>Arts, Culture and Humanities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	10.6%			10.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	0.3%		-2.7%	0.7%	1.8%	
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.4%			1.4%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	6	3.7%			2.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	22	4.5%	-3.2%	-0.3%	2.3%	8.1%	16.1%
Greater than \$5 million							
CEO/Executive Director	17	1.8%		-2.7%	2.6%	5.8%	
Top Business Position	5	7.7%			5.5%		
Top Finance Position	8	5.6%			5.5%		
<b>Environmental Quality, Protection and Beautification</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.9%			3.8%		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	12	5.6%		2.5%	4.6%	8.3%	
Top Administrative Position	8	1.3%			0.6%		
Top Finance Position	14	4.6%		0.3%	3.8%	8.1%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Providence-Fall River-Warwick, RI-MA</b>							
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	7.5%			6.6%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	8	-0.4%			0.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	3.4%			2.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	3.4%		-1.5%	2.7%	5.9%	
Greater than \$5 million							
CEO/Executive Director	24	4.9%	-1.8%	1.4%	4.3%	7.5%	11.3%
Top Finance Position	15	5.0%		3.6%	6.6%	8.1%	
Top Operations Position	8	2.6%			1.4%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	6	-0.7%			0.0%		
Greater than \$5 million							
CEO/Executive Director	7	4.8%			7.5%		
<b>Youth Development</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	9	1.0%			0.3%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Raleigh-Durham-Chapel Hill, NC</b>							
<b>Animal-Related</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	2.2%			1.4%		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	11	2.4%		0.1%	2.0%	3.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	5.1%		1.9%	6.1%	9.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	9	-0.4%			1.1%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	7	1.3%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.2%			5.1%		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	6	2.2%			1.6%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	5	-3.2%			0.0%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	6	-1.9%			2.2%		



## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Raleigh-Durham-Chapel Hill, NC</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	6.0%			7.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	20	6.7%	0.0%	0.6%	5.6%	10.6%	15.3%
Greater than \$5 million							
CEO/Executive Director	21	2.7%	-8.5%	1.1%	3.1%	6.7%	13.4%
Top Finance Position	8	4.1%			2.0%		
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.9%			1.7%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	6	5.0%			5.2%		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	13	6.0%		1.2%	3.3%	7.5%	
Greater than \$5 million							
CEO/Executive Director	5	3.7%			7.7%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.7%			5.2%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	17	4.6%		0.0%	2.4%	4.5%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Raleigh-Durham-Chapel Hill, NC</b>							
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	0.7%		-1.8%	2.4%	3.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	21	4.8%	-3.9%	0.0%	2.9%	6.6%	16.4%
Greater than \$5 million							
CEO/Executive Director	11	1.9%		-1.9%	3.9%	7.4%	
Top Finance Position	6	9.2%			8.7%		
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.3%			6.3%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	10	6.2%		2.3%	8.1%	11.6%	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	9	0.3%			-1.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.7%			4.5%		
<b>Reading, PA</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.0%			4.6%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Reading, PA</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	10	5.8%		0.4%	5.5%	11.3%	
<b>Reno, NV</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.4%			4.5%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.0%			5.6%		
<b>Richmond-Petersburg, VA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	8	-0.6%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.9%			7.2%		
Community Improvement, Capacity Building							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	2.7%			3.7%		
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	6.0%			5.1%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Richmond-Petersburg, VA</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	13	5.8%		2.8%	3.4%	7.4%	
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.2%			2.6%		
Greater than \$5 million							
CEO/Executive Director	10	6.7%		6.3%	8.5%	10.3%	
Top Finance Position	6	5.2%			4.2%		
<b>Housing, Shelter</b>							
Greater than \$5 million							
CEO/Executive Director	5	9.5%			11.6%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	9	-0.3%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	1.7%			0.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	21	2.5%	-8.6%	-0.7%	3.5%	5.3%	12.5%
Greater than \$5 million							
CEO/Executive Director	13	5.4%		1.7%	3.9%	7.6%	
Top Finance Position	7	5.3%			5.8%		
Top Operations Position	5	7.2%			4.4%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Richmond-Petersburg, VA</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	7	0.7%			0.0%		
<b>Riverside-San Bernardino-Ontario, CA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	-2.3%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.0%			4.0%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	9	3.2%			3.4%		
Greater than \$5 million							
CEO/Executive Director	13	2.0%		-4.6%	4.1%	9.2%	
Health – General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	5	-0.7%			1.2%		
Greater than \$5 million							
CEO/Executive Director	5	7.9%			12.0%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.8%			1.2%		
Greater than \$5 million							
CEO/Executive Director	6	5.8%			7.1%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Riverside-San Bernardino-Ontario, CA</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	8	-1.5%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	4.3%		0.0%	1.8%	12.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	28	3.4%	-2.1%	0.0%	1.2%	5.5%	12.8%
Top Finance Position	6	3.9%			3.0%		
Greater than \$5 million							
CEO/Executive Director	8	4.1%			6.3%		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.0%			2.9%		
<b>Recreation, Sports, Leisure, Athletics</b>							
\$500 thousand or less							
CEO/Executive Director	5	-0.6%			0.0%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	13	1.1%		-0.9%	2.5%	8.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.2%			1.9%		
<b>Youth Development</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-0.8%			1.2%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Riverside-San Bernardino-Ontario, CA</b>							
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-1.4%			0.0%		
<b>Roanoke, VA</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	7	13.3%			14.8%		
Top Finance Position	5	10.3%			10.5%		
<b>Rochester, MN</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	6	0.3%			2.5%		
<b>Rochester, NY</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	-1.4%			3.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.1%			-0.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.9%			8.2%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Rochester, NY</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	5.0%			4.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	3.3%		1.3%	2.7%	8.9%	
Greater than \$5 million							
CEO/Executive Director	15	7.1%		2.9%	5.0%	9.0%	
Top Finance Position	7	6.1%			3.8%		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	9	2.0%			0.5%		
Top Finance Position	6	7.2%			8.2%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	13	6.0%		0.0%	3.7%	13.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	5.2%			4.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	5.7%		2.1%	4.8%	10.3%	
Greater than \$5 million							
CEO/Executive Director	22	4.6%	-0.2%	0.8%	3.3%	10.9%	14.2%
Top Finance Position	10	4.0%		-2.2%	3.4%	7.8%	
Top Operations Position	5	2.4%			0.5%		



## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Rockford, IL</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.4%			0.7%		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	9.2%			7.0%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	0.7%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	5.2%		1.2%	5.2%	7.9%	
Top Finance Position	5	-2.0%			2.4%		
Greater than \$5 million							
CEO/Executive Director	5	0.4%			-1.0%		
<b>Sacramento, CA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	4.5%			2.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.7%			1.8%		
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.0%			2.5%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Sacramento, CA</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	17	0.0%		-1.7%	1.5%	2.8%	
Greater than \$5 million							
CEO/Executive Director	13	6.2%		0.0%	5.5%	7.4%	
Top Finance Position	6	8.2%			7.6%		
<b>Environmental Quality, Protection and Beautification</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	3.5%			0.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	4.6%		1.2%	2.5%	5.5%	
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.3%			3.2%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	10	6.1%		0.0%	4.1%	15.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	6.6%			8.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	21	3.2%	-6.6%	-0.4%	1.6%	7.4%	16.1%
Greater than \$5 million							
CEO/Executive Director	16	5.8%		1.5%	4.6%	9.5%	
Top Finance Position	6	3.6%			4.7%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Sacramento, CA</b>							
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.1%			0.1%		
Public, Society Benefit – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	11.1%			8.2%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	8	4.0%			0.5%		
Youth Development							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	5.1%			5.0%		
<b>Saginaw-Bay City-Midland, MI</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	12	5.5%		1.2%	7.4%	10.2%	
<b>Salem, OR</b>							
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-1.1%			-3.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.6%			3.9%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Salem, OR</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	6	3.1%			1.9%		
<b>Salinas, CA</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.4%			4.0%		
<b>Salt Lake City-Ogden, UT</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	9	6.6%			7.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	1.8%			2.7%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	13	4.3%		-0.8%	1.0%	11.6%	
Greater than \$5 million							
CEO/Executive Director	7	10.9%			4.0%		
Environmental Quality, Protection and Beautification							
\$500 thousand or less							
CEO/Executive Director	6	2.9%			6.9%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Salt Lake City-Ogden, UT</b>							
Health – General and Rehabilitative							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-1.3%			-2.5%		
Greater than \$5 million							
CEO/Executive Director	7	2.2%			0.4%		
Housing, Shelter							
Between \$1 million and \$5 million							
CEO/Executive Director	5	10.1%			8.5%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	10	4.3%		0.0%	2.7%	8.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	14	-1.5%		-2.8%	1.0%	2.8%	
Greater than \$5 million							
CEO/Executive Director	6	6.6%			5.1%		
<b>San Antonio, TX</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	3.8%			4.8%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	4.4%			5.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.5%			4.7%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Antonio, TX</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.2%			3.4%		
Greater than \$5 million							
CEO/Executive Director	12	4.1%		1.7%	3.5%	6.2%	
Top Administrative Position	5	3.1%			3.4%		
Top Finance Position	8	5.8%			4.5%		
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	6.0%			1.6%		
Greater than \$5 million							
CEO/Executive Director	7	4.0%			4.0%		
Top Finance Position	5	3.7%			7.4%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	8	-1.8%			0.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	13	4.4%		0.0%	4.0%	6.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	18	3.5%		-0.2%	3.5%	7.5%	
Top Finance Position	5	1.6%			1.3%		
Greater than \$5 million							
CEO/Executive Director	15	6.4%		2.6%	3.6%	10.7%	
Top Finance Position	8	4.1%			3.2%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Antonio, TX</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	13	1.7%		-6.7%	3.0%	5.6%	
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	7	0.3%			0.7%		
<b>San Diego, CA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	10	1.1%		-1.2%	1.5%	6.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	7.6%		1.5%	9.2%	11.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	15	0.5%		-5.1%	0.8%	6.7%	
Greater than \$5 million							
CEO/Executive Director	7	4.7%			1.5%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	8	5.6%			1.4%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.5%			4.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	34	3.8%	-1.3%	0.1%	2.8%	8.0%	12.0%

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Diego, CA</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	28	1.9%	-8.5%	-5.6%	1.3%	6.3%	15.1%
Top Finance Position	13	4.7%		0.5%	3.3%	7.9%	
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	7	3.9%			1.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	3.8%			1.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	6.8%		2.0%	4.5%	12.3%	
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	6	5.4%			4.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.8%			4.7%		
Greater than \$5 million							
CEO/Executive Director	13	6.5%		0.0%	9.6%	13.3%	
Top Finance Position	12	5.4%		0.8%	1.6%	8.8%	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	21	4.2%	-8.7%	0.0%	4.7%	10.1%	14.4%
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	-1.0%		-2.9%	0.0%	1.9%	



## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Diego, CA</b>							
<b>Human Services – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	29	4.0%	-4.5%	0.0%	2.4%	10.4%	13.0%
Top Finance Position	5	2.2%			2.0%		
Greater than \$5 million							
CEO/Executive Director	39	5.7%	-4.5%	-0.5%	6.4%	11.8%	15.4%
Top Finance Position	21	3.3%	-4.4%	1.1%	3.7%	8.5%	10.4%
Top Operations Position	11	3.8%		1.6%	4.1%	6.2%	
<b>Mental Health, Crisis Intervention</b>							
Greater than \$5 million							
CEO/Executive Director	5	0.3%			-0.1%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	7	-1.0%			-3.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	5.5%			7.4%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	20	0.4%	-8.5%	-3.8%	0.0%	3.0%	12.2%
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.2%			3.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	6.6%			3.9%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Diego, CA</b>							
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	-1.4%			-3.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	7.2%		0.1%	9.2%	10.3%	
Greater than \$5 million							
CEO/Executive Director	5	-4.1%			-3.5%		
<b>San Francisco-Oakland, CA</b>							
Animal-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	8	5.2%			3.7%		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	35	2.1%	-9.3%	-3.3%	0.0%	6.4%	15.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	5.3%	-2.4%	0.0%	4.9%	10.4%	16.6%
Between \$1 million and \$5 million							
CEO/Executive Director	40	4.4%	-4.2%	0.0%	3.0%	10.5%	15.1%
Top Finance Position	5	2.5%			1.5%		
Greater than \$5 million							
CEO/Executive Director	17	0.5%		-6.6%	1.1%	5.5%	
Top Development Position	6	4.9%			5.7%		
Top Finance Position	9	7.1%			5.2%		
Top Operations Position	5	2.8%			2.3%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Francisco-Oakland, CA</b>							
<b>Civil Rights, Social Action, Advocacy</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	3.5%			4.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.7%			1.5%		
Greater than \$5 million							
CEO/Executive Director	7	-3.3%			-4.2%		
<b>Community Improvement, Capacity Building</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	5.0%			3.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	-0.1%		-2.6%	0.9%	3.7%	
Greater than \$5 million							
Top Finance Position	5	8.0%			9.7%		
<b>Crime, Legal-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.5%			5.5%		
<b>Diseases, Disorders, Medical Disciplines</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	8.7%			9.4%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	19	-1.1%		-3.7%	0.0%	3.3%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	7.6%		1.8%	7.8%	12.8%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Francisco-Oakland, CA</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	44	5.9%	-0.4%	0.0%	4.2%	9.7%	16.3%
Greater than \$5 million							
CEO/Executive Director	33	4.8%	-3.7%	1.8%	4.9%	10.1%	12.8%
Top Development Position	18	4.3%		2.9%	4.4%	7.2%	
Top Finance Position	24	5.5%	1.7%	3.1%	3.8%	5.5%	11.7%
Top Operations Position	7	5.0%			3.6%		
Top Technology Position	6	3.6%			4.1%		
<b>Employment, Job-Related</b>							
Greater than \$5 million							
CEO/Executive Director	5	10.9%			10.7%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	12	-1.5%		-6.0%	0.0%	1.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	6.4%			5.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	16	5.7%		1.1%	4.5%	9.4%	
Greater than \$5 million							
CEO/Executive Director	10	5.7%		1.7%	4.2%	8.6%	
Top Finance Position	5	7.8%			8.0%		
<b>Health – General and Rehabilitative</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	5.8%			2.9%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Francisco-Oakland, CA</b>							
<b>Health – General and Rehabilitative</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	14	6.6%		1.3%	3.0%	14.4%	
Greater than \$5 million							
CEO/Executive Director	9	5.3%			8.2%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.3%			6.7%		
Greater than \$5 million							
CEO/Executive Director	10	8.9%		4.2%	9.0%	11.0%	
Top Finance Position	5	5.7%			8.1%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	17	3.2%		0.0%	0.0%	4.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	3.3%		0.6%	3.0%	6.2%	
Between \$1 million and \$5 million							
CEO/Executive Director	50	2.8%	-9.8%	0.0%	3.6%	7.3%	12.2%
Top Finance Position	9	3.4%			3.6%		
Greater than \$5 million							
CEO/Executive Director	33	7.1%	0.0%	1.7%	6.5%	11.2%	18.7%
Top Finance Position	23	7.1%	0.3%	2.0%	4.8%	10.2%	17.4%
Top Operations Position	5	10.6%			8.1%		
Top Program Position	7	10.1%			10.0%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Francisco-Oakland, CA</b>							
<b>International, Foreign Affairs and National Security</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.0%			-0.2%		
Greater than \$5 million							
CEO/Executive Director	5	-0.3%			1.0%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	5	-0.3%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	4.0%			3.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	14	1.8%		-1.8%	4.8%	7.5%	
Greater than \$5 million							
CEO/Executive Director	6	7.8%			7.2%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	13	3.0%		-1.0%	2.1%	7.2%	
Greater than \$5 million							
CEO/Executive Director	6	6.4%			4.0%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	9.1%			5.0%		
Greater than \$5 million							
CEO/Executive Director	8	1.4%			3.0%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Francisco-Oakland, CA</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	11	5.2%		0.0%	5.8%	12.3%	
Science and Technology Research Institutes, Services							
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.9%			0.8%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	8	5.2%			0.1%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	9	2.0%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	4.9%		-0.8%	2.7%	10.7%	
Greater than \$5 million							
CEO/Executive Director	7	-0.6%			0.0%		
<b>San Jose, CA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	7.2%			7.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	10	3.7%		0.0%	1.1%	4.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	11	2.8%		-0.6%	0.3%	8.2%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Jose, CA</b>							
<b>Community Improvement, Capacity Building</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.9%			4.3%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	7	3.2%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	0.7%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	20	3.1%	-5.0%	0.0%	4.0%	7.4%	14.0%
Greater than \$5 million							
CEO/Executive Director	21	5.2%	-8.3%	1.0%	7.0%	10.5%	16.9%
Top Finance Position	6	-1.3%			-0.6%		
<b>Health – General and Rehabilitative</b>							
Greater than \$5 million							
CEO/Executive Director	8	7.0%			2.5%		
Top Finance Position	6	4.7%			3.1%		
Top Operations Position	5	6.1%			1.2%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.8%			5.7%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	8	5.0%			2.9%		



## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>San Jose, CA</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	19	4.3%		0.0%	2.0%	9.2%	
Greater than \$5 million							
CEO/Executive Director	17	1.5%		-2.7%	1.3%	5.2%	
Top Finance Position	12	5.3%		-1.1%	0.4%	13.9%	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	14	3.0%		0.0%	0.0%	1.7%	
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	6.0%			7.7%		
<b>San Juan, PR</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	6	-5.1%			-3.7%		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.2%			2.2%		
<b>San LuisObispo-Atascadero-Paso Robles, CA</b>							
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	5	4.1%			5.0%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Santa Barbara-Santa Maria-Lompoc, CA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	0.6%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.1%			2.3%		
Greater than \$5 million							
CEO/Executive Director	5	-0.6%			0.0%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.6%			4.2%		
Greater than \$5 million							
CEO/Executive Director	8	6.9%			8.1%		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	9	5.6%			11.9%		
Greater than \$5 million							
CEO/Executive Director	6	1.4%			0.8%		
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	7	4.9%			7.0%		
<b>Santa Cruz, CA</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	8.6%			6.6%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Santa Cruz, CA</b>							
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	0.7%			0.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.1%			0.1%		
<b>Santa Fe, NM</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	-2.5%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.3%			7.4%		
Environmental Quality, Protection and Beautification							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.9%			9.9%		
<b>Santa Rosa, CA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	8.2%			9.1%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	7	-2.3%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	-0.2%			1.8%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Santa Rosa, CA</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.2%			3.0%		
Greater than \$5 million							
CEO/Executive Director	6	-2.9%			-3.3%		
<b>Sarasota-Bradenton, FL</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	5.0%			5.6%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	7	1.8%			1.2%		
Greater than \$5 million							
CEO/Executive Director	7	6.5%			6.3%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	-2.5%			0.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	7.0%			5.3%		
Greater than \$5 million							
CEO/Executive Director	9	6.6%			5.7%		
Top Finance Position	7	4.9%			6.6%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Savannah, GA</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-1.4%			0.0%		
<b>Scranton--Wilkes-Barre--Hazleton, PA</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	8	3.1%			3.4%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	-0.7%			-1.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	6.0%			6.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.1%			0.0%		
Greater than \$5 million							
CEO/Executive Director	8	2.5%			1.0%		
Top Finance Position	7	0.4%			1.8%		
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	5	1.4%			2.9%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Seattle-Everett, WA</b>							
<b>Animal-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.2%			0.0%		
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	25	3.6%	-4.5%	-1.1%	0.0%	11.5%	16.0%
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	3.1%		1.9%	3.0%	4.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	26	1.8%	-9.3%	-1.1%	1.5%	4.0%	13.5%
Greater than \$5 million							
CEO/Executive Director	7	0.8%			0.2%		
Top Finance Position	5	9.2%			5.4%		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	5	5.3%			4.7%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	6	0.8%			0.3%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.4%			4.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	8.6%			6.7%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Seattle-Everett, WA</b>							
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	19	3.4%		0.0%	1.3%	5.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	1.0%		-1.2%	0.9%	4.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	37	6.4%	-0.6%	1.3%	3.1%	12.5%	19.0%
Top Finance Position	6	3.7%			2.5%		
Greater than \$5 million							
CEO/Executive Director	25	8.3%	1.6%	3.1%	6.4%	13.1%	20.1%
Top Development Position	7	4.5%			4.6%		
Top Finance Position	21	6.8%	0.6%	2.6%	7.2%	9.9%	11.4%
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	7.3%			7.1%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	12	5.7%		1.8%	3.3%	9.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	15	3.1%		-0.6%	3.0%	6.1%	
<b>Food, Agriculture and Nutrition</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	10	6.5%		3.6%	5.5%	7.1%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Seattle-Everett, WA</b>							
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	6	6.4%			3.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	1.6%		-1.8%	0.6%	3.4%	
Greater than \$5 million							
CEO/Executive Director	15	8.4%		4.9%	7.7%	11.1%	
Top Finance Position	15	6.3%		3.1%	6.1%	11.9%	
Top Operations Position	7	9.9%			7.1%		
<b>Housing, Shelter</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.0%			-1.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	7.4%		0.0%	5.8%	15.7%	
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	23	4.0%	-8.4%	-0.7%	3.1%	9.5%	18.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	3.0%	-5.0%	0.5%	2.7%	4.4%	13.8%
Between \$1 million and \$5 million							
CEO/Executive Director	45	1.9%	-3.3%	-0.3%	1.1%	4.4%	10.7%



## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Seattle-Everett, WA</b>							
<b>Human Services – Multipurpose and Other</b>							
Greater than \$5 million							
CEO/Executive Director	29	3.8%	-5.9%	-0.2%	2.4%	7.5%	15.9%
Top Development Position	5	3.0%			3.2%		
Top Finance Position	18	3.1%		1.3%	3.5%	6.2%	
Top Human Resources Position	7	2.7%			3.0%		
Top Operations Position	5	8.2%			6.5%		
<b>International, Foreign Affairs and National Security</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	3.3%			1.2%		
<b>Mental Health, Crisis Intervention</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.0%			4.0%		
Greater than \$5 million							
CEO/Executive Director	5	0.5%			0.9%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	10.7%			10.9%		
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	12	-1.0%		-5.3%	0.4%	6.7%	
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	16	1.1%		-3.4%	0.0%	4.2%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Seattle-Everett, WA</b>							
Religion-Related, Spiritual Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.6%			4.0%		
Unknown							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.5%			0.2%		
Youth Development							
\$500 thousand or less							
CEO/Executive Director	10	1.9%		-6.1%	5.3%	9.6%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	5.4%			4.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.9%			3.4%		
<b>Shreveport-Bossier City, LA</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-1.3%			-4.6%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	7	-2.3%			0.0%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Sioux Falls, SD</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	7	-0.9%			-1.6%		
<b>Spokane, WA</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
Top Finance Position	5	-1.4%			0.2%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	2.1%			0.0%		
Greater than \$5 million							
CEO/Executive Director	5	2.7%			1.1%		
<b>Springfield, MA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	8	-0.1%			0.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.3%			1.8%		
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-4.0%			-2.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.5%			1.5%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Springfield, MA</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	16	4.3%		1.3%	2.2%	5.6%	
Top Development Position	8	10.2%			9.6%		
Top Finance Position	10	3.7%		-0.5%	4.3%	5.9%	
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.0%			0.2%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	10	5.4%		-0.3%	2.2%	4.1%	
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.7%			5.8%		
Greater than \$5 million							
CEO/Executive Director	19	5.4%		0.7%	5.1%	10.6%	
Top Finance Position	6	11.8%			12.9%		
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	6	1.7%			0.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.4%			5.2%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Springfield, MO</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	1.1%			-1.9%		
<b>St. Louis, MO-IL</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	15	3.5%		0.0%	3.9%	7.2%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.6%			1.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	3.1%			1.9%		
Greater than \$5 million							
CEO/Executive Director	6	3.8%			5.6%		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	7	1.9%			0.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.3%			2.1%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	8	-0.2%			-0.4%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	2.5%		1.7%	3.0%	7.1%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>St. Louis, MO-IL</b>							
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	6	0.6%			1.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.8%			2.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	19	2.5%		-2.4%	1.8%	7.2%	
Greater than \$5 million							
CEO/Executive Director	21	4.8%	-0.1%	0.3%	4.3%	6.6%	16.7%
Top Business Position	5	0.8%			3.2%		
Top Finance Position	10	4.0%		2.0%	3.6%	6.4%	
<b>Employment, Job-Related</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.8%			2.9%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	5	-1.7%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	-0.5%			-0.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.0%			4.4%		
Greater than \$5 million							
CEO/Executive Director	10	2.5%		-1.1%	4.4%	8.6%	
Top Finance Position	10	4.9%		0.7%	4.8%	6.5%	
Top Operations Position	6	11.0%			10.0%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>St. Louis, MO-IL</b>							
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	5.3%			3.3%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	16	4.0%		0.0%	2.2%	7.8%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	3.2%		-3.8%	2.6%	12.3%	
Between \$1 million and \$5 million							
CEO/Executive Director	40	4.0%	-4.7%	0.1%	3.4%	9.0%	15.5%
Top Finance Position	9	3.6%			9.4%		
Greater than \$5 million							
CEO/Executive Director	30	3.9%	-4.1%	-0.7%	3.2%	8.0%	11.4%
Top Finance Position	12	-0.1%		-3.7%	1.8%	3.6%	
<b>Mental Health, Crisis Intervention</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.0%			0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	-1.8%			0.4%		
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	13	5.3%		0.8%	2.1%	7.1%	
<b>Youth Development</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	-2.3%			1.5%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Stamford, CT</b>							
<b>Arts, Culture and Humanities</b>							
\$500 thousand or less							
CEO/Executive Director	7	3.9%			0.0%		
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	7	2.0%			0.4%		
Greater than \$5 million							
CEO/Executive Director	8	4.2%			4.4%		
Top Development Position	7	7.0%			5.4%		
Top Finance Position	6	5.7%			4.3%		
<b>Housing, Shelter</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	5	8.8%			10.4%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	8	4.5%			4.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	1.4%			2.2%		
Greater than \$5 million							
CEO/Executive Director	10	2.6%		-0.6%	1.1%	4.3%	
Top Finance Position	7	2.3%			2.5%		



## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Stockton-Lodi, CA</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.6%			0.0%		
<b>Syracuse, NY</b>							
Arts, Culture and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.9%			3.5%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	7	10.5%			9.0%		
Greater than \$5 million							
CEO/Executive Director	5	1.5%			1.6%		
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	8	5.8%			6.8%		
Top Finance Position	6	-1.4%			1.1%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	-1.7%			-2.9%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	12.4%			14.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	13	1.3%		-1.5%	1.7%	2.9%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Syracuse, NY</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	11	-0.2%		-0.7%	0.9%	3.1%	
Top Finance Position	10	0.7%		-0.6%	1.2%	4.8%	
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	0.5%			-0.7%		
<b>Tacoma, WA</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	3.9%			4.7%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-4.3%			-0.1%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	3.2%			3.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	5.5%			3.2%		
<b>Tallahassee, FL</b>							
Arts, Culture and Humanities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	5.5%			6.4%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tallahassee, FL</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	16	3.2%		-0.4%	2.4%	6.6%	
Top Finance Position	5	6.6%			5.2%		
Greater than \$5 million							
CEO/Executive Director	10	1.7%		0.5%	2.0%	4.2%	
Top Finance Position	5	4.3%			3.8%		
Public, Society Benefit – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-0.6%			0.3%		
<b>Tampa-St. Petersburg-Clearwater, FL</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	1.3%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	4.6%			3.1%		
Diseases, Disorders, Medical Disciplines							
\$500 thousand or less							
CEO/Executive Director	7	3.3%			0.5%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	7	-2.2%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	8.5%			8.8%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tampa-St. Petersburg-Clearwater, FL</b>							
<b>Educational Institutions and Related Activities</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	14	3.6%		-1.1%	2.3%	14.6%	
Greater than \$5 million							
CEO/Executive Director	16	3.4%		1.1%	2.9%	7.9%	
Top Finance Position	5	-1.3%			2.5%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	5	2.5%			0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	6.1%		0.9%	4.4%	10.8%	
Greater than \$5 million							
CEO/Executive Director	10	6.3%		0.0%	1.1%	13.6%	
Top Finance Position	7	9.2%			15.8%		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	6	1.5%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.0%			3.4%		
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	8	1.2%			0.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.4%			2.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	22	1.8%	-6.6%	-3.3%	3.1%	6.4%	9.9%

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tampa-St. Petersburg-Clearwater, FL</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	23	3.7%	-3.9%	-0.8%	2.4%	6.5%	16.8%
Top Finance Position	20	5.6%	-2.7%	0.4%	4.6%	11.2%	13.8%
Top Operations Position	5	4.1%			4.2%		
Mental Health, Crisis Intervention							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.9%			0.0%		
Greater than \$5 million							
CEO/Executive Director	5	-0.6%			0.4%		
Top Operations Position	5	-4.1%			-2.4%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	13	2.7%		0.0%	0.6%	7.8%	
Youth Development							
\$500 thousand or less							
CEO/Executive Director	5	-0.5%			2.8%		
<b>Toledo, OH</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	2.8%			0.0%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	5.1%			3.1%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Toledo, OH</b>							
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	7.3%			9.7%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	6.2%		2.2%	3.7%	12.4%	
Greater than \$5 million							
CEO/Executive Director	7	6.6%			5.0%		
Top Finance Position	7	2.2%			2.0%		
<b>Topeka, KS</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.3%			6.3%		
<b>Trenton, NJ</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	3.4%			3.0%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	8	4.4%			0.9%		
Greater than \$5 million							
CEO/Executive Director	14	7.0%		1.6%	6.7%	9.5%	
Top Development Position	6	1.4%			-0.8%		
Top Finance Position	8	2.8%			0.9%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Trenton, NJ</b>							
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	4.6%			5.1%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	3.8%		-1.0%	0.2%	7.2%	
Greater than \$5 million							
CEO/Executive Director	6	1.0%			0.5%		
Recreation, Sports, Leisure, Athletics							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.5%			5.0%		
<b>Tucson, AZ</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	5	0.8%			0.0%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	4.4%			2.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	0.0%			1.3%		
Greater than \$5 million							
CEO/Executive Director	5	8.5%			7.7%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	5.9%			1.6%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tucson, AZ</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	10	7.6%		1.7%	7.3%	12.4%	
Greater than \$5 million							
CEO/Executive Director	11	5.2%		-0.7%	2.4%	9.7%	
Top Finance Position	7	6.5%			8.7%		
Mental Health, Crisis Intervention							
Greater than \$5 million							
CEO/Executive Director	5	4.6%			3.9%		
<b>Tulsa, OK</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	6.9%			12.1%		
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	-3.0%			-3.7%		
Health – General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	5	1.3%			0.5%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	-3.0%			-2.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.4%			2.0%		



## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Tulsa, OK</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	13	6.1%		2.1%	5.2%	7.4%	
Top Finance Position	5	-1.5%			-1.2%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	29	-1.3%	-16.0%	-13.1%	0.0%	7.8%	13.5%
<b>Tyler, TX</b>							
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	9	-8.6%			-7.9%		
<b>Utica-Rome, NY</b>							
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	7	3.8%			0.7%		
<b>Vallejo-Fairfield-Napa, CA</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	7	5.8%			4.6%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	1.5%			0.0%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Vallejo-Fairfield-Napa, CA</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.3%			4.0%		
<b>Ventura, CA</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	0.1%			-1.6%		
Health – General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	6	3.8%			2.9%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	5	0.6%			0.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	-3.6%			-3.6%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	1.1%			6.0%		
Youth Development							
Between \$1 million and \$5 million							
CEO/Executive Director	5	0.9%			2.0%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Waco, TX</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	9.3%			12.1%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	5	3.1%			2.4%		
<b>Washington, DC-MD-VA</b>							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	5	7.0%			2.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	1.8%			1.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	9.6%			8.4%		
Greater than \$5 million							
CEO/Executive Director	7	7.5%			10.7%		
Top Operations Position	5	3.1%			0.3%		
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	39	3.0%	-5.5%	0.0%	1.6%	9.3%	16.5%
Between \$500 thousand and \$1 million							
CEO/Executive Director	33	2.0%	-2.5%	0.0%	1.4%	5.6%	12.5%
Between \$1 million and \$5 million							
CEO/Executive Director	65	2.9%	-3.9%	-0.4%	2.2%	6.3%	11.2%
Top Operations Position	6	4.1%			6.0%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Arts, Culture and Humanities</b>							
Greater than \$5 million							
CEO/Executive Director	22	4.3%	-5.3%	0.0%	4.1%	8.6%	13.2%
Top Development Position	13	2.9%		1.1%	5.7%	7.5%	
Top Finance Position	15	2.5%		0.6%	2.7%	5.9%	
Top Legal Position	7	3.1%			3.6%		
Top Marketing Position	5	0.9%			0.9%		
Top Technology Position	6	5.4%			5.5%		
<b>Civil Rights, Social Action, Advocacy</b>							
\$500 thousand or less							
CEO/Executive Director	10	2.5%		0.0%	0.4%	7.5%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	17	1.9%		-1.3%	1.5%	4.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	47	4.3%	-1.9%	0.0%	4.4%	9.0%	12.3%
Top Finance Position	5	6.0%			4.1%		
Top Legal Position	6	2.6%			3.2%		
Top Operations Position	9	6.7%			6.0%		
Greater than \$5 million							
CEO/Executive Director	24	3.2%	-4.1%	-1.2%	2.0%	9.1%	12.7%
Top Finance Position	13	2.2%		0.8%	3.8%	5.8%	
Top Operations Position	7	-0.3%			-0.5%		
<b>Community Improvement, Capacity Building</b>							
\$500 thousand or less							
CEO/Executive Director	18	3.5%		-1.5%	3.6%	9.0%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Community Improvement, Capacity Building</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	16	1.3%		-4.4%	1.9%	6.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	29	3.4%	-4.7%	0.4%	3.4%	9.3%	11.5%
Greater than \$5 million							
CEO/Executive Director	17	4.0%		0.3%	4.4%	7.6%	
Top Finance Position	8	7.1%			4.3%		
Top Operations Position	5	4.6%			4.9%		
<b>Crime, Legal-Related</b>							
\$500 thousand or less							
CEO/Executive Director	12	-1.3%		-3.5%	0.0%	2.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	0.2%			-2.6%		
Between \$1 million and \$5 million							
CEO/Executive Director	18	2.1%		-1.1%	2.6%	5.4%	
Greater than \$5 million							
CEO/Executive Director	9	-0.7%			2.1%		
<b>Diseases, Disorders, Medical Disciplines</b>							
\$500 thousand or less							
CEO/Executive Director	8	1.2%			0.0%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	4.3%		0.7%	3.7%	6.4%	
Between \$1 million and \$5 million							
CEO/Executive Director	44	4.1%	-1.3%	0.2%	3.7%	6.2%	11.5%

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Diseases, Disorders, Medical Disciplines</b>							
Greater than \$5 million							
CEO/Executive Director	16	2.1%		-1.4%	0.2%	4.8%	
Top Finance Position	12	7.3%		2.1%	6.8%	10.7%	
Top Operations Position	5	0.3%			2.2%		
Top PR/Communications Position	6	3.4%			4.4%		
Top Technology Position	6	6.0%			7.7%		
<b>Educational Institutions and Related Activities</b>							
\$500 thousand or less							
CEO/Executive Director	37	-0.1%	-13.9%	-2.9%	0.0%	4.7%	10.7%
Between \$500 thousand and \$1 million							
CEO/Executive Director	44	4.3%	-1.8%	0.6%	3.5%	6.2%	14.3%
Between \$1 million and \$5 million							
CEO/Executive Director	110	3.1%	-3.7%	-0.2%	2.3%	6.3%	11.9%
Top Administrative Position	5	1.8%			1.5%		
Top Finance Position	6	2.3%			4.0%		
Top Operations Position	10	7.4%		3.8%	7.5%	8.8%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Educational Institutions and Related Activities</b>							
Greater than \$5 million							
CEO/Executive Director	121	3.5%	-3.6%	0.3%	3.3%	7.7%	11.7%
Top Administrative Position	9	3.2%			2.1%		
Top Business Position	8	6.7%			6.9%		
Top Development Position	22	4.6%	-2.0%	0.9%	3.1%	8.7%	11.3%
Top Education Position	8	4.2%			4.4%		
Top Finance Position	72	3.1%	-6.4%	-0.5%	3.0%	6.6%	12.1%
Top Human Resources Position	5	2.7%			3.2%		
Top Legal Position	9	3.3%			5.8%		
Top Operations Position	21	2.5%	-9.3%	-0.2%	2.5%	6.3%	11.9%
Top PR/Communications Position	6	3.2%			3.7%		
Top Program Position	6	-0.9%			-0.6%		
Top Technology Position	14	5.1%		-0.3%	2.2%	11.0%	
<b>Employment, Job-Related</b>							
\$500 thousand or less							
CEO/Executive Director	6	7.1%			5.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	17	3.1%		-1.4%	0.4%	9.1%	
Greater than \$5 million							
CEO/Executive Director	10	3.2%		-0.4%	1.7%	5.3%	
Top Finance Position	8	11.6%			12.1%		
<b>Environmental Quality, Protection and Beautification</b>							
\$500 thousand or less							
CEO/Executive Director	18	0.7%		-3.5%	0.0%	0.2%	

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Environmental Quality, Protection and Beautification</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	2.1%		-0.5%	1.5%	4.6%	
Between \$1 million and \$5 million							
CEO/Executive Director	47	0.6%	-10.4%	-4.1%	0.0%	4.3%	9.4%
Top Finance Position	8	-0.3%			-1.1%		
Top Operations Position	5	1.3%			3.8%		
Top Program Position	6	2.5%			2.3%		
Greater than \$5 million							
CEO/Executive Director	30	4.6%	0.1%	2.6%	5.2%	7.4%	10.8%
Top Administrative Position	5	2.1%			1.6%		
Top Development Position	5	8.1%			4.5%		
Top Finance Position	17	4.6%		1.5%	3.0%	7.8%	
Top Legal Position	5	5.3%			6.9%		
Top Operations Position	13	6.4%		2.1%	4.9%	8.6%	
Top PR/Communications Position	5	7.2%			3.6%		
Top Technology Position	7	3.6%			4.4%		
<b>Food, Agriculture and Nutrition</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	10	3.0%		-1.3%	2.0%	4.6%	
Greater than \$5 million							
CEO/Executive Director	9	1.4%			3.8%		
<b>Health – General and Rehabilitative</b>							
\$500 thousand or less							
CEO/Executive Director	10	-2.1%		-1.9%	0.0%	0.3%	



## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Health – General and Rehabilitative</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	3.3%	-4.8%	0.0%	3.7%	9.7%	11.5%
Between \$1 million and \$5 million							
CEO/Executive Director	44	3.1%	-6.9%	0.4%	2.7%	6.2%	12.8%
Top Finance Position	8	-0.4%			0.8%		
Top Operations Position	8	4.4%			3.1%		
Greater than \$5 million							
CEO/Executive Director	40	6.0%	-1.9%	2.0%	4.8%	9.1%	15.8%
Top Administrative Position	5	13.6%			15.8%		
Top Finance Position	26	6.1%	-3.5%	0.9%	6.2%	9.9%	14.0%
Top Operations Position	13	7.5%		2.5%	7.7%	14.3%	
Top PR/Communications Position	6	3.1%			4.1%		
Top Technology Position	8	3.0%			3.1%		
<b>Housing, Shelter</b>							
\$500 thousand or less							
CEO/Executive Director	10	1.9%		0.0%	1.7%	3.7%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	12	2.4%		0.0%	2.0%	4.9%	
Between \$1 million and \$5 million							
CEO/Executive Director	33	3.9%	-1.1%	0.6%	3.8%	6.9%	12.0%
Top Finance Position	5	7.7%			6.3%		
Greater than \$5 million							
CEO/Executive Director	12	1.2%		-2.0%	1.1%	2.7%	
Top Finance Position	5	9.8%			9.5%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Human Services – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	38	2.8%	-1.9%	0.0%	1.4%	5.7%	10.1%
Between \$500 thousand and \$1 million							
CEO/Executive Director	37	3.2%	-5.2%	0.0%	1.9%	8.8%	13.1%
Between \$1 million and \$5 million							
CEO/Executive Director	84	2.0%	-5.3%	-0.9%	2.6%	5.8%	11.3%
Top Finance Position	10	1.8%		-0.3%	3.2%	7.1%	
Greater than \$5 million							
CEO/Executive Director	68	3.0%	-6.6%	-1.8%	2.0%	7.1%	12.3%
Top Finance Position	41	6.1%	-2.6%	1.1%	5.4%	11.1%	17.5%
Top Human Resources Position	10	8.2%		4.4%	7.2%	14.4%	
Top Marketing Position	5	3.7%			3.2%		
Top Operations Position	17	7.4%		0.9%	5.7%	12.0%	
Top Technology Position	5	3.5%			2.5%		
<b>International, Foreign Affairs and National Security</b>							
\$500 thousand or less							
CEO/Executive Director	18	3.5%		0.0%	2.6%	9.9%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	24	-0.3%	-7.6%	-3.9%	0.0%	3.8%	6.9%
Between \$1 million and \$5 million							
CEO/Executive Director	79	1.8%	-4.8%	-0.5%	1.9%	5.9%	10.2%
Top Administrative Position	6	2.3%			5.8%		
Top Finance Position	17	3.8%		2.6%	5.6%	8.3%	
Top Operations Position	6	4.1%			3.0%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>International, Foreign Affairs and National Security</b>							
Greater than \$5 million							
CEO/Executive Director	53	1.9%	-7.3%	-0.8%	2.5%	4.8%	12.1%
Top Development Position	5	3.9%			3.2%		
Top Finance Position	27	2.2%	-6.1%	-1.7%	1.4%	7.1%	10.5%
Top Legal Position	6	6.3%			5.0%		
Top Operations Position	14	5.9%		2.2%	6.3%	8.9%	
Top Program Position	6	2.9%			1.3%		
Top Technology Position	5	2.5%			3.2%		
<b>Medical Research</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	11	2.8%		0.3%	2.8%	3.5%	
Greater than \$5 million							
CEO/Executive Director	11	4.7%		3.1%	4.1%	4.8%	
Top Finance Position	7	0.2%			1.2%		
<b>Mental Health, Crisis Intervention</b>							
\$500 thousand or less							
CEO/Executive Director	8	10.2%			11.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	19	5.2%		0.0%	4.7%	10.3%	
Greater than \$5 million							
CEO/Executive Director	16	3.2%		0.0%	1.7%	5.3%	
Top Finance Position	10	1.9%		0.0%	1.6%	3.3%	
Top Operations Position	5	1.8%			3.3%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Mutual/Membership Benefit Organizations, Other</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	8	2.3%			1.4%		
Greater than \$5 million							
CEO/Executive Director	5	1.7%			3.8%		
Top Finance Position	5	1.0%			3.1%		
<b>Philanthropy, Voluntarism and Grantmaking Foundations</b>							
\$500 thousand or less							
CEO/Executive Director	8	5.5%			6.2%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	5.0%			2.9%		
Between \$1 million and \$5 million							
CEO/Executive Director	20	4.0%	-2.3%	0.0%	4.5%	7.0%	9.3%
Greater than \$5 million							
CEO/Executive Director	14	4.5%		-1.0%	3.5%	9.9%	
Top Finance Position	7	5.5%			5.2%		
Top Operations Position	5	3.2%			-0.7%		
<b>Public Safety, Disaster Preparedness and Relief</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	10	2.7%		0.1%	2.5%	4.8%	
Greater than \$5 million							
CEO/Executive Director	6	1.4%			2.8%		
<b>Public, Society Benefit – Multipurpose and Other</b>							
\$500 thousand or less							
CEO/Executive Director	20	3.8%	-0.8%	0.0%	3.6%	8.8%	10.7%

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Public, Society Benefit – Multipurpose and Other</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	20	5.2%	-2.9%	0.0%	3.2%	8.9%	19.3%
Between \$1 million and \$5 million							
CEO/Executive Director	58	3.8%	-2.5%	0.4%	2.5%	5.7%	13.5%
Top Operations Position	6	-0.1%			0.9%		
Greater than \$5 million							
CEO/Executive Director	40	1.2%	-10.6%	-2.0%	1.7%	5.9%	10.6%
Top Development Position	5	3.6%			4.5%		
Top Finance Position	17	6.5%		2.3%	4.1%	8.8%	
Top Legal Position	7	5.7%			3.2%		
Top Operations Position	8	2.7%			1.5%		
Top PR/Communications Position	5	7.1%			6.7%		
<b>Recreation, Sports, Leisure, Athletics</b>							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	4.4%			4.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	24	3.8%	-7.5%	-0.2%	1.8%	8.3%	18.7%
<b>Religion-Related, Spiritual Development</b>							
\$500 thousand or less							
CEO/Executive Director	18	-1.8%		-6.1%	0.0%	0.0%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	11	1.3%		-0.2%	2.9%	5.7%	
Between \$1 million and \$5 million							
CEO/Executive Director	8	1.1%			0.0%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
<b>Religion-Related, Spiritual Development</b>							
Greater than \$5 million							
CEO/Executive Director	8	5.8%			3.2%		
<b>Science and Technology Research Institutes, Services</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	23	1.4%	-4.2%	-0.4%	1.4%	3.8%	6.6%
Greater than \$5 million							
CEO/Executive Director	27	4.6%	-3.2%	0.1%	4.5%	7.9%	14.6%
Top Finance Position	19	5.2%		2.3%	4.2%	7.5%	
Top Operations Position	10	3.0%		2.6%	4.6%	5.7%	
Top Technology Position	8	4.9%			5.0%		
<b>Social Science Research Institutes, Services</b>							
Between \$1 million and \$5 million							
CEO/Executive Director	18	3.1%		0.8%	3.9%	5.3%	
Greater than \$5 million							
CEO/Executive Director	15	3.3%		-0.3%	4.1%	7.3%	
Top Finance Position	11	6.2%		2.3%	5.6%	10.1%	
<b>Youth Development</b>							
\$500 thousand or less							
CEO/Executive Director	18	4.1%		-0.1%	0.4%	7.1%	
Between \$500 thousand and \$1 million							
CEO/Executive Director	18	3.8%		0.0%	3.5%	5.8%	
Between \$1 million and \$5 million							
CEO/Executive Director	21	4.4%	-9.3%	-1.4%	3.4%	11.1%	16.4%

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Washington, DC-MD-VA</b>							
Youth Development							
Greater than \$5 million							
CEO/Executive Director	11	6.4%		0.5%	4.6%	10.6%	
Top Operations Position	7	7.5%			1.6%		
<b>Waterbury, CT</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	5	-0.9%			-0.1%		
<b>West Palm Beach-Boca Raton, FL</b>							
Arts, Culture and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	9	3.8%			1.4%		
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	0.5%			-1.2%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	6.1%		0.4%	4.0%	12.8%	
Greater than \$5 million							
CEO/Executive Director	9	0.9%			1.5%		
Health – General and Rehabilitative							
Between \$1 million and \$5 million							
CEO/Executive Director	6	6.4%			7.1%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>West Palm Beach-Boca Raton, FL</b>							
Human Services – Multipurpose and Other							
Between \$500 thousand and \$1 million							
CEO/Executive Director	8	3.5%			1.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	12	2.8%		0.8%	2.6%	3.9%	
Greater than \$5 million							
CEO/Executive Director	8	4.7%			5.5%		
Top Finance Position	5	6.6%			5.5%		
Religion-Related, Spiritual Development							
\$500 thousand or less							
CEO/Executive Director	6	-8.5%			-8.1%		
<b>Wichita,KS</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	5	-3.5%			0.9%		
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	9	3.6%			1.6%		
<b>Wilmington, DE-NJ-MD</b>							
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	8	6.0%			3.3%		



## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Wilmington, DE-NJ-MD</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	12	4.9%		1.7%	4.3%	7.1%	
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	6	3.6%			3.7%		
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	8	5.1%			4.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	11	2.3%		-0.9%	0.9%	5.3%	
Greater than \$5 million							
CEO/Executive Director	10	1.4%		-0.3%	0.3%	2.1%	
<b>Wilmington, NC</b>							
Arts, Culture and Humanities							
\$500 thousand or less							
CEO/Executive Director	6	0.9%			3.5%		
<b>Worcester, MA</b>							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	8	2.6%			3.7%		
Top Development Position	5	5.3%			5.7%		
Top Finance Position	5	-3.5%			2.1%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Worcester, MA</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	8	2.2%			2.2%		
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	14	4.8%		-0.9%	2.9%	12.0%	
Greater than \$5 million							
CEO/Executive Director	7	0.3%			3.5%		
Top Finance Position	6	3.3%			2.2%		
<b>Yakima, WA</b>							
Health – General and Rehabilitative							
Greater than \$5 million							
CEO/Executive Director	5	6.0%			3.3%		
Human Services – Multipurpose and Other							
Greater than \$5 million							
CEO/Executive Director	5	3.6%			10.3%		
<b>York, PA</b>							
Human Services – Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	6	3.4%			2.5%		
Greater than \$5 million							
CEO/Executive Director	8	3.2%			0.7%		
Top Finance Position	6	2.6%			1.6%		

## Other Subsections Incumbent Compensation Increases MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Youngstown-Warren, OH</b>							
Human Services – Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	3.8%			4.7%		
Greater than \$5 million							
CEO/Executive Director	5	-0.1%			0.3%		

## Appendix A. MSAs

The following metropolitan statistical areas (MSAs) are included in this report:

Abilene, TX	Bergen-Passaic	Chicago, IL
Aguadilla, PR	Billings, MT	Chico-Paradise, CA
Akron, OH	Biloxi-Gulfport-Pascagoula, MS	Cincinnati, OH-KY-IN
Albany, GA	Binghamton, NY	Clarksville-Hopkinsville, TN-KY
Albany-Schenectady-Troy, NY	Birmingham, AL	Cleveland, OH
Albuquerque, NM	Bismarck, ND	Colorado Springs, CO
Alexandria, LA	Bloomington, IN	Columbia, MO
Allentown-Bethlehem-Easton, PA	Bloomington-Normal, IL	Columbia, SC
Altoona,	Boise City, ID	Columbus, GA-AL
Amarillo, TX	Boston, MA	Columbus, OH
Anchorage, AK	Boulder-Longmont	Corpus Christi, TX
Ann Arbor, MI	Brazoria, TX	Corvallis, OR
Anniston, AL	Bremerton, WA	Cumberland, MD-WV
Appleton-Oshkosh-Neenah, WI	Bridgeport-Milford, CT	Dallas-Fort Worth, TX
Arecibo, PR	Brockton, MA	Danbury, CT
Asheville, NC	Brownsville-Harlingen-San Benito, TX	Danville, VA
Athens, GA	Bryan-College Station, TX	Davenport-Moline-Rock Island, IA-IL
Atlanta, GA	Buffalo-Niagara Falls, NY	Daytona Beach, FL
Atlantic City, NJ	Burlington, VT	Dayton-Springfield, OH
Auburn-Opelika, AL	Caguas, PR	Decatur, AL
Augusta-Aiken, GA-SC	Canton-Massillon, OH	Decatur, IL
Austin-San Marcos, TX	Casper, WY	Denver-Boulder, CO
Bakersfield, CA	Cedar Rapids, IA	Des Moines, IA
Baltimore, MD	Champaign-Urbana, IL	Detroit, MI
Bangor, ME	Charleston, WV	Dothan, AL
Barnstable-Yarmouth, MA	Charleston-North Charleston, SC	Dover, DE
Baton Rouge, LA	Charlotte-Gastonia-Rock Hill, NC-SC	Dubuque, IA
Beaumont-Port Arthur, TX	Charlottesville, VA	Duluth-Superior, MN-WI
Bellingham, WA	Chattanooga, TN-GA	Dutchess County, NY
Benton Harbor, MI	Cheyenne, WY	Eau Claire, WI

El Paso, TX  
Elkhart-Goshen, IN  
Elmira, NY  
Enid, OK  
Erie, PA  
Eugene-Springfield, OR  
Evansville-Henderson, IN-KY  
Fargo-Moorhead, ND-MN  
Fayetteville, NC  
Fayetteville-Springdale-Rogers, AR  
Fitchburg-Leominster, MA  
Flagstaff, AZ-UT  
Flint, MI  
Florence, AL  
Florence, SC  
Fort Collins-Loveland, CO  
Fort Lauderdale-Hollywood, FL  
Fort Myers-Cape Coral, FL  
Fort Pierce-Port St. Lucie, FL  
Fort Smith, AR-OK  
Fort Walton Beach, FL  
Fort Wayne, IN  
Fort Worth, TX  
Fresno, CA  
Gadsden, AL  
Gainesville, FL  
Galveston-Texas City, TX  
Gary-Hammond-East Chicago, IN  
Glens Falls, NY  
Goldsboro, NC  
Grand Forks, ND-MN  
Grand Junction, CO  
Grand Rapids-Muskegon-Holland, MI  
Great Falls, MT  
Greeley, CO  
Green Bay, WI

Greensboro—Winston-Salem—High Point, NC  
Greenville, NC  
Greenville-Spartanburg-Anderson, SC  
Hagerstown, MD  
Hamilton-Middletown, OH  
Harrisburg-Lebanon-Carlisle, PA  
Hartford, CT  
Hattiesburg, MS  
Hickory-Morganton-Lenoir, NC  
Honolulu, HI  
Houma, LA  
Houston, TX  
Huntington-Ashland, WV-KY-OH  
Huntsville, AL  
Indianapolis, IN  
Iowa City, IA  
Jackson, MI  
Jackson, MS  
Jackson, TN  
Jacksonville, FL  
Jacksonville, NC  
Jamestown, NY  
Janesville-Beloit, WI  
Jersey City, NJ  
Johnson City-Kingsport-Bristol, TN-VA  
Johnstown, PA  
Jonesboro, AR  
Joplin, MO  
Kalamazoo-Battle Creek, MI  
Kankakee, IL  
Kansas City, MO-KS  
Kenosha, WI  
Killeen-Temple, TX  
Knoxville, TN  
Kokomo, IN  
La Crosse, WI-MN

Lafayette, IN  
Lafayette, LA  
Lake Charles, LA  
Lakeland-Winter Haven, FL  
Lancaster, PA  
Lansing-East Lansing, MI  
Laredo, TX  
Las Cruces, NM  
Las Vegas, NV-AZ  
Lawrence, KS  
Lawrence-Haverhill, MA-NH  
Lawton, OK  
Lewiston-Auburn, ME  
Lexington, KY  
Lima, OH  
Lincoln, NE  
Little Rock-North Little Rock, AR  
Longview-Marshall, TX  
Los Angeles-Long Beach, CA  
Louisville, KY-IN  
Lowell, MA-NH  
Lubbock, TX  
Lynchburg, VA  
Macon, GA  
Madison, WI  
Manchester, NH  
Mansfield, OH  
Mayaguez, PR  
McAllen-Edinburg-Mission, TX  
Medford-Ashland, OR  
Melbourne-Titusville-Palm Bay, FL  
Memphis, TN-AR-MS  
Merced, CA  
Miami, FL  
Middlesex-Somerset-Hunterdon, NJ  
Milwaukee, WI

Minneapolis-St. Paul, MN-WI  
Missoula, MT  
Mobile, AL  
Modesto, CA  
Monmouth-Ocean, NJ  
Monroe, LA  
Montgomery, AL  
Muncie, IN  
Myrtle Beach, SC  
Naples, FL  
Nashua, NH  
Nashville, TN  
Nassau-Suffolk, NY  
New Bedford, MA  
New Haven-Meriden, CT  
New London-Norwich, CT-RI  
New Orleans, LA  
New York, NY-NJ  
Newark, NJ  
Newburgh-Middletown, NY  
Norfolk-Virginia Beach-Newport News, VA-NC  
Oakland, CA  
Ocala, FL  
Odessa-Midland, TX  
Oklahoma City, OK  
Olympia, WA  
Omaha, NE-IA  
Orange County, CA  
Orlando, FL  
Owensboro, KY  
Panama City, FL  
Parkersburg-Marietta, WV-OH  
Pensacola, FL  
Peoria-Pekin, IL  
Philadelphia, PA-NJ  
Phoenix-Mesa, AZ

Pine Bluff, AR  
Pittsburgh, PA  
Pittsfield, MA  
Pocatello, ID  
Ponce, PR  
Portland, ME  
Portland, OR-WA  
Portsmouth-Dover-Rochester, NH-ME  
Providence-Fall River-Warwick, RI-MA  
Provo-Orem, UT  
Pueblo, CO  
Punta Gorda, FL  
Racine, WI  
Raleigh-Durham-Chapel Hill, NC  
Rapid City, SD  
Reading, PA  
Redding, CA  
Reno, NV  
Richland-Kennewick-Pasco, WA  
Richmond-Petersburg, VA  
Riverside-San Bernardino-Ontario, CA  
Roanoke, VA  
Rochester, MN  
Rochester, NY  
Rockford, IL  
Rocky Mount, NC  
Sacramento, CA  
Saginaw-Bay City-Midland, MI  
Salem, OR  
Salinas, CA  
Salt Lake City-Ogden, UT  
San Angelo, TX  
San Antonio, TX  
San Diego, CA  
San Francisco-Oakland, CA  
San Jose, CA

San Juan, PR  
San Luis Obispo-Atascadero-Paso Robles, CA  
Santa Barbara-Santa Maria-Lompoc, CA  
Santa Cruz, CA  
Santa Fe, NM  
Santa Rosa, CA  
Sarasota-Bradenton, FL  
Savannah, GA  
Scranton—Wilkes-Barre—Hazleton, PA  
Seattle-Everett, WA  
Sharon, PA  
Sheboygan, WI  
Sherman-Denison, TX  
Shreveport-Bossier City, LA  
Sioux City, IA-NE  
Sioux Falls, SD  
South Bend, IN  
Spokane, WA  
Springfield, IL  
Springfield, MA  
Springfield, MO  
St. Cloud, MN  
St. Joseph, MO  
St. Louis, MO-IL  
Stamford, CT  
State College, PA  
Steubenville-Weirton, OH-WV  
Stockton-Lodi, CA  
Sumter,  
Syracuse, NY  
Tacoma, WA  
Tallahassee, FL  
Tampa-St. Petersburg-Clearwater, FL  
Terre Haute, IN  
Texarkana, TX-Texarkana, AR  
Toledo, OH

Topeka, KS  
Trenton, NJ  
Tucson, AZ  
Tulsa, OK  
Tuscaloosa, AL  
Tyler, TX  
Utica-Rome, NY  
Vallejo-Fairfield-Napa, CA  
Ventura, CA  
Victoria, TX  
Vineland-Millville-Bridgeton, NJ

Visalia-Tulare-Porterville, CA  
Waco, TX  
Washington, DC-MD-VA  
Waterbury, CT  
Waterloo-Cedar Falls, IA  
Wausau, WI  
West Palm Beach-Boca Raton, FL  
Wheeling, WV-OH  
Wichita, KS  
Wichita Falls, TX  
Williamsport, PA

Wilmington, DE-NJ-MD  
Wilmington, NC  
Worcester, MA  
Yakima, WA  
Yolo, CA  
York, PA  
Youngstown-Warren, OH  
Yuba City, CA  
Yuma, AZ

## Appendix B. NTEE Codes

### Major Groups

These are the National Taxonomy of Exempt Entities (NTEE) major groups used in this report:

Animal Related	Food, Agriculture, and Nutrition	Public Safety, Disaster Preparedness, and Relief
Arts, Culture, and Humanities	Health—General and Rehabilitative	Public, Societal Benefit
Civil Rights, Social Action, Advocacy	Housing, Shelter	Recreation, Sports, Leisure, Athletics
Community Improvement, Capacity Building	Human Services	Religion
Crime, Legal Related	International, Foreign Affairs, and National Security	Science and Technology Research Institutes, Services
Diseases, Disorders, Medical Disciplines	Medical Research	Social Science Research Institutes, Services
Education	Mental Health, Crisis Intervention	Unclassified
Employment, Job Related	Mutual/Membership Benefit	Youth Development
Environmental Quality, Protection, and Beautification	Philanthropy, Voluntarism, and Grantmaking Foundations	

### Decile Groups

These are the NTEE decile groups used in this report:

Animal-Related: Animal Protection & Welfare	Arts, Culture, and Humanities: Museums
Animal-Related: Animal Related N.E.C.	Arts, Culture, and Humanities: Performing Arts
Animal-Related: Service and Other	Arts, Culture, and Humanities: Service and Other
Animal-Related: Wildlife Preservation & Protection	Arts, Culture, and Humanities: Visual Arts
Animal-Related: Zoos & Aquariums	Civil Rights, Social Action, Advocacy: Civil Liberties
Arts, Culture, and Humanities: Arts & Culture	Civil Rights, Social Action, Advocacy: Civil Rights
Arts, Culture, and Humanities: Arts Services	Civil Rights, Social Action, Advocacy: Civil Rights, Social Action, & Advocacy N.E.C.
Arts, Culture, and Humanities: Arts, Culture & Humanities N.E.C.	Civil Rights, Social Action, Advocacy: Intergroup & Race Relations
Arts, Culture, and Humanities: Historical Organizations	Civil Rights, Social Action, Advocacy: Service and Other
Arts, Culture, and Humanities: Humanities	Civil Rights, Social Action, Advocacy: Voter Education & Registration
Arts, Culture, and Humanities: Media & Communications	Community Improvement, Capacity Building: Business & Industry



Community Improvement, Capacity Building: Community & Neighborhood Development  
 Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.  
 Community Improvement, Capacity Building: Community Service Clubs  
 Community Improvement, Capacity Building: Economic Development  
 Community Improvement, Capacity Building: Nonprofit Management  
 Community Improvement, Capacity Building: Service and Other  
 Crime, Legal-Related: Administration of Justice  
 Crime, Legal-Related: Correctional Facilities  
 Crime, Legal-Related: Crime Prevention  
 Crime, Legal-Related: Law Enforcement  
 Crime, Legal-Related: Legal Services  
 Crime, Legal-Related: Protection Against Abuse  
 Crime, Legal-Related: Rehabilitation Services for Offenders  
 Crime, Legal-Related: Service and Other  
 Diseases, Disorders, Medical Disciplines: Birth Defects & Genetic Diseases  
 Diseases, Disorders, Medical Disciplines: Cancer  
 Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs  
 Diseases, Disorders, Medical Disciplines: Medical Disciplines  
 Diseases, Disorders, Medical Disciplines: Nerve, Muscle, & Bone Diseases  
 Diseases, Disorders, Medical Disciplines: Service and Other  
 Diseases, Disorders, Medical Disciplines: Specifically Named Diseases  
 Educational Institutions and Related Activities: Adult Education  
 Educational Institutions and Related Activities: Education N.E.C.  
 Educational Institutions and Related Activities: Educational Services  
 Educational Institutions and Related Activities: Elementary & Secondary Schools  
 Educational Institutions and Related Activities: Graduate & Professional Schools  
 Educational Institutions and Related Activities: Higher Education  
 Educational Institutions and Related Activities: Libraries  
 Educational Institutions and Related Activities: Service and Other  
 Educational Institutions and Related Activities: Student Services  
 Educational Institutions and Related Activities: Vocational & Technical Schools  
 Employment, Job-Related: Employment N.E.C.  
 Employment, Job-Related: Employment Preparation & Procurement  
 Employment, Job-Related: Labor Unions  
 Employment, Job-Related: Service and Other  
 Employment, Job-Related: Vocational Rehabilitation

Environmental Quality, Protection, and Beautification: Botanical, Horticultural, & Landscape Service  
 Environmental Quality, Protection, and Beautification: Environment N.E.C.  
 Environmental Quality, Protection, and Beautification: Environmental Beautification  
 Environmental Quality, Protection, and Beautification: Environmental Education  
 Environmental Quality, Protection, and Beautification: Natural Resources Conservation & Protection  
 Environmental Quality, Protection, and Beautification: Pollution Abatement & Control  
 Environmental Quality, Protection, and Beautification: Service and Other  
 Food, Agriculture, and Nutrition: Agricultural Programs  
 Food, Agriculture, and Nutrition: Food Programs  
 Food, Agriculture, and Nutrition: Food, Agriculture, & Nutrition N.E.C.  
 Food, Agriculture, and Nutrition: Nutrition  
 Food, Agriculture, and Nutrition: Service and Other  
 Health—General and Rehabilitative: Ambulatory & Primary Health Care  
 Health—General and Rehabilitative: Health (General & Financing)  
 Health—General and Rehabilitative: Health Care N.E.C.  
 Health—General and Rehabilitative: Health Support  
 Health—General and Rehabilitative: Hospitals  
 Health—General and Rehabilitative: Nursing  
 Health—General and Rehabilitative: Public Health  
 Health—General and Rehabilitative: Rehabilitative Care  
 Health—General and Rehabilitative: Reproductive Health Care  
 Health—General and Rehabilitative: Service and Other  
 Housing, Shelter: Homeowners & Tenants Associations  
 Housing, Shelter: Housing & Shelter N.E.C.  
 Housing, Shelter: Housing Development, Construction, & Management  
 Housing, Shelter: Housing Support  
 Housing, Shelter: Service and Other  
 Housing, Shelter: Temporary Housing  
 Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Population  
 Human Services—Multipurpose and Other: Children & Youth Services  
 Human Services—Multipurpose and Other: Emergency Assistance  
 Human Services—Multipurpose and Other: Family Services  
 Human Services—Multipurpose and Other: Human Services  
 Human Services—Multipurpose and Other: Human Services N.E.C.  
 Human Services—Multipurpose and Other: Personal Social Services

Human Services—Multipurpose and Other: Residential Care & Adult Day Programs  
Human Services—Multipurpose and Other: Service and Other  
International, Foreign Affairs, and National Security: International Affairs, Foreign Policy, & Globalization  
International, Foreign Affairs, and National Security: International Development  
International, Foreign Affairs, and National Security: International Human Rights  
International, Foreign Affairs, and National Security: International Peace & Security  
International, Foreign Affairs, and National Security: International, Foreign Affairs, & National Security N.E.C.  
International, Foreign Affairs, and National Security: Promotion of International Understanding  
International, Foreign Affairs, and National Security: Service and Other  
Medical Research: Cancer Research  
Medical Research: Diseases of Specific Organs Research  
Medical Research: Medical Disciplines Research  
Medical Research: Medical Research N.E.C.  
Medical Research: Service and Other  
Medical Research: Specifically Named Diseases Research  
Mental Health, Crisis Intervention: Counseling  
Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention  
Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.  
Mental Health, Crisis Intervention: Mental Health Associations  
Mental Health, Crisis Intervention: Mental Health Treatment  
Mental Health, Crisis Intervention: Service and Other  
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment  
Mutual/Membership Benefit Organizations, Other: Cemeteries  
Mutual/Membership Benefit Organizations, Other: Fraternal Societies  
Mutual/Membership Benefit Organizations, Other: Insurance Providers  
Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs  
Philanthropy, Voluntarism, and Grantmaking Foundations: Named Trusts N.E.C.  
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion  
Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Voluntarism, & Grantmaking Foundations  
Philanthropy, Voluntarism, and Grantmaking Foundations: Private Grantmaking Foundations  
Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations  
Philanthropy, Voluntarism, and Grantmaking Foundations: Service and Other  
Philanthropy, Voluntarism, and Grantmaking Foundations: Voluntarism Promotion

Public Safety, Disaster Preparedness, and Relief: Disaster Preparedness & Relief Services  
Public Safety, Disaster Preparedness, and Relief: Safety Education  
Public, Society Benefit—Multipurpose and Other: Consumer Protection  
Public, Society Benefit—Multipurpose and Other: Financial Institutions  
Public, Society Benefit—Multipurpose and Other: Government & Public Administration  
Public, Society Benefit—Multipurpose and Other: Leadership Development  
Public, Society Benefit—Multipurpose and Other: Military & Veterans Organizations  
Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.  
Public, Society Benefit—Multipurpose and Other: Public Transportation Systems  
Public, Society Benefit—Multipurpose and Other: Public Utilities  
Public, Society Benefit—Multipurpose and Other: Service and Other  
Recreation, Sports, Leisure, Athletics: Amateur Sports  
Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions  
Recreation, Sports, Leisure, Athletics: Camps  
Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities  
Recreation, Sports, Leisure, Athletics: Recreation & Sports N.E.C.  
Recreation, Sports, Leisure, Athletics: Recreational Clubs  
Recreation, Sports, Leisure, Athletics: Service and Other  
Recreation, Sports, Leisure, Athletics: Sports Associations & Training Facilities  
Religion-Related, Spiritual Development: Buddhism  
Religion-Related, Spiritual Development: Christianity  
Religion-Related, Spiritual Development: Interfaith Coalitions  
Religion-Related, Spiritual Development: Islam  
Religion-Related, Spiritual Development: Judaism  
Religion-Related, Spiritual Development: Religion-Related N.E.C.  
Religion-Related, Spiritual Development: Religious Media & Communications  
Religion-Related, Spiritual Development: Service and Other  
Science and Technology Research Institutes, Services: Biological & Life Sciences  
Science and Technology Research Institutes, Services: Engineering & Technology  
Science and Technology Research Institutes, Services: General Science  
Science and Technology Research Institutes, Services: Physical & Earth Sciences  
Science and Technology Research Institutes, Services: Science & Technology N.E.C.  
Science and Technology Research Institutes, Services: Service and Other  
Social Science Research Institutes, Services: Interdisciplinary Research  
Social Science Research Institutes, Services: Service and Other  
Social Science Research Institutes, Services: Social Science  
Unknown

Youth Development: Adult & Child Matching Programs  
Youth Development: Scouting  
Youth Development: Service and Other

Youth Development: Youth Centers & Clubs  
Youth Development: Youth Development N.E.C.  
Youth Development: Youth Development Programs

## Centile Groups

These are the NTEE centile groups used in this report:

Animal-Related: Alliances & Advocacy  
Animal-Related: Animal Protection & Welfare  
Animal-Related: Animal Related N.E.C.  
Animal-Related: Animal Services N.E.C.  
Animal-Related: Bird Sanctuaries  
Animal-Related: Fisheries Resources  
Animal-Related: Professional Societies & Associations  
Animal-Related: Protection of Endangered Species  
Animal-Related: Single Organization Support  
Animal-Related: Veterinary Services  
Animal-Related: Wildlife Preservation & Protection  
Animal-Related: Wildlife Sanctuaries  
Animal-Related: Zoos & Aquariums  
Arts, Culture, and Humanities: Alliances & Advocacy  
Arts, Culture, and Humanities: Art Museums  
Arts, Culture, and Humanities: Arts & Culture  
Arts, Culture, and Humanities: Arts & Humanities Councils & Agencies  
Arts, Culture, and Humanities: Arts Education  
Arts, Culture, and Humanities: Arts Services  
Arts, Culture, and Humanities: Arts, Culture, & Humanities N.E.C.  
Arts, Culture, and Humanities: Ballet  
Arts, Culture, and Humanities: Bands & Ensembles  
Arts, Culture, and Humanities: Children's Museums  
Arts, Culture, and Humanities: Commemorative Events  
Arts, Culture, and Humanities: Community Celebrations  
Arts, Culture, and Humanities: Cultural & Ethnic Awareness  
Arts, Culture, and Humanities: Dance  
Arts, Culture, and Humanities: Film & Video

Arts, Culture, and Humanities: Folk Arts  
Arts, Culture, and Humanities: Fund Raising & Fund Distribution  
Arts, Culture, and Humanities: Historical Organizations  
Arts, Culture, and Humanities: Historical Societies & Historic Preservation  
Arts, Culture, and Humanities: History Museums  
Arts, Culture, and Humanities: Humanities  
Arts, Culture, and Humanities: Management & Technical Assistance  
Arts, Culture, and Humanities: Media & Communications  
Arts, Culture, and Humanities: Museums  
Arts, Culture, and Humanities: Music  
Arts, Culture, and Humanities: Natural History & Natural Science Museums  
Arts, Culture, and Humanities: Opera  
Arts, Culture, and Humanities: Performing Arts  
Arts, Culture, and Humanities: Performing Arts Centers  
Arts, Culture, and Humanities: Performing Arts Schools  
Arts, Culture, and Humanities: Printing & Publishing  
Arts, Culture, and Humanities: Professional Societies & Associations  
Arts, Culture, and Humanities: Radio  
Arts, Culture, and Humanities: Science & Technology Museums  
Arts, Culture, and Humanities: Singing & Choral Groups  
Arts, Culture, and Humanities: Single Organization Support  
Arts, Culture, and Humanities: Support N.E.C.  
Arts, Culture, and Humanities: Symphony Orchestras  
Arts, Culture, and Humanities: Television  
Arts, Culture, and Humanities: Theater  
Arts, Culture, and Humanities: Visual Arts  
Civil Rights, Social Action, Advocacy: Alliances & Advocacy  
Civil Rights, Social Action, Advocacy: Censorship, Freedom of Speech, & Press

Civil Rights, Social Action, Advocacy: Children's Rights  
 Civil Rights, Social Action, Advocacy: Civil Liberties  
 Civil Rights, Social Action, Advocacy: Civil Rights  
 Civil Rights, Social Action, Advocacy: Civil Rights, Social Action, & Advocacy N.E.C.  
 Civil Rights, Social Action, Advocacy: Disabled Persons Rights  
 Civil Rights, Social Action, Advocacy: Intergroup & Race Relations  
 Civil Rights, Social Action, Advocacy: Lesbian & Gay Rights  
 Civil Rights, Social Action, Advocacy: Minority Rights  
 Civil Rights, Social Action, Advocacy: Right to Life  
 Civil Rights, Social Action, Advocacy: Voter Education & Registration  
 Civil Rights, Social Action, Advocacy: Women's Rights  
 Community Improvement, Capacity Building: Alliances & Advocacy  
 Community Improvement, Capacity Building: Boards of Trade  
 Community Improvement, Capacity Building: Business & Industry  
 Community Improvement, Capacity Building: Chambers of Commerce & Business Leagues  
 Community Improvement, Capacity Building: Community & Neighborhood Development  
 Community Improvement, Capacity Building: Community Coalitions  
 Community Improvement, Capacity Building: Community Improvement & Capacity Building N.E.C.  
 Community Improvement, Capacity Building: Community Service Clubs  
 Community Improvement, Capacity Building: Economic Development  
 Community Improvement, Capacity Building: Management & Technical Assistance  
 Community Improvement, Capacity Building: Men's Service Clubs  
 Community Improvement, Capacity Building: Neighborhood & Block Associations  
 Community Improvement, Capacity Building: Nonprofit Management  
 Community Improvement, Capacity Building: Professional Societies & Associations  
 Community Improvement, Capacity Building: Real Estate Associations  
 Community Improvement, Capacity Building: Research Institutes & Public Policy Analysis  
 Community Improvement, Capacity Building: Rural Economic Development  
 Community Improvement, Capacity Building: Single Organization Support  
 Community Improvement, Capacity Building: Small Business Development  
 Community Improvement, Capacity Building: Support N.E.C.  
 Community Improvement, Capacity Building: Urban & Community Economic Development  
 Community Improvement, Capacity Building: Women's Service Clubs  
 Crime, Legal-Related: Administration of Justice  
 Crime, Legal-Related: Child Abuse Prevention  
 Crime, Legal-Related: Crime & Legal Related N.E.C.  
 Crime, Legal-Related: Crime Prevention

Crime, Legal-Related: Dispute Resolution & Mediation  
 Crime, Legal-Related: Drunk Driving Related  
 Crime, Legal-Related: Fund Raising & Fund Distribution  
 Crime, Legal-Related: Inmate Support  
 Crime, Legal-Related: Law Enforcement  
 Crime, Legal-Related: Legal Services  
 Crime, Legal-Related: Prison Alternatives  
 Crime, Legal-Related: Professional Societies & Associations  
 Crime, Legal-Related: Protection Against Abuse  
 Crime, Legal-Related: Public Interest Law  
 Crime, Legal-Related: Rehabilitation Services for Offenders  
 Crime, Legal-Related: Research Institutes & Public Policy Analysis  
 Crime, Legal-Related: Sexual Abuse Prevention  
 Crime, Legal-Related: Spouse Abuse Prevention  
 Crime, Legal-Related: Way Houses for Offenders & Ex-Offenders  
 Crime, Legal-Related: Youth Violence Prevention  
 Diseases, Disorders, Medical Disciplines: AIDS  
 Diseases, Disorders, Medical Disciplines: Alzheimer's Disease  
 Diseases, Disorders, Medical Disciplines: Autism  
 Diseases, Disorders, Medical Disciplines: Birth Defects & Genetic Diseases  
 Diseases, Disorders, Medical Disciplines: Brain Disorders  
 Diseases, Disorders, Medical Disciplines: Breast Cancer  
 Diseases, Disorders, Medical Disciplines: Cancer  
 Diseases, Disorders, Medical Disciplines: Digestive Diseases & Disorders  
 Diseases, Disorders, Medical Disciplines: Diseases of Specific Organs  
 Diseases, Disorders, Medical Disciplines: Down Syndrome  
 Diseases, Disorders, Medical Disciplines: Ear & Throat Diseases  
 Diseases, Disorders, Medical Disciplines: Epilepsy  
 Diseases, Disorders, Medical Disciplines: Eye Diseases, Blindness, & Vision Impairments  
 Diseases, Disorders, Medical Disciplines: Fund Raising & Fund Distribution  
 Diseases, Disorders, Medical Disciplines: Geriatrics  
 Diseases, Disorders, Medical Disciplines: Heart & Circulatory System Diseases & Disorders  
 Diseases, Disorders, Medical Disciplines: Kidney Diseases  
 Diseases, Disorders, Medical Disciplines: Lung Diseases  
 Diseases, Disorders, Medical Disciplines: Medical Disciplines  
 Diseases, Disorders, Medical Disciplines: Nerve, Muscle, & Bone Diseases  
 Diseases, Disorders, Medical Disciplines: Pediatrics  
 Diseases, Disorders, Medical Disciplines: Professional Societies & Associations

Diseases, Disorders, Medical Disciplines: Single Organization Support  
 Diseases, Disorders, Medical Disciplines: Specifically Named Diseases  
 Diseases, Disorders, Medical Disciplines: Support N.E.C.  
 Diseases, Disorders, Medical Disciplines: Surgical Specialties  
 Diseases, Disorders, Medical Disciplines: Voluntary Health Associations & Medical Disciplines N.E.C  
 Educational Institutions and Related Activities: Adult Education  
 Educational Institutions and Related Activities: Alliances & Advocacy  
 Educational Institutions and Related Activities: Alumni Associations  
 Educational Institutions and Related Activities: Charter Schools  
 Educational Institutions and Related Activities: Education N.E.C.  
 Educational Institutions and Related Activities: Educational Services  
 Educational Institutions and Related Activities: Elementary & Secondary Schools  
 Educational Institutions and Related Activities: Fund Raising & Fund Distribution  
 Educational Institutions and Related Activities: Graduate & Professional Schools  
 Educational Institutions and Related Activities: Higher Education  
 Educational Institutions and Related Activities: Libraries  
 Educational Institutions and Related Activities: Management & Technical Assistance  
 Educational Institutions and Related Activities: Parent & Teacher Groups  
 Educational Institutions and Related Activities: Preschools  
 Educational Institutions and Related Activities: Primary & Elementary Schools  
 Educational Institutions and Related Activities: Professional Societies & Associations  
 Educational Institutions and Related Activities: Remedial Reading & Encouragement  
 Educational Institutions and Related Activities: Research Institutes & Public Policy Analysis  
 Educational Institutions and Related Activities: Scholarships & Student Financial Aid  
 Educational Institutions and Related Activities: Secondary & High Schools  
 Educational Institutions and Related Activities: Single Organization Support  
 Educational Institutions and Related Activities: Special Education  
 Educational Institutions and Related Activities: Student Services  
 Educational Institutions and Related Activities: Student Sororities & Fraternities  
 Educational Institutions and Related Activities: Support N.E.C.  
 Educational Institutions and Related Activities: Two Year Colleges  
 Educational Institutions and Related Activities: Undergraduate Colleges  
 Educational Institutions and Related Activities: Universities  
 Educational Institutions and Related Activities: Vocational & Technical Schools  
 Employment, Job-Related: Alliances & Advocacy  
 Employment, Job-Related: Employment N.E.C.  
 Employment, Job-Related: Employment Preparation & Procurement

Employment, Job-Related: Goodwill Industries  
 Employment, Job-Related: Job Training  
 Employment, Job-Related: Labor Unions  
 Employment, Job-Related: Sheltered Employment  
 Employment, Job-Related: Vocational Counseling  
 Employment, Job-Related: Vocational Rehabilitation  
 Environmental Quality, Protection, and Beautification : Alliances & Advocacy  
 Environmental Quality, Protection, and Beautification : Botanical Gardens & Arboreta  
 Environmental Quality, Protection, and Beautification : Botanical, Horticultural, & Landscape Service  
 Environmental Quality, Protection, and Beautification : Energy Resources Conservation & Development  
 Environmental Quality, Protection, and Beautification : Environment N.E.C.  
 Environmental Quality, Protection, and Beautification : Environmental Beautification  
 Environmental Quality, Protection, and Beautification : Environmental Education  
 Environmental Quality, Protection, and Beautification : Forest Conservation  
 Environmental Quality, Protection, and Beautification : Fund Raising & Fund Distribution  
 Environmental Quality, Protection, and Beautification : Garden Clubs  
 Environmental Quality, Protection, and Beautification : Land Resources Conservation  
 Environmental Quality, Protection, and Beautification : Management & Technical Assistance  
 Environmental Quality, Protection, and Beautification : Natural Resources Conservation & Protection  
 Environmental Quality, Protection, and Beautification : Pollution Abatement & Control  
 Environmental Quality, Protection, and Beautification : Professional Societies & Associations  
 Environmental Quality, Protection, and Beautification : Recycling  
 Environmental Quality, Protection, and Beautification : Research Institutes & Public Policy Analysis  
 Environmental Quality, Protection, and Beautification : Single Organization Support  
 Environmental Quality, Protection, and Beautification : Water Resources, Wetlands Conservation & Management  
 Food, Agriculture, and Nutrition: Agricultural Programs  
 Food, Agriculture, and Nutrition: Alliances & Advocacy  
 Food, Agriculture, and Nutrition: Animal Husbandry  
 Food, Agriculture, and Nutrition: Congregate Meals  
 Food, Agriculture, and Nutrition: Farm Bureaus & Granges  
 Food, Agriculture, and Nutrition: Farmland Preservation  
 Food, Agriculture, and Nutrition: Food Banks & Pantries  
 Food, Agriculture, and Nutrition: Food Programs

Food, Agriculture, and Nutrition: Food, Agriculture & Nutrition N.E.C.  
Food, Agriculture, and Nutrition: Meals on Wheels  
Food, Agriculture, and Nutrition: Nutrition  
Food, Agriculture, and Nutrition: Professional Societies & Associations  
Food, Agriculture, and Nutrition: Research Institutes & Public Policy Analysis  
Food, Agriculture, and Nutrition: Soup Kitchens  
Health—General and Rehabilitative: Alliances & Advocacy  
Health—General and Rehabilitative: Ambulatory & Primary Health Care  
Health—General and Rehabilitative: Blood Banks  
Health—General and Rehabilitative: Community Clinics  
Health—General and Rehabilitative: Community Health Systems  
Health—General and Rehabilitative: Emergency Medical Services & Transport  
Health—General and Rehabilitative: Family Planning  
Health—General and Rehabilitative: Fund Raising & Fund Distribution  
Health—General and Rehabilitative: General Hospitals  
Health—General and Rehabilitative: Group Health Practices  
Health—General and Rehabilitative: Health (General & Financing)  
Health—General and Rehabilitative: Health Care N.E.C.  
Health—General and Rehabilitative: Health Support  
Health—General and Rehabilitative: Home Health Care  
Health—General and Rehabilitative: Hospitals  
Health—General and Rehabilitative: Management & Technical Assistance  
Health—General and Rehabilitative: Nursing  
Health—General and Rehabilitative: Nursing Facilities  
Health—General and Rehabilitative: Organ & Tissue Banks  
Health—General and Rehabilitative: Patient & Family Support  
Health—General and Rehabilitative: Professional Societies & Associations  
Health—General and Rehabilitative: Public Health  
Health—General and Rehabilitative: Rehabilitative Care  
Health—General and Rehabilitative: Reproductive Health Care  
Health—General and Rehabilitative: Research Institutes & Public Policy Analysis  
Health—General and Rehabilitative: Single Organization Support  
Health—General and Rehabilitative: Specialty Hospitals  
Health—General and Rehabilitative: Support N.E.C.  
Housing, Shelter: Alliances & Advocacy  
Housing, Shelter: Home Improvement & Repairs  
Housing, Shelter: Homeless Shelters  
Housing, Shelter: Homeowners & Tenants Associations

Housing, Shelter: Housing & Shelter N.E.C.  
Housing, Shelter: Housing Development, Construction, & Management  
Housing, Shelter: Housing Expense Reduction Support  
Housing, Shelter: Housing Rehabilitation  
Housing, Shelter: Housing Search Assistance  
Housing, Shelter: Housing Support  
Housing, Shelter: Independent Housing for People with Disabilities  
Housing, Shelter: Low Income & Subsidized Rental Housing  
Housing, Shelter: Professional Societies & Associations  
Housing, Shelter: Senior Citizens Housing & Retirement Communities  
Housing, Shelter: Temporary Housing  
Human Services—Multipurpose and Other: Adoption  
Human Services—Multipurpose and Other: Adult Day Care  
Human Services—Multipurpose and Other: Alliances & Advocacy  
Human Services—Multipurpose and Other: Blind & Visually Impaired Centers  
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific  
Population  
Human Services—Multipurpose and Other: Child Day Care  
Human Services—Multipurpose and Other: Children & Youth Services  
Human Services—Multipurpose and Other: Deaf & Hearing Impaired Centers  
Human Services—Multipurpose and Other: Developmentally Disabled Centers  
Human Services—Multipurpose and Other: Emergency Assistance  
Human Services—Multipurpose and Other: Ethnic & Immigrant Centers  
Human Services—Multipurpose and Other: Family Counseling  
Human Services—Multipurpose and Other: Family Services  
Human Services—Multipurpose and Other: Family Services for Adolescent Parents  
Human Services—Multipurpose and Other: Family Violence Shelters  
Human Services—Multipurpose and Other: Financial Counseling  
Human Services—Multipurpose and Other: Foster Care  
Human Services—Multipurpose and Other: Fund Raising & Fund Distribution  
Human Services—Multipurpose and Other: Gift Distribution  
Human Services—Multipurpose and Other: Group Homes  
Human Services—Multipurpose and Other: Homeless Centers  
Human Services—Multipurpose and Other: Hospices  
Human Services—Multipurpose and Other: Human Service Organizations  
Human Services—Multipurpose and Other: Human Services N.E.C.  
Human Services—Multipurpose and Other: In Home Assistance  
Human Services—Multipurpose and Other: Management & Technical Assistance

Human Services—Multipurpose and Other: Neighborhood Centers  
 Human Services—Multipurpose and Other: Personal Social Services  
 Human Services—Multipurpose and Other: Pregnancy Centers  
 Human Services—Multipurpose and Other: Professional Societies & Associations  
 Human Services—Multipurpose and Other: Research Institutes & Public Policy Analysis  
 Human Services—Multipurpose and Other: Residential Care & Adult Day Programs  
 Human Services—Multipurpose and Other: Senior Centers  
 Human Services—Multipurpose and Other: Single Organization Support  
 Human Services—Multipurpose and Other: Single Parent Agencies  
 Human Services—Multipurpose and Other: Support N.E.C.  
 Human Services—Multipurpose and Other: Supportive Housing for Older Adults  
 Human Services—Multipurpose and Other: Thrift Shops  
 Human Services—Multipurpose and Other: Transportation Assistance  
 Human Services—Multipurpose and Other: Urban League  
 Human Services—Multipurpose and Other: Victims Services  
 Human Services—Multipurpose and Other: Women's Centers  
 Human Services—Multipurpose and Other: Young Men's or Women's Associations  
 International, Foreign Affairs, and National Security: Alliances & Advocacy  
 International, Foreign Affairs, and National Security: Arms Control & Peace  
 International, Foreign Affairs, and National Security: Fund Raising & Fund Distribution  
 International, Foreign Affairs, and National Security: International Academic Exchange  
 International, Foreign Affairs, and National Security: International Affairs, Foreign Policy, & Globalization  
 International, Foreign Affairs, and National Security: International Agricultural Development  
 International, Foreign Affairs, and National Security: International Cultural Exchange  
 International, Foreign Affairs, and National Security: International Democracy & Civil Society Development  
 International, Foreign Affairs, and National Security: International Development  
 International, Foreign Affairs, and National Security: International Economic Development  
 International, Foreign Affairs, and National Security: International Exchange N.E.C.  
 International, Foreign Affairs, and National Security: International Health Development  
 International, Foreign Affairs, and National Security: International Human Rights  
 International, Foreign Affairs, and National Security: International Migration & Refugee Issues  
 International, Foreign Affairs, and National Security: International Peace & Security  
 International, Foreign Affairs, and National Security: International Relief  
 International, Foreign Affairs, and National Security: International, Foreign Affairs, & National Security N.E.C

International, Foreign Affairs, and National Security: Promotion of International Understanding  
 International, Foreign Affairs, and National Security: Research Institutes & Public Policy Analysis  
 International, Foreign Affairs and National Security: Single Organization Support  
 Medical Research: Biomedicine & Bioengineering Research  
 Medical Research: Birth Defects & Genetic Diseases Research  
 Medical Research: Cancer Research  
 Medical Research: Fund Raising & Fund Distribution  
 Medical Research: Heart & Circulatory System Diseases & Disorders Research  
 Medical Research: Medical Disciplines Research  
 Medical Research: Medical Research N.E.C.  
 Medical Research: Specifically Named Diseases Research  
 Mental Health, Crisis Intervention: Addictive Disorders N.E.C.  
 Mental Health, Crisis Intervention: Alliances & Advocacy  
 Mental Health, Crisis Intervention: Community Mental Health Centers  
 Mental Health, Crisis Intervention: Counseling  
 Mental Health, Crisis Intervention: Gambling Addiction  
 Mental Health, Crisis Intervention: Hot Lines & Crisis Intervention  
 Mental Health, Crisis Intervention: Mental Health & Crisis Intervention N.E.C.  
 Mental Health, Crisis Intervention: Mental Health Associations  
 Mental Health, Crisis Intervention: Mental Health Disorders  
 Mental Health, Crisis Intervention: Mental Health Treatment  
 Mental Health, Crisis Intervention: Professional Societies & Associations  
 Mental Health, Crisis Intervention: Psychiatric Hospitals  
 Mental Health, Crisis Intervention: Residential Mental Health Treatment  
 Mental Health, Crisis Intervention: Sexual Assault Services  
 Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment  
 Mental Health, Crisis Intervention: Substance Abuse Prevention  
 Mental Health, Crisis Intervention: Substance Abuse Treatment  
 Mutual/Membership Benefit Organizations, Other: Cemeteries  
 Mutual/Membership Benefit Organizations, Other: Domestic Fraternal Societies  
 Mutual/Membership Benefit Organizations, Other: Fraternal Societies  
 Mutual/Membership Benefit Organizations, Other: Insurance Providers  
 Mutual/Membership Benefit Organizations, Other: Mutual & Membership Benefit N.E.C.  
 Mutual/Membership Benefit Organizations, Other: Mutual Insurance Companies & Associations  
 Mutual/Membership Benefit Organizations, Other: Pension & Retirement Funds

Mutual/Membership Benefit Organizations, Other: Professional Societies & Associations  
 Mutual/Membership Benefit Organizations, Other: Voluntary Employees Beneficiary Associations (Non-Government)  
 Philanthropy, Voluntarism, and Grantmaking Foundations: Community Foundations  
 Philanthropy, Voluntarism, and Grantmaking Foundations: Corporate Foundations  
 Philanthropy, Voluntarism, and Grantmaking Foundations: Federated Giving Programs  
 Philanthropy, Voluntarism, and Grantmaking Foundations: Fund Raising & Fund Distribution  
 Philanthropy, Voluntarism, and Grantmaking Foundations: Management & Technical Assistance  
 Philanthropy, Voluntarism, and Grantmaking Foundations: Named Trusts N.E.C.  
 Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Charity, & Voluntarism Promotion  
 Philanthropy, Voluntarism, and Grantmaking Foundations: Philanthropy, Voluntarism & Grantmaking Foundations N.E.C.  
 Philanthropy, Voluntarism, and Grantmaking Foundations: Private Grantmaking Foundations  
 Philanthropy, Voluntarism, and Grantmaking Foundations: Private Independent Foundations  
 Philanthropy, Voluntarism, and Grantmaking Foundations: Private Operating Foundations  
 Philanthropy, Voluntarism, and Grantmaking Foundations: Professional Societies & Associations  
 Philanthropy, Voluntarism, and Grantmaking Foundations: Public Foundations  
 Philanthropy, Voluntarism, and Grantmaking Foundations: Single Organization Support  
 Philanthropy, Voluntarism, and Grantmaking Foundations: Voluntarism Promotion  
 Public Safety, Disaster Preparedness, and Relief: Automotive Safety  
 Public Safety, Disaster Preparedness, and Relief: Disaster Preparedness & Relief Services  
 Public Safety, Disaster Preparedness, and Relief: Fire Prevention  
 Public Safety, Disaster Preparedness, and Relief: Public Safety, Disaster Preparedness, & Relief N.E.C.  
 Public Safety, Disaster Preparedness, and Relief: Safety Education  
 Public, Society Benefit—Multipurpose and Other: Alliances & Advocacy  
 Public, Society Benefit—Multipurpose and Other: Citizen Participation  
 Public, Society Benefit—Multipurpose and Other: Consumer Protection  
 Public, Society Benefit—Multipurpose and Other: Credit Unions  
 Public, Society Benefit—Multipurpose and Other: Financial Institutions  
 Public, Society Benefit—Multipurpose and Other: Fund Raising & Fund Distribution  
 Public, Society Benefit—Multipurpose and Other: Government & Public Administration  
 Public, Society Benefit—Multipurpose and Other: Leadership Development  
 Public, Society Benefit—Multipurpose and Other: Military & Veterans Organizations  
 Public, Society Benefit—Multipurpose and Other: Professional Societies & Associations

Public, Society Benefit—Multipurpose and Other: Public & Societal Benefit N.E.C.  
 Public, Society Benefit—Multipurpose and Other: Public Finance, Taxation, & Monetary Policy  
 Public, Society Benefit—Multipurpose and Other: Public Transportation Systems  
 Public, Society Benefit—Multipurpose and Other: Public Utilities  
 Public, Society Benefit—Multipurpose and Other: Research Institutes & Public Policy Analysis  
 Public, Society Benefit—Multipurpose and Other: Support N.E.C.  
 Public, Society Benefit—Multipurpose and Other: Telecommunications  
 Recreation, Sports, Leisure, Athletics: Alliances & Advocacy  
 Recreation, Sports, Leisure, Athletics: Amateur Sports  
 Recreation, Sports, Leisure, Athletics: Amateur Sports Competitions  
 Recreation, Sports, Leisure, Athletics: Baseball & Softball  
 Recreation, Sports, Leisure, Athletics: Basketball  
 Recreation, Sports, Leisure, Athletics: Camps  
 Recreation, Sports, Leisure, Athletics: Community Recreational Centers  
 Recreation, Sports, Leisure, Athletics: Equestrian  
 Recreation, Sports, Leisure, Athletics: Fairs  
 Recreation, Sports, Leisure, Athletics: Fishing & Hunting  
 Recreation, Sports, Leisure, Athletics: Football  
 Recreation, Sports, Leisure, Athletics: Fund Raising & Fund Distribution  
 Recreation, Sports, Leisure, Athletics: Golf  
 Recreation, Sports, Leisure, Athletics: Olympics  
 Recreation, Sports, Leisure, Athletics: Parks & Playgrounds  
 Recreation, Sports, Leisure, Athletics: Physical Fitness & Community Recreational Facilities  
 Recreation, Sports, Leisure, Athletics: Professional Athletic Leagues  
 Recreation, Sports, Leisure, Athletics: Professional Societies & Associations  
 Recreation, Sports, Leisure, Athletics: Racquet Sports  
 Recreation, Sports, Leisure, Athletics: Recreation & Sports N.E.C.  
 Recreation, Sports, Leisure, Athletics: Recreational Clubs  
 Recreation, Sports, Leisure, Athletics: Single Organization Support  
 Recreation, Sports, Leisure, Athletics: Soccer  
 Recreation, Sports, Leisure, Athletics: Special Olympics  
 Recreation, Sports, Leisure, Athletics: Sports Associations & Training Facilities  
 Recreation, Sports, Leisure, Athletics: Swimming & Other Water Recreation  
 Recreation, Sports, Leisure, Athletics: Winter Sports  
 Religion-Related, Spiritual Development: Buddhism  
 Religion-Related, Spiritual Development: Christianity



Religion-Related, Spiritual Development: Fund Raising & Fund Distribution  
Religion-Related, Spiritual Development: Interfaith Coalitions  
Religion-Related, Spiritual Development: Islam  
Religion-Related, Spiritual Development: Judaism  
Religion-Related, Spiritual Development: Management & Technical Assistance  
Religion-Related, Spiritual Development: Professional Societies & Associations  
Religion-Related, Spiritual Development: Protestant  
Religion-Related, Spiritual Development: Religion Related N.E.C.  
Religion-Related, Spiritual Development: Religious Media & Communications  
Religion-Related, Spiritual Development: Religious Printing & Publishing  
Religion-Related, Spiritual Development: Religious Radio  
Religion-Related, Spiritual Development: Religious Television  
Religion-Related, Spiritual Development: Roman Catholic  
Religion-Related, Spiritual Development: Single Organization Support  
Religion-Related, Spiritual Development: Support N.E.C.  
Science and Technology Research Institutes, Services: Astronomy  
Science and Technology Research Institutes, Services: Biological & Life Sciences  
Science and Technology Research Institutes, Services: Computer Science  
Science and Technology Research Institutes, Services: Engineering  
Science and Technology Research Institutes, Services: Engineering & Technology  
Science and Technology Research Institutes, Services: General Science  
Science and Technology Research Institutes, Services: Marine Science & Oceanography  
Science and Technology Research Institutes, Services: Mathematics  
Science and Technology Research Institutes, Services: Physical & Earth Sciences  
Science and Technology Research Institutes, Services: Professional Societies & Associations  
Science and Technology Research Institutes, Services: Research Institutes & Public Policy  
Analysis  
Science and Technology Research Institutes, Services: Science & Technology N.E.C.  
Social Science Research Institutes, Services: Behavioral Science  
Social Science Research Institutes, Services: Economics  
Social Science Research Institutes, Services: Interdisciplinary Research  
Social Science Research Institutes, Services: Professional Societies & Associations  
Social Science Research Institutes, Services: Social Science  
Social Science Research Institutes, Services: Social Science N.E.C.  
Unknown  
Youth Development: Adult & Child Matching Programs  
Youth Development: Alliances & Advocacy  
Youth Development: Big Brothers & Big Sisters

Youth Development: Boy Scouts of America  
Youth Development: Boys & Girls Clubs  
Youth Development: Boys Clubs  
Youth Development: Camp Fire  
Youth Development: Fund Raising & Fund Distribution  
Youth Development: Girl Scouts of the U.S.A.  
Youth Development: Girls Clubs  
Youth Development: Scouting  
Youth Development: Youth Centers & Clubs  
Youth Development: Youth Community Service Clubs  
Youth Development: Youth Development Agricultural  
Youth Development: Youth Development Business  
Youth Development: Youth Development N.E.C.  
Youth Development: Youth Development Programs  
Youth Development: Youth Development Religious Leadership